

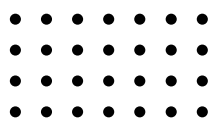


**Hope Lutheran
Church Bozeman**



2025-26 Annual Report

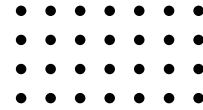
"We are called to welcome, equip, and serve all by sharing God's love and hope through Christ."



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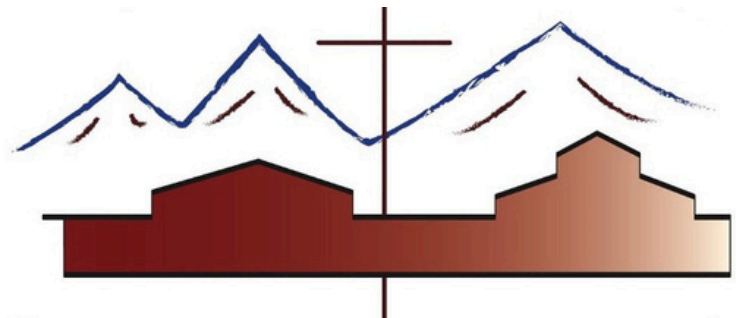
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2025-2026 Annual Meeting Agenda

- ◆ Opening Prayer
- ◆ Approval of 2024-2025 Annual Meeting Minutes
- ◆ Celebration of Hope Moments
Video by Emily Tomac
- ◆ Staff Reports
- ◆ Treasurer Report
- ◆ Nominations for Governing Council
- ◆ Budget
- ◆ New Business
- ◆ Adjournment



Montana Synod Bishop Report

When they had prayed, the place in which they were gathered together was shaken; and they were all filled with the Holy Spirit and spoke the word of God with boldness. - Acts 4:31



Dear Sisters and Brothers in Christ,

Thank you for the ministry, service, and love you embody in your congregations and communities. The work we do together as a church is vitally important in the world today. Daily, I pray that God continues to shake and awaken faith in you; that your congregation would be filled with the Holy Spirit as you worship God, teach the faith, serve with love, and tend to the suffering in your midst. May you speak the word of God with boldness to each other and to a world in need of grace and hope.

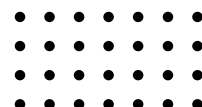
In my first months serving as Bishop of the Montana Synod, I have learned about the joys and challenges of ministry in this moment from clergy, LMAs, and congregational leaders. As I travel around the synod, I have been encouraged by your deep devotion to the Gospel of Jesus Christ, your care and concern for neighbors, and your resilience in the face of significant challenges. This is not an easy time to be the church, and some congregations acknowledge that transitions and changes have deeply shaken them. Could this be the Holy Spirit leading us into a new future? I wonder whether God might be using some of these uncomfortable experiences to awaken our faith and callings as disciples of Jesus Christ?

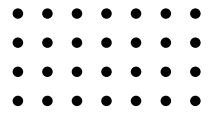
I am excited to announce that The Rev. Dr. Dwight Zscheile from Luther Seminary will be the keynote speaker at the 2026 Synod Assembly in Billings on May 29th and 30th. I encourage you to send delegates and other leaders to explore how God is calling us into a new future.

I am also glad to share that we are working on a new Montana Synod website. We aim to increase accessibility, provide new resources for our synod, and create a more welcoming experience for those checking out our synod online for the first time. Look for this website to launch soon.

As a synod, let us continue to pray and look for the Holy Spirit to lead us into this future together. Your participation in your congregation and the ministries of the Montana Synod makes a difference. More than ever, the church and the world need Lutherans to share the hope that we have by extending grace, mercy, and love to our neighbors. Thank you for your partnership in boldly sharing the Gospel of Jesus Christ.

Bishop Ben Quanbeck





ELCA Bishop Report

Dear friends in Christ,

As Lutherans, we are set free to love our neighbors and seek justice. In Colossians 2, we read: “As you therefore have received Christ Jesus the Lord, continue to walk in him, rooted and built up in him and established in the faith, just as you were taught, abounding in thanksgiving” (6-7).

I am abounding in thankfulness for you, church. You are an integral part of this mission as we envision a world experiencing the difference God’s grace and love in Christ make for all people and creation. The ministries of congregations including yours, our synods and the ELCA churchwide organization are all working together today and every day so more people may know the way of Jesus and discover community, justice and love. From providing food to people experiencing hunger, to helping train the next generation of leaders that will lead this church, your support is at work here at home and around the world.

Your generosity to each of the three expressions of the church — your congregation, your synod and the churchwide organization — has made it possible for us to do this work together. Your financial resources, your time volunteering and accompanying others, and your voices are so valued.

As we look ahead to the coming year, I encourage you to continue to walk in Christ, remembering you are rooted and established in faith, and free to love and serve your neighbors. Thank you, church, for the ways you connect with and support our siblings across the ELCA and in our communities.

Rev. Yehiel Curry

Presiding Bishop
Evangelical Lutheran Church in America



Governing Council President

Dear Members of Hope Lutheran Church,

Philippians 4:13, “I can do all things through him who strengthens me.” Two years ago, I wrote this in my annual congregational letter to you all. As our 2025-26 year comes to a close, I can only think that this still remains true to us at Hope Lutheran as I reflect on this past year. Is our work done? Not by a long shot, but I believe that is our calling as Christians. Salvation is finished by Jesus, but the work of a Christian is never considered done in this life. We are all called to continuous good works, and I am thankful that you have chosen Hope as a place to help fulfill these good works.

This past year, we witnessed incredible numbers at both our Christmas and our Easter services. With over 1,000 people in attendance for each of these services, it was incredible to see so many people being able to hear God’s word in our space.

Personally, it was so fun to have a great number of youth during the Christmas service able to take home a “stuffed animal.” I still hear the squeaks on occasion in our home coming from various bedrooms in the house, and I can’t help but chuckle...even when they should be sleeping. (Thanks Paul) haha

As more and more people have been entering our space, we have also seen growth in our new members that have made the choice to join us. 39, yes, 39 people have chosen to become members of Hope this past year! If you are a new member and you are reading this, Thank You! As president of the council, it is great to see so many new faces in our building, and growing participation in day to day church activities. I challenge everyone to get to know someone new, even if they aren’t new members of Hope. Our community is growing, and I also feel it is getting stronger as well.

Council and staff have continued to make changes to help improve processes to better communicate between each other, as well as the congregation. I wouldn’t say that these processes are perfect by any means. This past year tough conversations were able to take place, and actionable items were able to lead to some sort of results. This process has been messy, frustrating at times, but we have seen growth. Systems that have been in place here at Hope are beginning to take new shapes to better fit the needs of today. It’s still a work in progress, but work is being done.

As a council, I would say that this year has been one of the biggest growth years that we have had as a collective group. Our journey this year began in summer, and we really wanted to focus our attention on our vision as Hope. I felt that in the beginning we were making strides, but then were once again battled with financial questions/insecurities, and our time and efforts were shifted. The group of individuals that are leading you as a church are quite remarkable, with a very diverse set of skills. Varying perspectives on tough conversations has really led us to a much stronger position as a group, and I really believe the council is working hard together to make things better for all of our members as well as visitors who enter our doors.

Looking forward to 2026-27, we as a council are presenting a budget that is very similar to that of the budget of last year. Unlike last year, we were able to give our staff a 3% raise, which is very much deserved as they have been the cornerstone of our growth this last year. Ken Laufmann and Elizabeth Linsky have again put in an incredible amount of work to review where spending took place in 25-26. With this budget, I really believe that it is a true representation of where money is being spent and for good reason. There is no excess that is just “hanging around.” Even though we have been seeing growth in new membership, we haven’t seen a significant rise in giving. I GET IT! I feel the financial pressure on a daily basis, especially with opening a new business. There is great unrest with what is taking place in the world, and everyone is holding their cards tight...myself included. What I do want you to know, is the budget that is being presented is a true representation of the amount of money that is needed for this coming year to be able to operate. I would encourage you to sign up for recurring giving on Amplify if you have not already done so. \$20 may not seem like much every week, or even every couple of weeks, but I can assure you that every dollar adds up, and we could use every extra dollar we can find. If you are unable to give anymore financially but you have a skill or want to give Hope some of your time, that is just as valuable. There is always work to be done at the church in one way or another!

As I conclude this presidential update, I want to inform you that my time of serving on council is up for this round. It is crazy to look back on my time serving on this team that began in 2020 during a pandemic meeting on this new platform called Zoom. If I would have told myself 6 years ago that Hope would be in the position that it is currently seeing a significant amount of growth, I probably would have thought it was just a dream...but here we are. It’s work everyone, being a Christian is work. We have to work not only in our day to day, but we have to work extra during that day. Why? Because of Jesus, that’s why! His work was complete, he said so on Good Friday, “It is Finished.” So is my work as President “finished?” For now, yes, yes it is. But fortunately, that’s just the end of this chapter. I hope to find new avenues to give my time and talents, just with a different perspective. My time serving on this council has been very rewarding, and serving as President has been an honor.

What about you, Hope Lutheran? Is your Work finished? Are you ready to get to work? Get back to Work? Continue the Work? Are you Seeking Work? A little of all of the above? I challenge you this year to really put in the work, whatever it may be. Write down a goal for yourself for this 2026-2027 church year on how you are going to put in God’s work. Make it visible so you can see the goal, make it obtainable, and GO FOR IT! See where God leads you this year, be a light of Hope, and put in the Work!

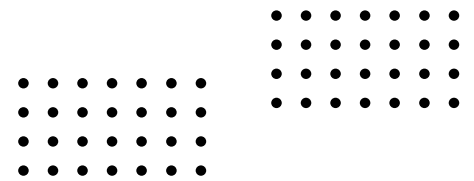
Respectfully Submitted,

Andrew Holman

Governing Council President



Pastor's Report



Blessed be the God and Father of our Lord Jesus Christ! By his great mercy he has given us a new birth into a living hope through the resurrection of Jesus Christ from the dead. 1 Peter 1:3

A living hope. This letter of 1 Peter reflects the explosive expansion of the early church after Jesus' resurrection, tackling issues of community, mission and suffering. It is a reminder that God calls us to be that living hope in the world, age after age. We here at Hope Lutheran are that living hope!

The living Hope Lutheran has been very visible over this past year. Not only in our own ministries on campus, but in the various and vast community groups who call Hope Lutheran home. Hope has been a part of proclaiming this living hope of God's love through creating space for people to ask the big life questions, to come together to celebrate and mourn together, to create and cultivate relationships and projects that make a difference in other people's lives. Hope's leadership continues to ask questions such as "what does it mean to be the church in 2026 in Bozeman, Montana?" and "how do we continue to be a place for people to gather, to learn and grow in their faith, to serve and to be a community together for the sake of world." Big questions, but God continues to walk with us as we strive to walk, work, worship and serve in that *living hope!*

The following pastoral acts and statistics from July 2025-May 2026 shows just how this hope is alive here at Hope Lutheran:

Weddings: 3

Arash Mozaffari & Heta Vallivaara
Eric Wegren and Kaitlyn Weinheimer
Darryl Heney & Ann Fox

Baptisms: 3

Cecilia Kay Gilbertson
Griffyn Gary-Michael Roessmann
Aila Mae Leintz

Deaths: 3

Carol Jean Roehm
Justine Bell
Gordon Haugen

Confirmations: 7

Danielle Kathleen DeArmond
Jordan Aaron DiImperio
Tess Marie Higinbotham
Matthew Sorum Roset
Penelope VanWieren Rosso
Thor Christian Streufert
Karlen Elise Walstad

New Members: 32

Arash Mozaffari
Jeremy, Abbie, Levi, & Stella Carpenter
Sumerlin Larsen-Lesperance
Rich, Grace, & Helen Lesperance
Sherry Larsen
Kindra, Ryan, Wrenna, Jay, & Arden Warman
Teri Anne Nahulu
Malia Boatman
Chuck Fuller
Sharon & Eric Culver
Susanna Turner, Elle & Hays Darr
Scott Wallace
Brett & Sallie Hartnett
Bob & Alice Larsen
Paul, Karinne, Kahlen, & Torin Nugent

Average Weekly Worship Attendance:

180 in person + 90 via Streaming

Christmas Attendance:

910 in person + 164 via Streaming

Holy Week Attendance:

523 in person + 200 via Streaming

Easter Attendance:

771 in person + 246 via Streaming

These statistics are merely snapshots of our life together in worship throughout the year. Hope's ministries reach far beyond worship as you can tell if you are on Hope's campus anytime during any given week. Hope is alive because of all of our members who have shared their leadership skills in each of our ministry areas. You can read about their work in the pages of this report. Thank you to you all for your work, your faithfulness and your willingness to share your gifts with the wider community!

A big thank you to our Governing Council and the leadership they have provided this past year: **Andrew Holman (President), Ken Laufmann (Treasurer), Carrie Higinbotham, Katie Strissel (Secretary), Kathy Kracht, Betsy Eubanks, Cindy Semple and Elizabeth D'Imperio.** This group has been dedicated to seeking God's wisdom, bringing their unique gifts to the table and has done amazing work behind the scenes to ensure Hope runs efficiently and has a vision for where God is calling us to serve. A very special thanks to Ken for the hours upon hours of faithful volunteer time and work on the refinancing of our mortgage with Thrivent!

I also want to take this opportunity to give thanks to Hope's amazing staff. Hope has invested in bringing these professionals on our staff to engage and equip us for ministry in their areas of expertise: **Jack Holm, Maren Haynes Marchesini, Paul Goodman, Cindy Sease, Emily Tomac, Dick Deschamps, Erin Henke, and John Hermanson.**

As an Easter resurrection people we are witnesses to Christ's living hope here at Hope! As we look forward to what lays ahead, we trust knowing that the Risen Jesus goes with us! I am blessed to serve this community of faith, and I look forward to seeing how God continues to make us his living hope!

Respectfully Submitted,

Rev. Heidi Hester

Pastor

Lay Minister Associate

(Disclaimer: For those reading last years report, this may look a little familiar. The ministries I am involved in are the same and the concerns and challenges are the same, so I used last year's report – updated with new information, and some text as appropriate. So please; read on.)

*And Jesus came and said to them, “All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit and teaching them to obey everything that I have commanded you. And remember, I am with you always, to the end of the age.”
(Matthew 28:18-20)*

Jesus was passing the baton, handing off, so to speak, the responsibilities of being human to the rest of humanity; helping to bring all into a right relationship with God, our Father and his. Are we up to this challenge?

Hope Lutheran Church in Bozeman, Montana, established 1919, has followed that path, and worked to holding our arms open to the world around us. The path has had turns in it, and at times has seemed to double back on itself and has had its share of hills and valleys; but with the help and guidance of the Spirit, Hope Lutheran has moved forward to today. As membership has increased over the last year, we are even more capable to shine the light of Christ into the world and onto all created beings. The following are a few highlights of activities over the last year:

Community Outreach

- As the numbers of those challenged with attaining the basics of life such as safe and consistent housing, a reliable source of food, and other basic needs increases, Hope continues to supply volunteers for the Mobile Soup Kitchen and the HRDC Fork & Spoon Restaurant. As of two weeks ago, Christ the King Lutheran is now a full team member bringing the number of teams to 6. The soup kitchen is made up of teams from Journey Church, Springhill Presbyterian, Mount Ellis Academy Adventist Church, Grand Avenue Christian Church, Hope Lutheran, and now Christ the King Lutheran.
- As we look into the future the soup kitchen is looking at the possibility of including more local congregations in the ministry, expanding the number of teams, and possibly adding a Sunday meal offering. We are also in the process of, and looking forward to strengthening our partnership with HRDC.

- Hope continues to serve one Friday afternoon each month at the Fork & Spoon Restaurant with 9 volunteers. Without volunteers like these, the Fork & Spoon would cease to function. The restaurant serves around 140 meals each night, Monday through Friday. While the members of our community who are benefitted by these meals are often subjected to ridicule and criticism, they are all God's children. God did not challenge us to judge but to care for them. This is a delightful, fun and meaningful way to meet new people. I always walk away knowing Christ was served in each of those meals.
- As of October 2025, a loose knit group of organizations and individuals led by Love INC have started a new ministry called Bozeman Dinner Church. Dinner is served each Sunday evening at the new HRDC shelter, Homeward Point. Those who gathered together in a meal are invited to join for an hour of Gospel-focused listening, sharing and praying. While this is not a direct ministry of Hope, I serve on the leadership team and I am encouraging members and friends of Hope to give some time and to take advantage of this needed and meaningful opportunity.
- While the financial outlay for these ministries is insignificant, the investment of time is considerable. My goal for the future would be to see all of us, as Christ's disciples, find more ways to invest time and other resources in finding Christ in the least of these. We have a beautiful and expansive campus. What ways can we find to leverage and use this resource to help the other?

Worship and Spiritual Development

As Christian people, our ultimate goal is a stronger relationship with God. Being a disciple and learner is a lifelong journey to that end. Worship and studies of the scripture provides the sustenance we need for the journey. I continue to be honored to be a humble teacher, who with the heavy lifting of the Holy Spirit, labor in these areas. Whether preaching or teaching, I continue to learn from scriptures, other spiritual leaders, from you and from God. While I seek to retire from these functions over the next year or so, I pray that the Holy Spirit continues to use me in this way.

My hope for the future is that we raise up others to commit the time and effort to learn and to lead. Following Christ means knowing Christ; how he lived, how he taught, how he healed, and how he loved as Jesus, God incarnate. We become stronger as a congregation, as our knowledge of how God has interacted with his children over the millennium, is nurtured, grows and flourishes.

Hope's Commercial Kitchen

For 3 years Hope's kitchen has functioned as a facility able to be rented to the public as a licensed commercial kitchen. We currently have seven entities renting the kitchen

and while we are close to capacity on some days, we are open to other tenants if they fit our model and space/time is available. The rent from this space adds considerably to Hope's overall funding resources. Our hope for the future is to maintain a manageable level of rental tenants in the kitchen, while at the same time maintaining a functional kitchen for the church's and member use. As we move into this era of multiple kitchen use, understanding protocols for proper kitchen use by all users is a necessity and greatly appreciated.

Memorial Garden and Arboretum

With the passing of Max Amberson and Fred Opperman a void was created. Both of these gracious spirits were responsible for creating and maintaining our memorial garden and arboretum. The garden was created, and most of the trees planted in honor of a loved one or friend. I have adopted the role of overseer of these beautiful spaces, and have several other like-hearted souls helping.

Our goal for the future is to maintain and nurture the trees and plants in this area, providing a pleasing spiritual and meditative environment for Hope, the neighborhood and community, and for future generations.

Hope External Campus

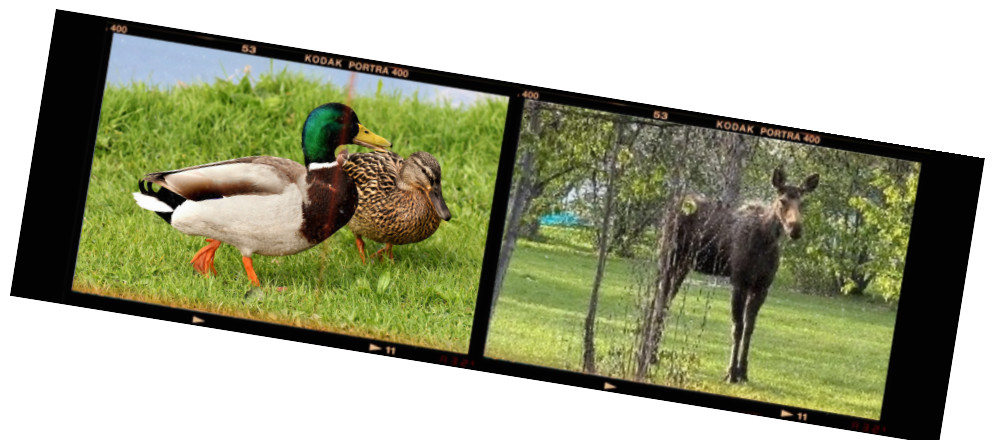
It is my sincere hope for the future that each one of us take active ownership in our exterior spaces. It is a large campus, and while some services are paid for, we cannot afford to pay for things such as lawn care, perennial bed maintenance, trash patrol, grass trimming, painting and minor repair, and maintaining the general property. We always have lists of things to be done, or if you choose, spending an hour just patrolling the property and looking for trash or extraneous weeds is very helpful. The possible fellowship and/or communing with nature is always good for the soul. And while you are out there, look for Mary and Joseph, and Bart

Thank you.

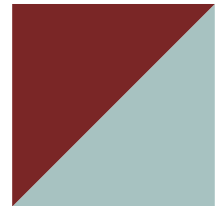
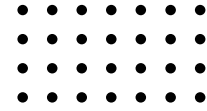
Respectfully Submitted,

Dick Deschamps

Lay Pastoral Associate



Youth & Family



This year has been a year of positive growth, especially in our children's ministry. We have been a part of a program called Age to Age, that has helped us listen to our families and consider what their biggest needs are. In February, we held a luncheon with 60 people and talked about the needs and desires that families have and what people are looking for in children's ministry. We have used that information to shape our Sunday school programs as well as to offer additional events for families. Just this past Sunday, (April 26) we gathered with 40 children and parents to stuff 180 school kits for Lutheran World Relief. This Age to Age team is going to continue to gather to plan additional opportunities for children and families to learn and grow together.

This past fall 8 youth were confirmed, which was awesome, but the larger group of youth finishing the program has led to some regrowth necessary on Sunday nights. We've been tweaking with what that program looks like and will continue to redesign it moving forward to meet the needs of very busy families. We will continue to work to meet the needs of families, but it will continue to look different than it has in the past. Often this happens in smaller settings, or in unexpected places like at the high school basketball game when we sit together and share stories and cheer on our kids. We will continue this year to redefine the ways that we can be the most effective and meet busy families where they are.

We served over 400 children at Christmas shop this year, a record number at least in the past 10 years. This program has continued to grow and we will continue to work to improve the guest experience.

In July, 13 of us will be traveling to Winston-Salem, NC to volunteer with their homeless population and to learn more about the systems that cause homelessness and what we might do about it back home.

One issue that we currently have is volunteerism. We tend to have the same five volunteers for everything, and in order to continue to grow we will need to identify some new leaders for Sunday school, nursery care, and youth programs in general.

Overall though this is an exciting time to be a part of our program. Almost every week we meet a new family who is looking to join us. This creates great opportunity to share God's love with new people all the time. I look forward to continuing to be a part of all that we have to offer here at Hope.

Respectfully Submitted,

Paul Goodman

Director of Youth & Family Ministries

Music & Worship

Overview

My fourth year as Director of Worship and Music and first year as Program Director Center for the Arts pilot project has been an exciting one, marked by creativity and collaboration!

Along with our three amazing staff people—Erin Henke (piano/organ), John Hermanson (composer/performer; Director of Sound and Technology), and August Hermanson (Sound and Technology Assistant), we have continued to set the bar for excellent music and worship in Montana, bringing passion and dedication to all our musical activities, Sunday and beyond.

Sunday Worship Music

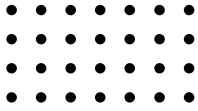
Hope Lutheran has continued to provide exceptional, heartfelt music every Sunday morning through our congregational ensembles, the Chancel Choir and Laity Worship Band, Artists-in-Residence like John Hermanson (often alongside me and Megan Makeever), Ensembles-in-Residence like Roots in the Sky Chamber Choir, soloists and ensembles, community groups, and our outstanding pianist/organist Erin Henke. Our worship music seeks to incorporate diverse resources representing the historical and contemporary Christian tradition. We include traditional hymns, modern worship music, creative approaches to liturgy and hymnody, global song, community singing, and original music by our members and staff. Worship participants range in age from children through elder adults, and over 50 lay members of our congregation participated in worship and music in the past year.

Center for the Arts Activities

Our Center for the Arts activities (a special initiative led by John Hermanson and me) have multiplied in the past year, particularly with collaborative worship experiences, worship/concert tours, workshop and retreat facilitation, and research/writing/publishing.

Our working mission statement is as follows:

The Center for the Arts at Hope Lutheran Church in Bozeman, Montana, is a brand new initiative for diverse, ecumenical interdisciplinary artists to experiment with innovative and collaborative approaches to liturgy, contemplation, and worship. The Center sponsors residencies for artists and ensembles, hosts creative worship experiences and performances, and offers retreats, facilitation, and consulting for artists, institutions, and congregations.



Special Programs

Our 2025-26 worship, performances, and special services include the following:

- Hosting rehearsals and concerts for Ensembles-in-Residence Roots in the Sky Chamber Choir (with whom Erin and I sing) and Baroque Music Montana
- Hosting concerts and song circles featuring our short-term Artists-in-Residence (see below)
- Hosting guest musicians in worship and for special events, including MSU choirs, Dakota Road's Hans Peterson, and Little Systems band
- Collaborative All Souls and Evensong services with St. James Episcopal Church, directed by Logan Henke
- Sunday Evening Advent Isaiah Services led by John Hermanson, Megan Makeever, and me with additional events in Billings, Hysham, Livingston, and Helena
- *Bending Towards the Light: A Jazz Nativity* performances produced and directed by Beth Ann Kennedy of Kindred Spirits
- Ecumenical Lent Isaiah Services and Easter Vigil co-led by John, Megan, and me alongside Table and Grace Campus Ministry students, and hosted by St. James Episcopal, First Presbyterian, Pilgrim UCC, and Christ the King Lutheran churches
- Ecumenical arts-based Good Friday service alongside clergy and musicians from St. James Episcopal, First Presbyterian, and Pilgrim UCC churches

Hosting Short-Term Artists-in-Residence

We piloted our short-term artist-in-residence program beginning in summer 2025, providing dedicated time, support, and mentorship for established and accomplished leaders in sacred music and art to create experimental and expansive new approaches to their work. We hosted the following artists:

- Kate Plummer (Sydney, Australia/Helena, MT), guitarist and composer, June 2025
- Andrew Barnes Jamieson (New Haven, CT), pianist, organist, and composer, August 2025
- Will Chiles (Springfield, MO), choral and folk music composer, songleader, May 2026

We hope to open general applications for our Artist-in-Residence program in the next year.

Music Faculty, Presentations, Workshop Leadership

This past year, John Hermanson and I attended (unless otherwise noted), performed at, or provided leadership for the following conferences, retreats, and festivals:

- June 2025, Holden Village music faculty with Megan Makeever
- July 2025, Contemplative Arts Retreat Leaders, Christikon Camp

- July 2025, Presentation at the Christian Congregational Music: Local and Global Perspectives conference with Dr. Joshua Busman, Ripon College Cuddesdon, Oxfordshire, England (only Maren)
- August 2025, Isaiah Backpacking Tour, Christikon Camp (only John)
- September 2025, Wild Goose Festival mainstage performance with Megan Makeever
- September 2025, Worship Leaders, Table and Grace Campus Ministry Fall Retreat at Rockhaven Camp
- October 2025, Sing a New Song! Conference for the Northern Rockies Institute of Theology (Montana Synod), Helena, Montana (with Megan Makeever)
- October 2025, Keynote Speakers, Table and Grace Campus Ministry Fundraiser at Hope Lutheran
- January 2026, Retreat Facilitators, Confluence Ministry Missoula at Flathead Lutheran Bible Camp
- February 2026, Sharing the Song Concert and Retreat, Grace Lutheran Church, Fort Washington, Maryland (DC-area), hosted by Rev. Becca Vargas and with Paul Vasile
- February 2026, Retreat Facilitators, Table and Grace Campus Ministry Winter Retreat at Fairmont Hot Springs
- April 2026, Pacific Northwest Isaiah Tour (Missoula, Spokane, Seattle, Everett, Tacoma) sponsored by Holden Village

We anticipate maintaining this full and exciting schedule of events into 2027 and beyond.

Publications, Contributions, and Podcast Episodes

John and/or I have maintained an active schedule of publishing and contributions to national and international perspectives in congregational music. Our activities in the past year include the following:

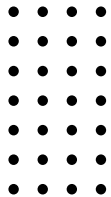
- Co-edited book and academic article by Maren: *My Impossible Soul: The Metamodern Music of Sufjan Stevens*, eds. Tom Drayton, Greg Dember, Josh Busman, & Maren Haynes Marchesini. Bloomsbury Academic Press, published February 2026.
- Essay by Maren: "Presentational and Participatory Worship: Expanding upon Jennifer Lord's 'Liturgy: The World Being Done.'" In *Call to Worship: Liturgy, Music, Preaching, and the Arts*, 59(4), calltoworshipjournal.org/presentational-and-participatory-worship/
- Academic article by Maren: "Performing 'Manly' Worship Music: Gender and Timbre at Mars Hill Church." *Yale Journal of Music and Religion*, Vol. 11, No. 1, <https://doi.org/10.17132/2377-231X.1298>, published Fall 2025.
- Liturgy by John, edited and arranged by Maren: *Isaiah: Is This the Fast We Choose* liturgy for Holden Village arranged for piano and cello, published in-house at Hope Lutheran (sung weekly in summer 2025 at Holden Village)
- Podcast episode with Maren and John: "Isaiah Vespers at Holden Village: With a Performance by John Hermanson, Maren Haynes Marchesini, and Megan Makeever," *Holden Village Podcast*, July 2025

- Podcast episode with Maren: “Sounding Board with Maren Haynes Marchesini,” *Sounding Board Podcast, Presbyterian Association of Musicians*, April 2026
- Presbyterian Association of Musicians *Child of Blessing* resource contributions by Maren (submitted April 2026)

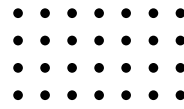
I have additional academic work in the pipeline, including a new Scholar-Practitioner initiative with Dr. Marcel Silva Steuernagel (Southern Methodist University) and Brian Hehn (Center for Congregational Song), as well as a co-edited article about post-evangelical metamodern spiritualities with Dr. Joshua Busman (University of North Carolina, Pembroke). John and I also have done quite a bit of composing and arranging in the past year.

Summary

We intend to continue growing our Center for the Arts initiative, and hope to establish significant sustainable funding to expand these programs and projects!



Administration



It has been a wonderful second year at Hope! I feel very fortunate to work alongside such a smart and caring staff and greatly appreciate all the support and kindness from the congregation as well. This year has been a busy one, filled with lots of new projects and transitions, not the least of which has been helping the church transition to a new church management system - a big undertaking and long term project! I've listed some of the main projects I took on this past year below:

- • **Moved to a new church management system (still in progress)** - In August of 2025 the Hope staff made the decision to switch from Community Church Builder (CCB) to a new church management system, Amplify. Amplify has many new features that will serve Hope well:
 - Integrated online giving system
 - Mobile app for congregation members
 - Integrated church directory
 - Easier to use calendar (which will be helpful for scheduling all our ministries & renters!)
 - Included new website builder
 - More cost effective than CCB

Though we've gotten a good amount of the information from CCB moved over to Amplify (over 700 people entries, all calendar entries through the end of 2027, church attendance back to 2025), there is still a fair amount of stuff that needs to be transferred and set up. The staff is now officially using the calendar in Amplify, and the next step is to set up groups and volunteer scheduling. Once we have the staff and ministry team leaders trained on how to use Amplify, we will introduce the system to the congregation.

- • **Moved to a new online giving system** - As part of the switch to Amplify, we have officially set up a new online giving system in place of Vanco. This new system is fully integrated with Amplify, meaning when someone gives online, it automatically syncs over to that person's giving statement! Thank you to Ken and Elizabeth for their help with getting the system up and running. We now have new giving slips in the pews, a new giving form linked to our website, and a text to give option. People can also access the giving form through the church app. The new giving system also features more detailed reports and graphics, which are helpful for our financial team and staff.
- • **Decluttered and upgraded the entry space** - The staff had long desired to do something new with the space behind the information desk in Hope's entry space - it was cluttered with a million brochures that nobody touched and a TV that was connected to a laptop that was so old and broken that it couldn't connect to the internet! The staff had a clean up day where we:

- Moved the brochure holders to the hallway next to the gym for easier visibility and access for all of our church guests
- Removed the old TV and replaced it with a newer one that has internet capabilities and can be controlled from the front office
- Cleared out all the stuff behind and on top of the information desk
- Took down the bulletin board and replaced it with new felt bulletin board tiles
- Set up a new magazine rack to display Hope publications and flyers

We have some exciting projects in the works for this coming year:

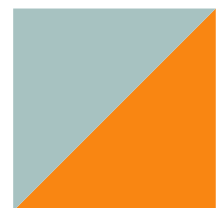
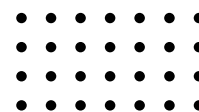
- **Roll out the new Hope website!** - As part of our switch to Amplify, we have access to a new website builder (that is connected to Amplify), so I have slowly been working on designing a new website for the church. This website builder is much fancier than our current builder, so we have more options for interactive features and updated visual elements.
- **Help congregation get logged into Amplify and new church app/directory** - Once we have the staff and ministry teams up to speed on how to use the new church management system, the next step is to get the congregation on board! We will have training sessions offered before/after church so congregation members can learn how to get logged in, view their giving statements, sign up for volunteer opportunities, download the church app, and view the new church directory. We want to make sure that everyone feels comfortable using the system and that they feel connected to what is going on at Hope!
- **Clean out/organize the cubical space in office** - The cubicle space in the office (currently where Cindy's office is), has become somewhat of a dumping ground for miscellaneous technological items and other things, so it is part of my next organizational project to clean up and organize that space! Jack and I will determine what items need to be kept and properly dispose of the rest, and I plan to organize the greeting card station for our birthday/anniversary card team, so it's easy to find what they need.

I am looking forward to getting Hope fully transitioned to Amplify, to streamlining more processes, and to organizing more and more :)

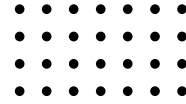
Respectfully Submitted,

Erin Henke

Front Office Manager/Collaborative Pianist & Organist



Community Connections



My role has had a focus in four areas. These include:

- Outreach to Visitors
- Strengthening Connections with our Congregation to our Church
- Strengthening our Connections to Outside Groups
- Generating Revenue



OUTREACH TO VISITORS

Every visitor who attends worship at Hope and gives us contact information receives a personalized welcoming email and information package from me the following week. Often, this turns into ongoing communication. From June 2025 through mid April 2026, I've sent out 88 welcome emails. Of those, 39 people have either joined Hope or will join with the August new member group. And, 59 of the 88 (including those who will or have joined) have worshipped with us 3 times or more. That gives us what I call a "stick rate" of 67%. This is a statistic we can all be proud of, relating to the quality of our worship experience, our mission, and our friendliness as a congregation.

STRENGTHENING CONNECTIONS WITH OUR CONGREGATION TO OUR CHURCH

One of my major focuses has been creating opportunities for different segments of our church population to connect and form smaller communities with people at similar stages of life or with similar interests. There are a few specific groups I'm currently working with.

- **Hallelujah Hopesters:** This group of women ages mid 60's and up gather every other month for food, fun and fellowship. We utilize our kitchen tenants to cater a luncheon, and the women attend to enjoy a unique culinary experience and to share life stories and experiences. We consistently have 25 – 30 attendees each time we gather, and attract new people to our group each time we meet. Word has spread beyond our congregation now, and we have had attendees from Pilgrim and from First Methodist in addition to our own members.
- **Age to Age:** I am working with Paul Goodman's Age to Age team on opportunities to expand our younger children's ministry. Within this, we are finding a need for parents

to have a place to connect with other parents of young children who are also working to raise their kids in an environment of faith. The current thought is to find ways to incorporate some of what has proven successful in the Hallelujah Hopester model and to adapt it to younger families.

- **Men's Pub Ministry:** This is in the formative phase but will likely involve the opportunity for men of all ages to gather at local breweries, sample the offerings, eat pizza and talk about faith.
- **Playground Project:** Jack and I are working on a project to do a badly needed revamp of our playground. Mountain Meadows Montessori, the YMCA summer camp and our own Hope kids (we had 67 in Sunday School on Easter) utilize this space. Jack and I have been touring playgrounds and meeting with playground designers to come up with a plan. A fundraiser that will include the Mountain Meadow Montessori families is in the formative stages.
- **Visits with Congregation Members in Assisted Living Settings:** I have begun outreach, visitation and taking communion to some of the older ladies in our congregation.

Outside the special interest groups, I created and continue to work with:

- **Hope Hoppers:** The Hoppers are a group of Hope members who are able and willing to give rides to congregation members that need transportation to church. There is a small, regular group of people in the congregation who utilize this service frequently. Lee Ann Weinheimer coordinates it for us.
- **Connections Team:** This group greets visitors, both at the door as they come to worship and intentionally connecting after services, helping newcomers feel welcomed to our congregation.

STRENGTHENING OUR CONNECTIONS TO OUTSIDE GROUPS

There are 9 local organizations that I connect closely to, attending meetings or speaking with directors on a regular basis. These include: Befrienders, Bienvenidos, Eagle Mount, Haven, HRDC, Family Promise, YMCA, Thrive and Love INC. I am also one of our representatives to the Greater Gallatin Interfaith Association.

We promote the volunteer and tangible needs of these groups through our monthly Community Connection newsletter. This newsletter goes to our congregation, but has also gained a life of its own and has been requested by a number of other organizations and individuals. As I work to connect our congregants to ways to live out their faith, I often refer them not only to opportunities within Hope, but to volunteer opportunities with these

partner organizations. And, we are becoming known as an informational hub, with other churches and organizations reaching out to me for help connecting them to others in our community.

GENERATING REVENUE

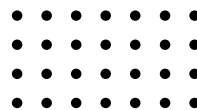
In addition to assisting Erin and Jack in fulfilling and managing the schedules of community groups and individuals who look to us for building space rental, I also work extensively with recruiting and maintaining relationships with some of our higher revenue generating tenants.

- **Kitchen tenants:** We now have 7 different caterers/food vendors leasing space in Hope's commercial kitchen. These include The Ugly Onion, Chef Daniel Cox, Z's Kitchen, Happy and Holistic, Pasta Bottega, Ngon's Kitchen and Tanamaki. I have developed relationships with all of the tenants, handle their scheduling needs and hold regular meetings with them. Summer is the height of our kitchen schedule, with Farmer's Market prep and many catered events. From July 1 – August 31, we currently have 338 hours of billable kitchen time on the books and will realize at least \$8450 in those two months alone. I expect this number to increase as our tenants receive more booking requests from their clients.
- **Mountain Meadows Montessori:** I met with Lee Arnold, the board chairman for the Montessori School, in March and we have a verbal commitment with them for a minimum of two more years of building space rental, with the strong likelihood that this relationship will last into perpetuity. We negotiated an increase in their rent, and will realize \$60,000 per year when the new lease starts in September 2026.
- **OLLI (Osher Center for Lifelong Learning, MSU):** I manage OLLI's contracts, scheduling and rate negotiation. They average a spend of roughly \$22,500 per year.
- **YMCA Summer Camp:** We have the YMCA Summer Camp contracted with us for space for the second summer in a row, and all indications are that this will be an ongoing relationship. We increased their rates this year and will realize \$18,000 in revenue for the summer.

Respectfully Submitted,

Cindy Sease

Director of Community Connections



Facilities

Every season gives us the opportunity to showcase our facility, and this past year continued to demonstrate just how active and vibrant our building is. My focus as your facilities manager is to ensure that our facility remains safe, functional, and welcoming so we can continue offering this space to the Bozeman community. Maintaining the building continues to be a stewardship opportunity for Hope Lutheran.



Our building remains heavily used throughout the week. Sanctuary events, education wing activities, gymnasium use, kitchen rentals, and Fireside Room gatherings often overlap, reflecting the ongoing demand for our space. We continue to average a high volume of monthly events, and the partnerships and programs housed here remain an important part of our mission.

Budget restraints continue to limit the number of projects we can complete. As noted last year, “normal wear such as general cleaning, carpet cleaning, window washing, and touch up painting is a continuing need.” This remains true, and we continue to balance necessary maintenance with available resources.

Below is an updated list of completed, scheduled, and future projects for the 2025–26 year.

PROJECTS

Completed

- Seal and stripe parking lot
- Replacement of two office computers for Office Manager and Facilities Manager
- HVAC unit replacement for nursery and 3 classrooms due to system failure

Scheduled/Ongoing/Multi-year

- HVAC unit replacement — one unit per year, as budget allows
- Building-wide painting plan, to be completed in phases
- LED lighting conversion in classrooms
- Replacement of three Mac computers with outdated operating systems

Future

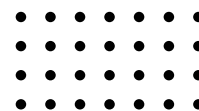
- Acoustic sound dampening project for the gym, beginning with a professional analysis — \$3,250
- Replacement of two rooftop exhaust fans — \$2,550 total
- HVAC line set insulation replacement on roof — \$1,336
- LED lighting conversion in the gymnasium
- Continued technology upgrades for security and facility management
- Evaluation of additional AV needs in high use rooms with priority to the Fireside room
**AV upgrade with cost of equipment and installation covered by user groups but delayed to due installer availability
- Long term planning for major mechanical system replacements

I would like to thank the Property Committee for their continued dedication to the care of our building. As last year's report stated, "Members include Pete Astrup, Dick Deschamps, and Dick Kracht. We welcome anyone else who would like to join us." Their commitment makes this work possible.

Respectfully Submitted,

Jack Holm

Facilities Manager



Media Content

Introduction

Over the past year Hope has seen a lot of growth in our congregation, ministries, and building use. A new question that I asked myself this year was what are other ways that we can share Hope's stories? Being able to record all of the stories, events, and people that come through this building has been my priority. To expand on what I already do, I came up with new formats through social media, print, and video to reach out about what our community is up to.



Photography and Video Media


My expertise in photographic communications has helped me capture candid moments during different ministry events.


I attend as many church and ministry events as I can with the sole purpose of documenting. I acclimate with the people and space that I am in by staying back and observing what is happening. I decide what the main area of action is and find the things that are going unseen. I then take photos and sometimes videos of all the different aspects of the scene to capture the full scope of what I'm capturing. I then bring them into an editing software, typically Lightroom Photoshop or DaVinci Resolve, and name the files in a way that I can keep track of them easily. From there I rate my favorite photos from the ones I took and fully edit them and export them. Filing all of the media into certain folders and hard drives is very important to keep things organized. One project that I am really proud of from this past year is the Confirmation Bench Project video. I had a really great time chatting with the kids and getting to show their voices during the service. I had very positive feedback from that project and I hope to do more like it in the future. It is important to me that there is new and exciting media for people from inside of our community and outside. The more I can capture, the more everyone can see the growth here at Hope.




Posting on Social Media

An important part of my job is to give Hope more of an online presence via social media. By presenting our media, news, and events we reach a wider audience that is interested in what we are doing and what we are about. I mainly post this media to Instagram, Facebook, and Youtube. I have found that Hope's social media posts perform the best when we post photos and videos of events and groups as well as collaborations with different churches and groups such as our Good Friday service with St. James and Pilgrim United. Any interaction with our social media accounts gives us the chance to reach someone who doesn't know about Hope. Our online audience is just as important to Hope as our in-person community. This part of my job is vital due to the technologically advanced world that we live in now.

 **Hope's Highlights Newsletter**
A new venture I took on this year is creating the bimonthly newsletter titled Hope's Highlights. I wanted to delve even further into the stories happening around Hope and figured a print format would suit our congregation as well as the hundreds of people that use our building every week. At the start of every month I gather a list of possible topics to write about and then reach out to the appropriate contacts. I then set up the appropriate meetings or interviews and write down and record what the person I'm talking to is talking about. Later, I type out my notes and compile them into a comprehensive article about said topic. I then format the newsletter to fit the text along with photos that accompany the articles. Once the draft is looked over by editors, I clean it up and print it. Hope's Highlights can then be found on the front welcoming table and also on our Facebook page for our online audience to enjoy as well. This newsletter has been a really fun way to share news about happenings going on around our community to our greater community. I would love to continue publishing this newsletter with many more voices to write in it. I have been lucky enough to get a few willing individuals to write articles but would definitely welcome more!

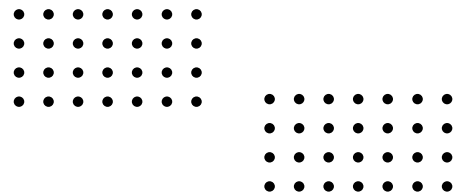
 **Midweek Newsletter**
In addition to capturing different media to share with the community, I also format and create graphics that go in the weekly newsletter. I receive emails from different people with information about events and any other important news. I then format the media into different banners and posters that can be used in the weekly email. My main platform I use to create these graphics is on Canva which gives me a wide variety of templates and assets that help me create good-looking graphics. I then download the graphics and upload them to our mailing platform, Mailchimp. Once it is created, I send a draft of the email to the entire staff to see if there are any typos, misinformation, or old information. I then make the changes and schedule it to send every Thursday. The newsletter is very useful for people who want to know what is happening at Hope on that specific week.

 **Future Goals**
All of my goals for my future here at Hope center around one question: How can we get Hope's message out to the Gallatin Valley and beyond? Hope has so many great things happening every day. If we could get our information out to the community around us, then Hope could be even more successful. Photos and videos are a great accessible way to reach out to that audience. Visual media is essential for telling our story to the greater Bozeman community.

Respectfully Submitted,

Emily Tomac









Manager of Media Content





The Advocates for an Inclusive and Diverse Church committee has a mission of making Hope Lutheran an affirming space for marginalized communities by working with local and national resources to connect with our congregants and grow in our education and experiences. Our members brainstorm ways to make our space more inclusive, provide learning opportunities, advocate for internal changes that could make our services accessible, and connect with marginalized communities in the Gallatin Valley.

This year, we have continued supporting “othered” individuals through advocacy, book clubs, presentations, and calls to action. Here is what we have been up to:

-  Offered a three-part adult forum during Indigenous People’s Month where Judy McKenna lead a discussion on the novel *There There* by Tommy Orange, Andrea Abeyta, a member of the Eastern Shoshone from the Wind River Nation in Wyoming and a graduate student in Educational Leadership at MSU, presented her experiences and work, and we reviewed the “Essential Understandings” of the tribal nations of Montana.
-  Helped coordinate the Reconciling in Christ Sunday service that was led by Maren Haynes Marchesini and Dick Deschamps.
-  Organized an adult forum dissecting the book *UnClobber* by Colby Martin led by Dick Deschamps. This was a three-part education opportunity where attendees reflected on what the scripture says about homosexuality and how we can move forward in our advocacy while still centering our interpretation of the Bible.
-  Arranged a collection spot for the Gallatin Refugee Connections Welcome Kit Drive in our church lobby with leadership from Les Inafuku. The kits and other items donated were delivered to the Pilgrim Congregational Church in Bozeman. Our donations, along with those from other groups, will be delivered to refugees arriving in Billings.
-  Discussed protections for those with unknown immigration status at the annual Christmas Shop event with that committee. A plan to protect those individuals was developed and initiated. Luckily, no participants expressed a need for this assistance.
-  Reviewed the accessibility of our sanctuary with church staff to coordinate a more accommodating pew set up for wheel chairs. Investigation is ongoing regarding our sound system and its accessibility for those who are hard of hearing.
-  Helen Melland participated in “Building Trans-Affirming Churches” workshop and cohort with the Transmission Ministry. She reported to us thoughts and suggestions of ways to incorporate what she has learned into our congregational life.
-  Made our annual contribution to the national Reconciling Works organization.

In the next couple of months, we have a couple initiatives that will come to fruition. Here is what we are planning:



Organize a two-part adult forum in which Les Inafuku will broadly present the history of the interment of Japanese Americans during WWII, the experiences of his family during this time, how this reflected the detention camps that emerged during the War on Terror, and how this relates to the current treatment of immigrants in the United States.



Participate in the Pride-A-Palooza Resource Fair on June 6th. Like last year's event, we will provide RIC resources, hand out temporary tattoos and stickers, and engage in conversations with those in the LGBTQIA+ community and allies who want a worship opportunity with an affirming congregation. To continue celebrating Pride month, we will plan a Sunday service that directly focuses on celebrating the LGBTQIA+ community.

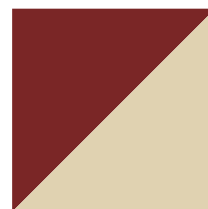
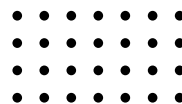
In the following year, we plan to continue providing education opportunities for congregants looking to learn more about Reconciling in Christ, advocacy, and other related topics. Additionally, we will supply resources for marginalized individuals through our participation in festivals, resource fairs, and other outreach opportunities. As our congregation and local community changes, we hope to continue growing and connecting with those around us.

AIDC typically meets every third Tuesday of the month at 7 pm in Room 124 or via Zoom. If you are interested in joining or participating in one of our meetings, please feel free to reach out to our co-chairs, Jaynee Groseth (jaynee.groseth@gmail.com) and/or Taylor Martin (taylormartin403@gmail.com).

Members: Dave Carson, Jocelyn Carson, Brad Dirckx, Peg Dirckx, Jaynee Groseth, Rolf Groseth, Les Inafuku, Mary Kurcinka, Kahlee Martin, Sue Martin, Taylor Martin, Judy McKenna, Helen Melland, Jim Melland, Ann Olson, Dale Olson, Bill Racicot, and Linda Racicot

Respectfully Submitted,

Taylor Martin



Altar Guild



This past year the Altar guild has continued to keep the baptismal font filled with water, the candles filled with oil and the altar area clean. We also make sure the correct paraments and banners are in place to correspond with the liturgical calendar. Our group is also in charge of lining up people to prepare and serve communion every Sunday as well as other special days during the year. We'd like to thank all those volunteers in our congregation who help us make this task go so smoothly. At the beginning of Advent we decorated the Christmas trees and hung the wreaths around the church. We do various other tasks around the church as needed, such as cleaning the baptismal font every other month and cleaning the wax off the pews after the candlelight service on Christmas Eve.

Right now we have 13 members in our group, but we'd love to have more people join us. If you are interested, please let the office know, and we will contact you.

Respectfully Submitted,

Marcia Emborg & Lois Johnson

Coffee & Conversation

C&C is a diverse group of retired folks who meet once a week to share a cup of coffee, tea, hot chocolate, or water and participate in lively conversation.

C&C started in 2008 as a means of social interaction for retired folks who are members of HLC and community members. We are a diverse group of college professors, business owners, teachers, pastors, professional and military. Because of this diverse group our conversations are never dull, and every week is different.

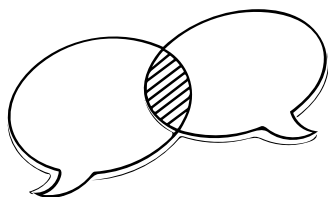
We share our lives through conversation and sometimes pictures. Many of us are active with other HLC activities, such as choir, ushers, Sunday coffee, altar guild, church council and various committees.

We celebrate various life events with party-like conversations, and with goodies as varied as our members and imagination. Several times during the year we get together for dinner at a local restaurant.

We meet weekly on Tuesday at 10 AM in Room 123. All are welcome. Come and bring a friend, they do not have to be members of HLC.

Respectfully Submitted,

Kathy Kracht



Coffee Team

The Coffee Ministry is percolating along and based on comments and smiles every Sunday, is an appreciated backdrop for people to connect both before and after services. As we have grown as a church, the amount of coffee and treats has increased. If coffee is any indicator, we are consistently making 5 coffee pots instead of 3 (not counting the decaf air pot), and 12 dozen treats instead of 8, which is about a 30% increase over the last couple of years.

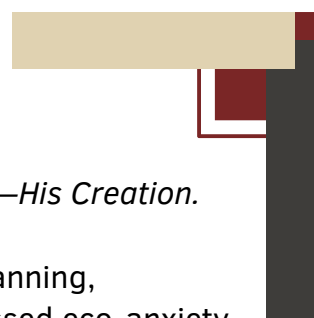
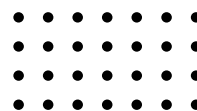
There are roughly 40 people listed in the Coffee Ministry, and I send a weekly email to keep everyone informed about what's needed. We require 2 servers each week, and 2 people bringing 4-5 dozen treats. We encourage all church members to bring treats for the freezer at any time. Although on paper we have a large team, only about 30% of those members are signing up to help. We have a dedicated team of 4 people who staff 2+ times a month, another 6 people who staff occasionally, and then about 7 people who bring in treats regularly. If we continue to lack active servers, we could consider having full coffee service only twice a month, which would be less of a load on the core team. Our coffee team policy is that if we don't have servers, we will just put a sign out letting everyone know there is no coffee service that week. I would like to keep our weekly service, and hope that anyone reading this considers joining the team or becoming more active if you are already a member. Please talk to me if you have questions!

A heartfelt thank you to all the Hope members who bake, buy, and staff this important ministry! You are all wonderful.

Respectfully Submitted,

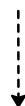
Betsy Eubanks

Creation Care



Creation Care's ministry honors the blessing of God's second greatest gift—His Creation.

Members of the Creation Care Team met in September for a retreat for planning, fellowship, and the chance to get to know new members better. We discussed eco-anxiety and coping through taking action. We also took another look at high-impact practices that have greater impact on changing climate realities for the better. From those practices, we chose to work on Reducing Food Waste. One way we planned to support that is with a composting presentation by CCT member Elizabeth D'Imperio in May. Another new idea the retreat sparked was to create CCT Sunday morning informational screen announcements, coordinated by member Dawn Inafuku, that began in the spring.



The Hope Mission Garden used some regenerative agricultural practices while growing produce for the Gallatin Valley Food Bank. Garden Coordinator Mesa McKee and Consultant Roland Kroos took actions that resulted in better soil health, more support for pollinators, and more food donated—178 pounds.



The team participated in the 2026 Earth Day Festival with a display about land and a Gallatin Valley Beyond Plastics (GVBP) display about plastics. We partnered with Christ the King Lutheran’s Earth Day coordinator, Susan Hofer, at their adjoining Festival table which also featured a plastics display. Thanks to Kahlee, Taylor, and Sue Martin, Tom Waldorf, and June Safford for leading Hope’s Festival efforts.



Planning ahead for the next year, members of the team met with the Governing Council for a presentation by Roland that proposed that our church engage in creating a long-term land plan to be intentional about ways to provide a healthy,

regenerative greenspace for the church and surrounding community. This applies to the 40% of Hope land not used by the building, pavement, or the Arboretum and Memorial Garden.

Hope’s solar array continues to save money for Hope Lutheran on monthly utility bills. Dale Olson reports the total of monthly savings since installation has surpassed what it cost the church to install the panels.

Respectfully Submitted,

Kathy Ross

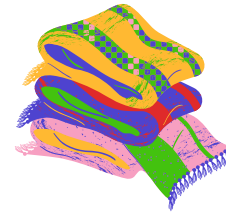
Prayer Shawl Ministry

The Prayer Shawl Ministry at Hope Lutheran Church is a group of knitters/crocheters who use their shared love of fiber arts to create prayer shawls for distribution to persons in our church and the community who are in need of support and comfort in times of illness, grief or other difficult life circumstances.

Although most of our work is done at home, we meet monthly on Tuesday afternoons at the church, where we engage in fellowship while we are crafting away on our projects.

While we do not have a specific recipient for our projects while we work on them, we are prayerful that God will direct us to those who will benefit. We pray together a blessing over each completed shawl and discuss whether there might be someone at that time who could use a shawl for comfort. We usually have between 10 and 20 shawls on hand in storage at any given time for when needs arise.

In recent years our ministry has also partnered with Lutheran Campus Ministry to distribute shawls at the close of each semester to graduating seniors who have been active in MSU LCM.



Anyone who likes to knit/crochet is welcome to participate, and you don't need to be an expert or even a member of our church. If our meeting time is inconvenient you can make your shawl at home and then bring it to the church office.

If anyone in the congregation would like to suggest a prayer shawl recipient, please contact the church office.

Respectfully Submitted,

Carla Grier

Stephen Ministry



Our ministry currently has 11 active members. In May 2025 we added 6 new members. This year our ministry has worked with 6 care receivers. We have served our congregation by providing communion to some who were unable to attend church. We have distributed several grief packets to congregational members who have lost family loved ones. One of our members facilitated an 8-week grief group (3/26/26-5/26/26). Six of our members attended the Mountains of Courage conference on March 28, 2026. Several of our members have attended two all-day training sessions at Redeemers Church. We hope to be invited to another training this summer. Three of our members met with Emily Tomac to provide her with information on Stephen Ministry that she can put into a future Hope article. Our future goal is to expand Stephen Ministry in serving Hope and our local community.

Women's Ministry

This year has been full of fellowship, laughter and good conversations surrounding books, the Bible and life in general. Events have included retreats, Bunco, Mahjong, and service projects. If you are looking for a group of women to connect with, please contact Meredith Johnson or Karie Orendorff.

Christikon



Christikon’s ministry thrives because of faithful partnerships with our member congregations. You play a vital role in making our ministry possible—and we are deeply grateful.

A Year of Leadership and Community

In 2025, Christikon welcomed its fourth Executive Director, Pastor Heather Wigdahl. Pastor Heather brings more than 25 years of experience as a pastor in the Midwest, having served four congregations in Minnesota and Wisconsin. Her connection to Christikon also runs deep: she served on summer staff more than 30 years ago—where she met her spouse, Matthew—and together they have led groups to Christikon from every congregation she has served. This past summer, their daughter Eleanor also joined the Christikon staff, continuing a multi-generational connection to this place and ministry.

Christikon’s 2025 summer staff included 23 remarkable young leaders from across the country—Maryland, Minnesota, Montana, New Jersey, South Dakota, Washington, and Wisconsin. Eleven served their first summer, while twelve returned from previous seasons. Together, they embodied and lived out Christikon’s 2025 summer theme, *Hopeward*, written by Pastor Heather, shaping a community rooted in faith, care, and shared adventure.

We also give thanks for the steady leadership of Office Manager Kerry Ellertson, whose deep institutional knowledge and faithful commitment continue to anchor Christikon’s work. Assistant Director Taryn Hauglie provided strong leadership through a year of transition in her final season on staff; we send her with gratitude and blessing for all she has given to this ministry.

Program & Ministry Highlights

This past summer marked the launch of Christikon’s first Artist-in-Residence Pilot Program, welcoming musician and composer John Hermanson into our community. His presence enriched worship and daily life through music, creativity, and reflection, laying a strong foundation for future creative collaborations in 2026.

Christikon’s Leadership Camp was fully enrolled, welcoming ten high school students who served alongside staff during a camp for adults with intellectual and developmental disabilities. Participants gained meaningful experience in service, inclusion, and Christian leadership—living out Christikon’s call to form future leaders for church and community.

Retreat programming also flourished. Highlights included Dr. Dave Ellingson’s “Go Outside and Play” retreat and Paul Waldum’s presentation on Boulder Valley history. During the summer season, Christikon hosted:

- 15 full trails groups
- 521 campers and guests
- \$36,518 in food purchases

Both Trailblazers (high school) and Mountain Weekend (family camp) reached full capacity, a strong sign of ongoing enthusiasm for Christikon’s programs.

Facilities & Operations

Important infrastructure improvements strengthened camp operations and safety this year, including:

- Installation of a new 60kW generator, providing backup power for essential systems for up to a week
- Replacement of four water heaters (three in the Central Bathhouse, one in the Lodge)
- Septic maintenance at Atsina, the Director’s Cabin, and the South Bathhouse

Our annual Work Weekend once again made a tremendous impact, accomplishing projects such as front-gate repair, trail-lighting updates, deck maintenance, office organization, trails-room roof and vent repair, deep-freezer replacement, staff storage shelving, oven deep cleaning, gutter repair, and other essential seasonal preparation. We are grateful for the many hands that helped care for this beloved place.

Looking Ahead

In 2026, Christikon will celebrate 75 years of ministry, marking a significant milestone in our shared story. Plans include a second season of the Artist-in-Residence Program, expanded backpacking opportunities, and additional retreat offerings extending into the fall. These programs will be supported by extended staff positions and guided adventures for families and adults.

Christikon also remains in good standing with the American Camping Association, maintaining industry-wide standards for safety, administration, health care, programming, training, and staffing.

With Gratitude

As a member congregation, your support helps keep camper fees accessible and sustains Christikon’s programs and facilities. In 2025, Corey Johnson and Scott Higinbotham served on our Board of Directors; Kathy Weaver, Jeremie Waller and Gordy Haugen served as Corporate Delegates. Hope also partnered with Christikon to start a pilot program called Artist in Residence. For your many gifts, we thank you! We are grateful to walk this journey together.

“Wherever we go, Christ goes with us.”

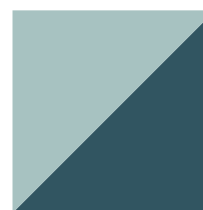
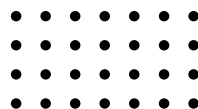


Table & Grace Campus Ministries



Immediately following the 2024-25 school year a group of six students and two chaperones traveled to Costa Rica for a ten day immersive service/learning trip. Our host organization, Gracia Missions, connected us with their Hope Project, a program designed to provide a holistic weekend camp experience for grade school children. Our students and donors completely funded the retreat at Camp Roblealto, \$3300 for approximately thirty children from a school in San Jose, Costa Rica to receive loving attention, nutritious food, a break from city life, and messages of Christ's love for them. Most of these children come from refugee families escaping violence and poverty in neighboring countries. Our campus ministry team served and interacted with the children during the weekend retreat and worked on camp maintenance projects the rest of our time there. We also enjoyed the Costa Rican coast and rainforest, getting up close and personal with monkeys and hummingbirds, among other wonders of God's creation.

In August we changed our name from LCM Campus Ministry to Table & Grace Campus Ministry to better embrace and reflect our new ecumenical identity. We are now in official partnership with Bozeman United Methodist Church, First Presbyterian Church, and St. James Episcopal Parish in addition to our longstanding relationship with the ELCA and Montana Synod. We chose the name Table & Grace in part because it conveys two essential identities and practices at the core of our faith community. First, our table gatherings provide much needed sustenance for our hungry college students while offering a highly relational setting for sacred connections. We have seen a significant increase in attendance this school year as a result of weekly meals and the meal context allows for more relaxed and intimate interactions. Second, our emphasis on grace, particularly our open and affirming stance toward our LGBTQIA+ friends, cultivates an atmosphere of safety and trust. Even more, the words table and grace root us in long held Christian beliefs and practices shared by our four denominations.

One of the more distinct and fruitful aspects of our school year was the year long collaboration with Hope Center for the Arts, specifically the two retreats, the fall fundraiser, and Lent series with Maren Haynes Marchesini, John Hermanson and Megan Makeever. They led worship for our group of fourteen at Rockhaven Camp in October, spoke on the intersection of music and spirituality at the fall fundraiser,

facilitated weekly worship services with our group of nine student musicians during lent, and engaged seventeen students in contemplative worship practices at our February Fairmont retreat. Several students expressed their deep appreciate for their retreat experiences and the opportunity to lead worship with such excellent and thoughtful worship leaders.

Our incredibly engaged and generous Table & Grace community won the March Ministry Madness friend- raiser for a second year in a row. Back-to-back champs! Go Cats! We raised \$6200 and received another \$600 in prize money toward our spiritual pilgrimage to Taize, France scheduled for May of 2027. The pilgrimage to Taize promises to be a faith deepening and worldview expanding experience. We are so grateful for a supportive community that so highly values these spiritual growth opportunities for our students.

As you can tell, Table & Grace cannot serve our students in this way without your involvement and financial support. From providing meals on Wednesdays to hosting Taize worship services, from bringing items to our rummage sale to hiring students through our Rent-a-Cat program, from attending our fall fundraiser to contributing to March Ministry Madness, to providing a space for meetings and events, you play an integral in the faith development of the young adults. We look forward to what God will do in and through the entire Table & Grace community next school year and the years to come.

Respectfully Submitted,

J.P. Carlson

Pastor



Lutheran World Relief

God's Work, Our Hands!



Once again many, many members of the congregation helped in making our contributions a success. Enough rolls of batting were purchased with the quilt offering to supply all the quilt needs. Donations of school supplies and personal care kit supplies were plentiful. In some cases, Thrivent grant funds were used to help complete supplies.

Several men and women joined the quilting group from 1-3 pm on Mondays so that more quilts could be completed. Quilts were also made for the high school graduates.

Quilt Sunday was May 3, 2026. The sanctuary was adorned with 170 quilts; kits were placed on the altar. Pastor Heidi provided a blessing for quilts, kits and recipients around the world. Alice asked all those that contributed to stand and be recognized.

Donations were shipped on May 9, 2026 from the parking lot at Peace Lutheran in Belgrade.



Pizza preceded the packing of school kits in the gym where children filled backpacks with their parents.

A big THANK YOU to all that have participated in our efforts – time, talents, donated supplies, donated funds, and prayers!

Respectfully Submitted,

Alice Jones



Treasurer's Report

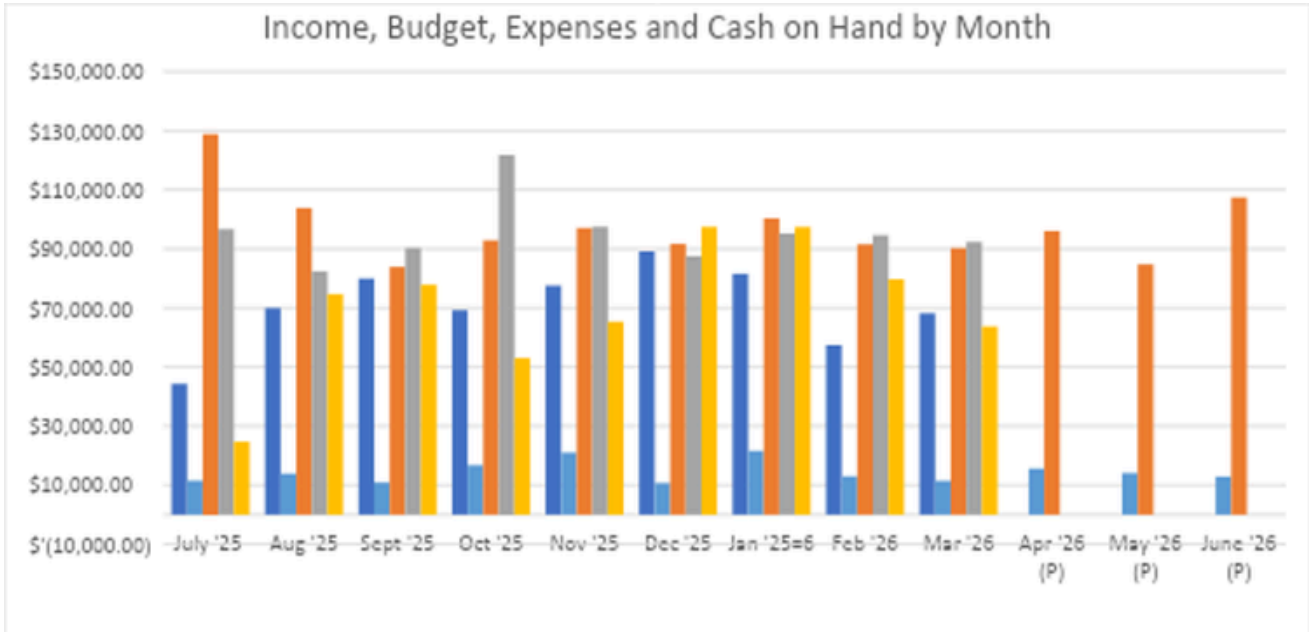
Our budget for the fiscal year 2025-2026 was set at \$1,168,444.00. As of the writing of this report, we have numbers through March of 2026. Our income through March 2026 is \$869,021.08, which includes \$131,060.72 in rental income. We are projecting a total income for the fiscal year to be approximately \$1,116,000. A huge thank you goes out to the congregation for all of your generous donations.

2025-2026 has been a year of many adjustments in our financial picture. We have made the following changes over the past year:

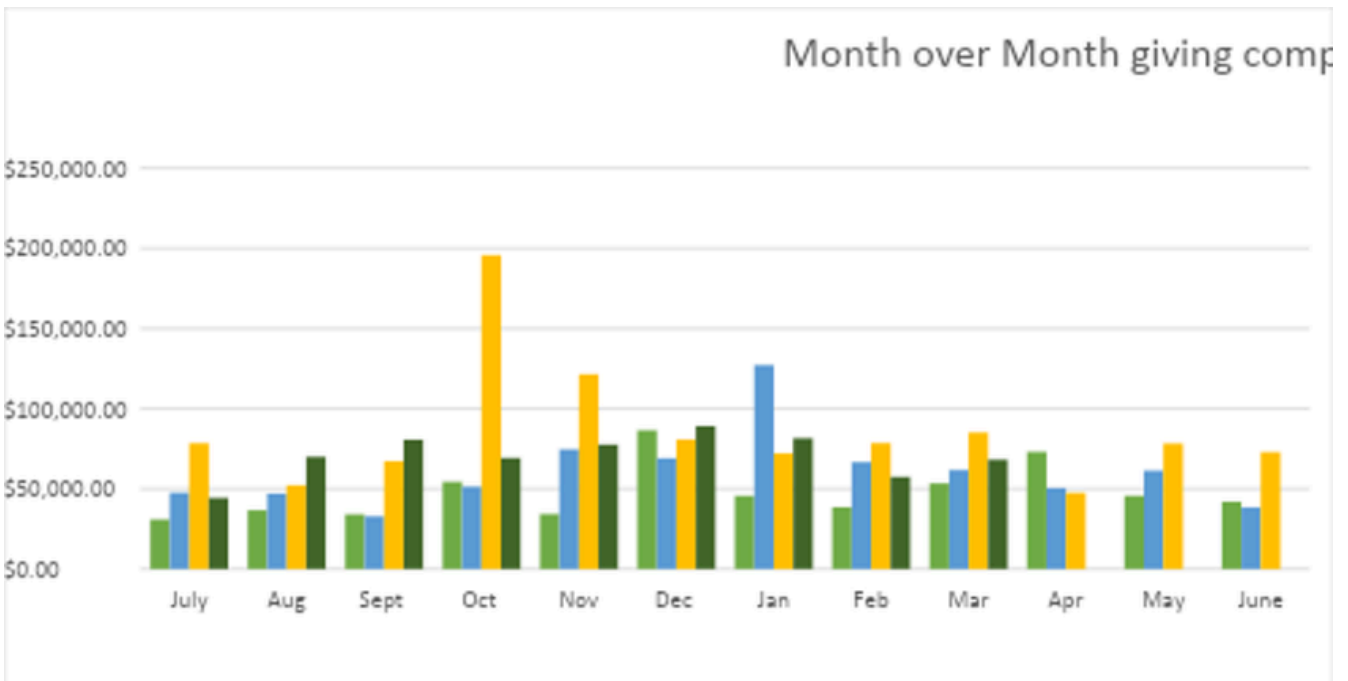
- In November, we refinanced the mortgage on the Church building. We have a 5-year adjustable mortgage with Thrivent Church Financing. The interest rate was scheduled to increase to 5.75% and payments would have increased from \$17,255 per month to \$19,203 per month. We were able to secure a loan with a 20 year term at 5.4% with a monthly payment of \$12,568. This has really helped our cash flow.
- In December, we moved the Endowment Investment fund from Vanguard into Charles Schwab. This provides the financial team increased flexibility and visibility into the account.
- In February, we opened an account with a company called RAMP.
 - RAMP provides the church staff with credit cards using a shared credit limit across all of the staff.
 - Ramp also provides the staff with the ability to directly input a receipt via a mobile App when a charge is made. This has helped the staff a great deal to avoid lost receipts and with rapid turnaround on any charges made.
 - It provides Accounts Payable, so that all of our invoices are paid through Ramp after an approval process. This provides us with better insight into the day-to-day finances.
 - We are also receiving a 1.5% cash back benefit on charges made through Ramp. This has paid us back \$131 already.

We continue to maintain transparency with the congregation about our finances through the monthly reports that I've been creating, which are included in the Sunday morning announcements and the weekly newsletter. I hope that you are diligently reading these graphs. These reports show that while we are close to meeting our budget most months, we have fallen short. Our staff continues to do an excellent job of controlling expenses which have been below our budget for the fiscal year.

As rental tenants (and income) have increased over this year, we have also discovered that some of our rental expenses have increased, such as our utilities and cleaning of our church. We have accounted for this increase in next year's proposed budget. We have also been fortunate enough to receive numerous grants through Thrivent over the last year.



Our congregation has grown over the last year. We have seen a dramatic increase in the total amount of giving when looked at year over year as seen in this chart.



While the giving has increased year over year, expenses continue to exceed our income in most months. This is projected to put us into a poor cash flow situation, especially during the coming summer months, when giving is traditionally down while members are travelling. A great way to alleviate this challenge is to set up recurring giving through Amplify. That way, your offering is still given even while you are travelling. Anything that you can do to help with cash flow would be greatly appreciated!

One way of giving to the church that may have tax advantages for you is to make a Qualified Charitable Distribution (QCD). If you are at a point in your life where you must take minimum required distributions from your retirement account, you might want to consider the tax advantages of making a qualified charitable donation by transferring stock directly from your retirement account to Hope Lutheran. This approach could offer you two significant benefits.

1. potentially reduce your tax liability
2. dramatically help Hope Lutheran's financial condition

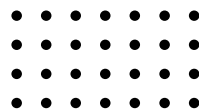
Please consult with your financial and/or tax advisor before making this decision to understand how it will impact your specific situation. If this means of giving to the church is of interest to you, please reach out to the church office.

We are extremely thankful for your positive response to your church's needs, and we want to assure you that we are using these resources responsibly and with great care. Thank you for your continued support.

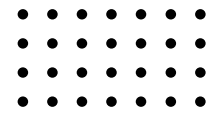
Respectfully Submitted,

Ken Laufmann

Treasurer



Narrative Budget



Hope Lutheran’s budget is just another way to show how God is at work through the life and gifts of all who make up Hope Lutheran. It’s a stewardship story to tell how God is calling us to proclaim God’s love, mercy and grace to the world.

The 2026-2027 fiscal year proposed budget continues the format that we began last year. This budget includes everything that Hope does to make it Hope Lutheran. We hope that it provides better insight into our church’s finances for everyone at Hope.

The budget is depicted here by separating it into Ministry categories to show the cost and income needed for these ministries to be fruitful and fulfill their calling in the coming year. Each category also factors in staff salaries and total compensation packages, building use (utilities and maintenance), administration costs, equipment use, etc. We have created this budget to get an overall picture of the work God is doing in our midst. Below you will find a brief snapshot of each category with a description of what might fall under each category.

Administration

\$362,020.00

While administration is not the flashy part of ministry, it is a necessity to allow Hope to do everything that Hope does. This also covers such things as third-party contracts, fees and licenses, office supplies and leases for equipment as well as the cost for our outside accountant, Bozeman Accounting Solutions, LLC. Also included is the salary for Pastor Heidi Hester, LPA Dick Deschamps, Property Manager Jack Holm, Administrative Assistant Emily Tomac, and $\frac{3}{4}$ salary for our Front Office Manager Erin Henke.

Building

\$426,260.00

This category encompasses our buildings and grounds. Did you know that over 135 outside community groups use Hope as their gathering space throughout the year? Add that to our very active ministry groups and it is clear just how important this ministry of maintaining and enhancing our surroundings is to ensure the future of Hope. The building portion of the budget contains the mortgage payments for both the church building and the parsonage, anticipated expenses for cleaning, insurance, utilities, snow removal, expenses related to rentals, maintenance for HVAC and Furnace units. Also included is the salary for Cindy Sease.

Worship

\$22,106.00

Worship is defined as any time the community comes together to pray, to worship, or to learn. There are many factors that are budgeted in this category including, but not limited to copyright and broadcasting licenses, software licenses and programs, communion and altar supplies, banners, bulletins, sacramental worship materials (i.e., baptisms, first communion,) and honoraria for guest preachers during pastoral vacations.

Music Ministry

\$157,202.00

Hope's music ministry goes far beyond our worship experiences; hence we have a separate category for music. Hope's facilities were built to be an acoustic dream for musicians of all genres, and we have worked diligently to make Hope available to Bozeman's musical community. In this category, the budget covers such things as instrument and equipment maintenance and replacements, music purchases and rentals, advertisement, honorarium for guest musicians, special events, etc. New in this ministry this year is the Hope Arts Ministry. Also included is the salary for our Director of Worship and Music Dr. Maren Haynes Marchesini, 1/4 salary for our Collaborative Pianist/Organist Erin Henke, salary for our Artist-in-Residence and Sound Technician John Hermanson, and a stipend for Music Residency participants. This category includes outside funding sources as well.

Youth & Family Ministry

\$135,535.00

The youth and family ministry at Hope Lutheran encompasses so many more people than just our youngest. From the moment children are baptized all the way to adulthood, our ministry at Hope focuses on relationships between the children and their families, relationship with the church and most importantly helping all grow in their relationship with God. This category of Hope's budget includes the nursery, children's ministry (ages 0-11), Confirmation ministry (middle school), and High school ministry. It also includes yearly events such as Chili Cookoff, Chill Retreat, Youth Mission Trip, Service Plunge, Vacation Bible School, Youth Mission Trip, and Drama Ministry. Also included is the salary of our Director of Youth and Family Ministry Paul Goodman. This category includes outside funding sources as well.

Ministries

\$37,775.00

The ministries included in this section are AIDC, Christmas Shop, Creation Cares, Mobile Soup Kitchen, Quilting, Stephen Ministry, and Community Outreach. This category includes outside funding sources as well.

Outreach Ministry**\$29,840.00**

Hope Lutheran is well known throughout the Bozeman area due to this category of ministry. We are a generous community and want to make an impact in other's lives in the name of Jesus. These ministries are the recipients not only of our finances but also of our community's time and talents. This area of the budget contains the amounts we are giving to other organizations, like the Food Bank, Fork & Spoon, the Montana Synod, campus ministry, World Hunger, etc.

Total BUDGET FOR 2026-2027**\$1,170,738.00**

We are currently projecting total receipts for the current fiscal year to be approximately \$1,002,800. The Church Governing Council has worked very hard to try and keep the budget about the same or less than last fiscal year's budget and we came close. Considering all of the increases in things like insurance, utilities, etc we came quite close. As in previous years, we are making every attempt to be completely transparent and open.

What does this mean for each of us? The budget is a stretch and may seem intimidating. However, the governing council has reviewed it thoroughly and is confident that we can meet it to achieve all our mission goals. We encourage you to consider your financial situation and give as God leads you.

2026-2027 Proposed Budget

Ordinary Income/Expense

Income

RECEIPTS

4000 · Offerings

4010 · Cash or Checks

4020 · Online donations

4030 · Stock donations

Total 4000 · Offerings

4100 · Mission Trip Income

4200 · Fee Income

4300 · Rental Income

4400 · Interest Income

4500 · Other Receipts

Total RECEIPTS

Total Income

Gross Profit

Expense

ADMINISTRATION

6000 · Copier lease & printing

6010 · Council Discretionary Fund

6020 · Fees & Licenses

6021 · Banking

6022 · Merchant Fees

6020 · Fees & Licenses - Other

Total 6020 · Fees & Licenses

6025 · Software subscriptions

6030 · Office Supplies

6031 · Paper

6032 · Postage

6030 · Office Supplies - Other

Total 6030 · Office Supplies

6040 · Accounting Fees

6050 · Telephone/Internet

Total ADMINISTRATION

BUILDING

6100 · Mortgage Pmt/Interest

6110 · Rental Expenses

6111 · Licenses & Fees

6112 · Maintenance

6113 · Supplies

Total 6110 · Rental Expenses

Total BUILDING

CHURCH HOME

6200 · Repairs and Maintenance

6210 · Building

6211 · Bathroom Supplies

6212 · Cleaning Services

6213 · Cleaning Supplies

6214 · Lighting

6215 · Security & Fire Systems

6216 · Roof

6217 · Exterior Maintenance

6210 · Building - Other

Total 6210 · Building

6220 · Equipment Repairs & Maint

6221 · Computer/Phone support

6222 · HVACs & small furnaces

6223 · Sound/Tech

6224 · Music Equipment

6225 · Capital Equipment

6220 · Equipment Repairs & Maint - Other

Total 6220 · Equipment Repairs & Maint

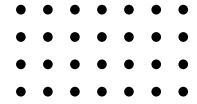
	Jul '25 - Mar 26	Annual Budget 2025-2026	Proposed Budget 2026-2027
Income			
RECEIPTS			
4000 · Offerings			
4010 · Cash or Checks	337,124.55	323,326.00	440,250.00
4020 · Online donations	196,020.33	298,207.00	273,750.00
4030 · Stock donations	0.00	21,351.00	22,000.00
Total 4000 · Offerings	533,144.88	642,884.00	736,000.00
4100 · Mission Trip Income	19,040.30	28,800.00	23,000.00
4200 · Fee Income	3,375.00	15,550.00	12,700.00
4300 · Rental Income	131,060.72	192,096.00	180,000.00
4400 · Interest Income	4,468.94	3,600.00	5,000.00
4500 · Other Receipts	177,931.24	49,000.00	46,100.00
Total RECEIPTS	869,021.08	931,930.00	1,002,800.00
Total Income	869,021.08	931,930.00	1,002,800.00
Gross Profit	869,021.08	931,930.00	1,002,800.00
Expense			
ADMINISTRATION			
6000 · Copier lease & printing	5,348.70	5,000.00	7,500.00
6010 · Council Discretionary Fund	40.74	250.00	250.00
6020 · Fees & Licenses			
6021 · Banking	955.79	1,100.00	1,100.00
6022 · Merchant Fees	4,057.47	4,830.00	5,380.00
6020 · Fees & Licenses - Other	1,250.00	250.00	250.00
Total 6020 · Fees & Licenses	6,263.26	6,180.00	6,730.00
6025 · Software subscriptions	7,746.58	9,695.00	9,250.00
6030 · Office Supplies			
6031 · Paper	621.13	840.00	840.00
6032 · Postage	1,759.36	2,400.00	2,650.00
6030 · Office Supplies - Other	1,865.88	1,200.00	2,400.00
Total 6030 · Office Supplies	4,246.37	4,440.00	5,890.00
6040 · Accounting Fees	20,822.00	24,000.00	24,000.00
6050 · Telephone/Internet	6,350.61	7,900.00	8,100.00
Total ADMINISTRATION	50,818.26	57,465.00	61,720.00
BUILDING			
6100 · Mortgage Pmt/Interest	156,814.24	257,927.00	183,420.00
6110 · Rental Expenses			
6111 · Licenses & Fees	150.00	235.00	150.00
6112 · Maintenance	10,884.10	3,000.00	7,200.00
6113 · Supplies	4,107.47	1,200.00	8,200.00
Total 6110 · Rental Expenses	15,141.57	4,435.00	15,550.00
Total BUILDING	171,955.81	262,362.00	198,970.00
CHURCH HOME			
6200 · Repairs and Maintenance			
6210 · Building			
6211 · Bathroom Supplies	2,403.32	1,300.00	3,000.00
6212 · Cleaning Services	20,105.32	19,740.00	33,500.00
6213 · Cleaning Supplies	141.66	600.00	300.00
6214 · Lighting	601.39	0.00	8,600.00
6215 · Security & Fire Systems	2,461.71	2,160.00	2,440.00
6216 · Roof	5,406.50	0.00	0.00
6217 · Exterior Maintenance	2.58	0.00	0.00
6210 · Building - Other	162.13	0.00	0.00
Total 6210 · Building	31,284.61	23,800.00	47,840.00
6220 · Equipment Repairs & Maint			
6221 · Computer/Phone support	2,751.50	2,680.00	2,800.00
6222 · HVACs & small furnaces	12,523.10	18,100.00	19,400.00
6223 · Sound/Tech	603.18	0.00	2,000.00
6224 · Music Equipment	1,797.28	2,750.00	2,750.00
6225 · Capital Equipment	0.00	0.00	2,500.00
6220 · Equipment Repairs & Maint - Other	825.70	500.00	500.00
Total 6220 · Equipment Repairs & Maint	18,500.76	24,030.00	29,950.00

	Jul '25 - Mar 26	Annual Budget 2025-2026	Proposed Budget 2026-2027
6230 · Grounds			
6231 · Lawns & Landscaping	4,808.22	3,982.00	2,400.00
6232 · Parking Lot	18,966.01	18,500.00	0.00
6233 · Snow removal	5,685.00	15,000.00	15,000.00
Total 6230 · Grounds	29,459.23	37,482.00	17,400.00
Total 6200 · Repairs and Maintenance	79,244.60	85,312.00	95,190.00
6240 · Property & Liability Insurance	35,627.75	46,384.00	45,000.00
6250 · Property Taxes	6,964.69	7,120.00	7,150.00
6260 · Utilities			
6261 · Gas & Electric	21,751.00	27,084.00	35,712.00
6262 · HOA Dues	3,002.49	3,875.00	3,900.00
6263 · Sewer & Water	6,236.66	5,280.00	8,280.00
6264 · Trash & Compost	0.00	0.00	1,000.00
Total 6260 · Utilities	30,990.15	36,239.00	48,892.00
Total CHURCH HOME	152,827.19	175,055.00	196,232.00
CHURCH STAFF			
6300 · Salaries and Housing			
6301 · Pastor Wages	46,350.00	61,800.00	63,654.00
6302 · Housing	29,250.00	39,000.00	39,000.00
6303 · Staff Wages	229,530.55	304,103.00	322,856.00
6306 · Soc Sec Offset	5,791.12	7,722.00	7,954.00
Total 6300 · Salaries and Housing	310,921.67	412,625.00	433,464.00
6310 · Benefits & Taxes			
6311 · Payroll Taxes	18,961.40	24,332.00	27,282.00
6312 · Health Insurance	24,958.34	32,866.00	37,741.00
6313 · Pension & Retirement	31,486.55	43,386.00	53,662.00
6314 · Workers Comp Insurance	953.61	2,200.00	2,472.00
Total 6310 · Benefits & Taxes	76,359.90	102,784.00	121,157.00
6320 · Other Staff Expenses			
6330 · Continuing Education			
6331 · Lead Pastor	2,272.00	1,000.00	1,000.00
6332 · Youth Director	844.00	500.00	500.00
6333 · Music Director	1,252.48	500.00	500.00
6334 · LMA	0.00	250.00	250.00
6336 · Office Staff	0.00	250.00	250.00
Total 6330 · Continuing Education	4,368.48	2,500.00	2,500.00
6340 · Professional Expenses			
6341 · Lead Pastor	1,149.67	1,000.00	1,000.00
6342 · Youth Director	127.80	500.00	500.00
6343 · Music Director	148.97	250.00	650.00
6344 · LMA	0.00	250.00	100.00
Total 6340 · Professional Expenses	1,426.44	2,000.00	2,250.00
6350 · Travel Allowance			
6351 · Lead Pastor	1,906.19	2,000.00	2,000.00
6352 · Youth Director	3,012.69	2,000.00	2,000.00
6353 · Music Director	3,061.09	2,000.00	3,000.00
Total 6350 · Travel Allowance	7,979.97	6,000.00	7,000.00
Total 6320 · Other Staff Expenses	13,774.89	10,500.00	11,750.00
Total CHURCH STAFF	401,056.46	525,909.00	566,371.00
MINISTRIES			
6400 · Faith Formation			
6410 · Adult Education	89.96	500.00	300.00
6415 · Baptism/First Communion	0.00	200.00	200.00
6460 · Stepping Stones	0.00	1,000.00	600.00
6470 · Curriculum	449.00	850.00	700.00
Total 6400 · Faith Formation	538.96	2,550.00	1,800.00
6550 · Youth & Family			
6531 · Activities	4,506.36	7,180.00	7,400.00
6532 · Fees	54.16	10,250.00	8,000.00
6533 · Food	3,988.53	4,525.00	4,300.00
6534 · Lodging	2,359.90	5,000.00	3,000.00
6535 · Scholarships	611.50	11,600.00	11,900.00
6536 · Supplies	1,137.57	5,175.00	3,250.00
6537 · Transportation	1,013.36	15,000.00	10,000.00
Total 6550 · Youth & Family	13,671.38	58,730.00	47,850.00

	<u>Jul '25 - Mar 26</u>	<u>Annual Budget 2025-2026</u>	<u>Proposed Budget 2026-2027</u>
6700 · Outreach			
6705 · Activities	824.53	4,000.00	2,000.00
6710 · Advertising	237.15	1,200.00	0.00
6715 · Communications	19.80	420.00	750.00
6720 · Education	587.84	3,750.00	4,920.00
6725 · Food	2,436.81	2,950.00	1,500.00
6730 · Gifts for Christmas Shop	19,840.65	24,000.00	24,000.00
6735 · Supplies	1,689.54	2,560.00	2,655.00
Total 6700 · Outreach	<u>25,636.32</u>	<u>38,880.00</u>	<u>35,825.00</u>
6800 · Congregational Life			
6810 · Card Ministry	37.95	200.00	100.00
6911 · Hospitality Supplies	1,092.78	3,000.00	2,000.00
6912 · Devotional Subscriptions	1,366.64	1,000.00	1,500.00
Total 6800 · Congregational Life	<u>2,497.37</u>	<u>4,200.00</u>	<u>3,600.00</u>
6900 · Worship			
6905 · Altar Flowers	200.85	1,040.00	680.00
6910 · Communion & Altar Supplies	940.32	1,200.00	1,200.00
6915 · Pastor Honoraria & Substitutes	300.00	750.00	750.00
6920 · Worship Subscriptions	1,671.98	2,140.00	1,850.00
6925 · Worship Materials & Supplies	3,529.99	1,700.00	1,900.00
Total 6900 · Worship	<u>6,643.14</u>	<u>6,830.00</u>	<u>6,380.00</u>
6930 · Music			
6931 · Accompanist Substitute	1,350.00	1,850.00	1,850.00
6935 · Musicians Special Services	1,900.00	1,500.00	3,200.00
6940 · Music Residency	3,388.75	4,000.00	5,000.00
6945 · Music Special Projects	0.00	0.00	10,000.00
6950 · Music General Expenses	496.90	800.00	800.00
Total 6930 · Music	<u>7,135.65</u>	<u>8,150.00</u>	<u>20,850.00</u>
Total MINISTRIES	<u>56,122.82</u>	<u>119,340.00</u>	<u>116,305.00</u>
MISSIONS			
7010 · Food Bank	358.01	500.00	500.00
7015 · Fork & Spoon	375.00	500.00	500.00
7025 · Habitat for Humanity	375.00	500.00	500.00
7030 · Love INC	375.00	500.00	500.00
7035 · Table & Grace Campus Ministry	1,232.32	2,000.00	2,000.00
7040 · Lutheran World Relief	1,375.00	1,500.00	1,500.00
7045 · MT Interfaith Power & Light	300.00	300.00	300.00
7050 · Reconciling In Christ	1,000.00	750.00	1,000.00
7090 · Lutheran World Hunger	1,375.00	1,500.00	1,500.00
7100 · Montana Synod	18,720.00	19,263.00	21,840.00
7110 · Synod Assembly	0.00	1,000.00	1,000.00
Total MISSIONS	<u>25,485.33</u>	<u>28,313.00</u>	<u>31,140.00</u>
Total Expense	<u>858,265.87</u>	<u>1,168,444.00</u>	<u>1,170,738.00</u>
Net Ordinary Income	10,755.21	(236,514.00)	(167,938.00)
Other Income/Expense			
Other Income			
OTHER RECEIPTS			
8350 · Cash Rewards	36.00	0.00	0.00
Total OTHER RECEIPTS	<u>36.00</u>	<u>0.00</u>	<u>0.00</u>
8150 · In Kind Income	8,259.48	0.00	0.00
8400 · Parsonage Allowance	29,250.00	39,000.00	39,000.00
8600 · Unrealized Gain(Loss)	13,629.97	0.00	0.00
8900 · Transfers In From (Out To) Fund	(103,510.77)	5,150.00	(12,600.00)
Total Other Income	<u>(52,335.32)</u>	<u>44,150.00</u>	<u>26,400.00</u>
Other Expense			
OTHER EXPENSES			
9000 · Amortization of Loan Fees	435.08	0.00	1,305.00
Total OTHER EXPENSES	<u>435.08</u>	<u>0.00</u>	<u>1,305.00</u>
9100 · In-Kind Expenses	7,747.18	0.00	0.00
Total Other Expense	<u>8,182.26</u>	<u>0.00</u>	<u>1,305.00</u>
Net Other Income	<u>(60,517.58)</u>	<u>44,150.00</u>	<u>25,095.00</u>
Net Income	<u>(49,762.37)</u>	<u>(192,364.00)</u>	<u>(142,843.00)</u>

Annual Congregational Meeting Minutes

Hope Lutheran Church, Bozeman, Montana
June 8, 2025



A quorum was present

Governing Council present: Andrew Holman (President), Karma Kiang (Secretary), Ken Lauffman (Treasurer), Carrie Higginbotham, Katie Strissel, Elizabeth D'Imperio, Kathy Kratch, Betsy Eubanks and Elizabeth Linsky (accountant)

11:48am Andrew Holman (President) calls meeting to order; Pastor Heidi opens in prayer
11:50am motion to approve '23-'24 Annual Meeting Minutes approved unanimously without discussion

Celebration of Hope's Ministries Video Recap since last annual meeting – John 20:30-31
Reports –

Pastor Heidi

- HUGE Thank you!!, amazing leaps and bounds in growth and ministries at HLC!
- God is at work here
- Community is in the building
- Holy Spirit is working through the staff and ministries that are ACTIVE here!!

Erin Henke - Administration

- THANK you for the congregations generosity and kindness
- Lots of progress in about a year;
 - Published a great looking Annual Report
 - Reorganized and created processes to address many aspects of the front office
 - Website revamp
 - Rental forms online
 - Contracting process
 - Cleaned up the church directory
- Looking Ahead
 - reorganize the music library
 - get more of the congregation aware of and using various features of the church management software system

Jack Holm – Facilities

- NEW ROOF was a huge accomplishment
- >60 groups use the facility regularly - >280 events/mo?!
- Commercial kitchen is up and running
- Looking Ahead
 - Still pushing forward on projects – need to seal and paint the parking lot
 - Need volunteers to take on smaller projects to avoid incurring monetary costs

Maren Haynes Marchesini – Music Ministry

- Had a goal of making HLC “Bozeman’s Music Church” and we’re doing it!
 - Erin has made a great impact as accompanist and has really learned the organ
 - John Hermanson as audio tech and artist-in-residence
 - August Hermanson is also improving the online worship experience focused on the YouTube streaming experience
 - Worked with St. James and many other congregations with the Lenten “tour”
 - JHermanson’s compositions will be used at Holden Village throughout summer;
 - He’s also going to be up at Christikon this summer as an artist-in-residence enhancing that camp’s experiences to offer including possible adult songwriters’ retreats
 - Many community partnership and performances occurred in the last year including Montana PBS recording of Handel’s Messiah which is expected to be replayed at Christmas
- Looking Ahead
 - Looking with focus and attention on developing the Center for the Arts
 - identifying and providing resources for Music leaders in MT and surrounding areas
 - RURAL churches have different needs; creating connection points and resources to incorporate music into the worship experience.
 - Short term artist-in-residence pilots
 - Kate Plummer – writer and composer, possible writing retreat
 - Andrew Jamieson – Yale musician to help cover Erin’s maternity leave
 - Provide a number of “Continuing Education” SUNDAYS prior to service on what it means and looks like to be a supportive and nurturing environment for musicians and artists

Paul Goodman – Youth and Family Ministry

- New kids are showing up every SUN, it’s exciting to see the interest!
- Looking Ahead
 - Mission Trip this year is with a cohort of 12 other congregations going to NM
 - Paul is heading to a continuing education session in Columbus, OH focused on how to meet the needs of children 0-12 in Ministry
 - Also looking at a program targeting the Middle-/High-school aged teens that isn’t necessarily “confirmation”

Cindy Sease – Community Connections

- Also about 1 year in the part-time role as Director of Community Connections
- Rental of the HLC Facility has greatly increased,
 - OLLI-MSU is pretty much doing all their classes here
 - YMCA will be hosting their Summer Camp from Hope
 - Commercial Kitchen rentals booked too
- Outreach to visitors, email and introductions during coffee after SUN service
- Calling through the decades/ages
 - Hope Hoppers – ride sharing is a new group identified through these interactions
 - Hallelujah Hoesters – 65+ lunch event – 18 JUL is the next one!
- Looking Ahead
 - Community Connection team of folx identified to help greeting and integrating visitors and new members into the HLC congregation
 - Continue to connect with other groups and entities like HRDC, Love INC., Bienvenido etc.
 - Fundraising for Christmas Shoppe
 - Writing and seeking out grant opportunities
 - Working with local business for in kind donations etc.
 - To make HLC a pillar and hub for good works in the Gallatin Valley

Andrew – HLC GC President

- THANK YOU for making HLC a welcoming space to explore faith
- The growth is great to see
- Many seeds are being sown here
- Incredible participation and increase in member numbers
- Looking Ahead
 - Restructure GC and structured interactions with Staff
 - Make sure that the congregation is also on the same page
 - Serve like Jesus to love your neighbor through HLC ministries
 - Continue to see where GOD is taking HLC to be better daily to be the light in the community and the world!

Ken Lauffman – HLC Treasurer

- Largest area of spend is within the Staff and Building
- THANKS to the Under Hope's Roof Capital Campaign (UHRCC) we received ~\$153K against our \$150K goal and we've stopped a number of leaks (as well as fixed some other things) by replacing the roof
- There were a few large donations and grants received in the previous fiscal year
- If you have RMD's (Required Minimum Distribution) there's a tax break if you transfer such to a church, please talk with your financial advisor
- Cash on Hand – Graph changes each month based on the ins and outs, and APR 2025 was low and that's why there was an ask to help address the overall budgetary shortfall in MAY
- Preliminary MAY numbers show 11% above expected budget spend

12:28pm New GC Council member – Cindy Semple affirmed unanimously

FY25-26 Upcoming Budget – Ken Lauffman

- HLC continues to plant seeds here and in our greater community
- Proposed budget is \$1,168,444
 - ~\$45K increase over last year
 - 4% inflation
 - Insurance is expected to go up ~20%
 - Need to replace the 2nd (of 11 total) HVAC unit that is failing
- Does not include many items
 - HLC Office computers are 8-10 years old and need 3 replacements
 - No cost-of-living increases for staff
 - Utility costs have decreased due to Solar Array and LED upgrade to lighting, but still haven't received the \$30K rebate from US IRS so that amount is not reflected as income
- Does include the expected expense later this summer to seal and stripe the parking lot because although the UHRCC raised the funds, the expense will not hit until the FY25-26 budget
- LOTS of time and analysis was spent by many to get to this expected expense budget number
 - The forecasted Income numbers are based on actuals monthly giving of previous year
 - Expect \$192K from facility use fees (~20% of budget)
 - Vanco report of recurring/scheduled giving is \$214,877
 - About ½ of the forecasted income is expected to come through the collection plate
- Finance Committee wanted the GC to present a balanced budget
 - But HLC is a church with HOPE
 - HOPE that everyone will step up and get excited about the amazing things going on
 - HOPE to meet the vision and look ahead to fund the budget
 - HOPE there will be a sense of stewardship within those of us sitting in the pews

12:39pm Motion to approve the Budget as presented was proposed for discussion

- Comment from a member of the Finance Committee that there is “no fat” in the proposed budget and there’s nothing hidden by staff or GC; he called it a “Faith Budget” – and asked how invested are we in our relationship with the Father and to look within since the congregation needs to step up about \$835K
- Giving Units need to give ~5k/year
- ~16K/mo in expenses to keep the lights on/HLC afloat
- ? What happens to the mortgage in NOV?
 - Current principle balance is 1,834,719 at 3.375% APR
 - \$17,255/mo payment
 - Principle decreases ~12K/mo

- Re-adjust ARM in NOV 2025
- Expect the % to increase to 6% or so
- Readjusted payment increases to ~19K
- ? Using up the reserves for current period, what's the contingency for FY25- 26?
 - Prayer, hope, stewardship
- ? What happens if the land sells?
 - ~\$2M would pay off the mortgage on the church building
 - No commercial property is selling in the valley at this time
 - Not counting on this within this FY
- Comment that it's a struggle to approve a budget with a known deficit

1:00pm Vote to approve the budget as proposed passed with 2 No votes

1:02pm Ken proposed a motion that the congregation authorize the Governing Council and Finance Committee to engage in negotiations regarding the mortgage terms for our church building and property.

- This initiative is vital to safeguarding our financial well-being and ensuring a sustainable cash flow in order to support our mission and community activities open for discussion.
- Ken has talked with Thrivent and there are a lot of options
 - Re-Finance the remaining balance, add some years to the mortgage
 - Would hope that any fees associated with re-financing could be absorbed into new payment structure
 - Re-amortize the remaining in NOV
 - Ensure that if the land sells there would be no pre-payment penalty

1:08pm Vote to approve the motion to allow for negotiation passed unanimously

No New Business

1:09pm Meet adjourned





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Our Staff:

The Rev. Heidi Hester, Pastor

Dick Deschamps, Lay Minister Associate

Paul Goodman, Director of Youth & Family Ministries

Dr. Maren Haynes Marchesini, Director of Worship & Music

Cindy Sease, Director of Community Connections

Erin Henke, Front Office Manager/Collaborative Pianist & Organist

Jack Holm, Facilities Manager

Emily Tomac, Manager of Media Content

John Hermanson, Director of Sound & Technology