



## Annual Meeting Agenda

February 22, 2026

- Keith Krueger, *Church Chair*
  - **Opening prayer**
  - **Approval of November 23<sup>rd</sup> Congregational Meeting Minutes (pg. 2-3)**
  - **Overview & God's Work In 2025**
  - **Approval of November 24th Congregational Meeting, page 34-35 in Annual Report**
  
- Roger Eriksson, *Treasurer*
  - **Financial Report (2025 Calendar Year)**
  
- Brian Zahasky, *Lead Pastor*
  - **Pastor's Remarks**
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- Keith Krueger, *Church Chair*
  - **Motion to Amend Constitution- Motion made 1/12/25 (pg. 4)**
  - **Discussion**
  - **Voting**
    - *Members of Hope Covenant are qualified to vote*
  
- Maria Zahasky, *Director of Children & Families*
- Olivia March, *Director of Youth & Families*
- Jimmy Gotta, *Pastor of Formation*
  - **Ministry Reports**
  - **Questions**
  
- Keith Krueger, *Church Chair*
  - **Voting results**
  - **Questions**
  - **Closing Prayer**

Scan QR code for:

- Digital copy of 2025 Annual report
- Proposed By-Law Changes in regard to Covenant Partnership/ Membership
- Full Constitution with proposed changes-- Member/ Membership Strike through, upon approval, Covenant Partner/ Covenant Partnership will be added.



## **Congregational Meeting Minutes**

November 23, 2025

Keith Krueger, Church Chair

### **Opening Prayer**

Scott Bjorklund Motions to approve the September 28th Congregational Meeting Minutes. Dave Thorpe seconds. Motion passes.

Brian Zahasky, Lead Pastor

### **Pastoral Remarks**

Pastor Brian spoke to the importance that it isn't the budget that runs the mission of our church, but our vision directs our mission and our budget. Our Vision at Hope Covenant is to be hope for the life of the world through the communal practices of "gathering, growing, and going".

Year in review to celebrate: Averaged 207 people in worship, which leads us to begin considering growing to 2nd service. Formation Hour has 7 groups each Sunday. In the Youth Ministry we are seeing that 40% of students attending are coming from outside the church, which means our students are inviting their friends. Children's Ministry averages 37 kids per week with the help of 50 total volunteers across HCK & HCY. 70 adults are gathering weekly in community groups. 80 Covenant Partners met with a member of the Covenant Partner Care Team in 2025. Pastor Brian expressed that although we do a lot at Hope Covenant, each opportunity is rooted in our church's mission and vision.

The addition of a new staff member for 2026 would not be to increase the quantity of our programs and ministries but to deepen the intentionality, health, and quality of our ministry opportunities as our church grows.

Roger Eriksson, Treasurer

### **Financial Report**

Offerings are currently short by 1% or roughly \$4,000.

Expenses are over budget primarily because of boiler issues in the property expenses and also because of staff transitions of hiring our new youth director.

### **Proposed Budget**

Giving trends across the last 5 years show an average increase of 5.8% each year. The 2026 Proposed Budget is 14% increase or an increase of \$64,000 to accommodate a new part-time associate pastor position.

Clarification: Worship & Music Ministry budget is decreasing by -\$1,750 from 2025 because with an associate pastor we will have less of a need for guest speakers.

### **Proposed Budget Questions**

Gary Noble, We had to remove asbestos from the Choir Room this year. Are we budgeting for additional asbestos removal work? .... No, this is an old building, but as of now we have removed all the asbestos from the zones of the church that were of concern.

Glenn Scuteri, member of the Treasurer team. Glenn shared that he and Roger both have faith that we will catch up to meet the budget this year as we have done in years past. This 2026 Budget Proposal is a big increase, but it's about where we are going as a church and supporting the growth of our church in the quality of our ministries. He doesn't want our pastor and staff team to experience burnout without the support they need and that's why he supports this budget.

Ed Isakson, expressed the complement and confidence that we have "sharp" guys like Glenn & Roger caring for and managing our finances.

Keith Olsen, How many giving units do we have? Do we still have a savings account? .... About 100 giving units. Yes we have a money market account with 3-4% growth.

Dan Nelson, Has our giving units increased?... Our giving units have not increased but who is giving has changed over the years and giving has increased.

Lowell Larson, Asked for the proportions of giving. Glenn shared that about 10% of giving units give 40% of our budget, but we do anticipate new giving as well. Lowell commented that if we approve a 14% increase in the budget, we all do need to take to heart our own giving and each person discerns their own increase.

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## **Nominating committee & Election of Officers**

The Leadership Team has just one position to fill for 2026. Rand Olson is the Nominating committee's recommendation for the open Leadership Team position.

Proposed Roles of the Leadership Team:

Chairman - Keith Krueger

Vice Chair - Renae Sternke

Secretary - Nicole Cook

Treasurer - Roger Eriksson

At Large Members:

Rand Olson (to be voted on)

Suzanne Isakson

Spiritual Life Representative - Mike Jurrnes

Pastor Brian Zahasky - Ex-officio member

Announcement of the Voting Results:

Budget passed 94% Yes

100% Leadership Team Election Passed

Brian Zahasky, Lead Pastor

By-Law Announcement

A summary of the proposed changes to Membership By-Laws are included in the supplementary documents given at this congregational meeting. The summary and the complete proposed by-law changes regarding Membership/Covenant Partnership can be viewed via the QR code and will also be shared via email.

Our congregation has 90 days to review the changes before voting on adopting these changes at the February 22, 2026 Annual Meeting.

### **Questions:**

Gary Noble, Do you have to be baptized to be a Covenant Partner? .... Yes, 16 years old and baptized.

Abbey Ness, When can Covenant Partners vote? ... Covenant Partners will be able to vote after the Feb 22 Vote to adopt the change to Covenant Partners. Only Members under the current Membership system can vote to change the by-laws to move to the new Covenant Partner system.

Keith Krueger, Church Chair

### **Closing Prayer**

Glenn Scuteri Motioned and Arlen Johnson Seconded to adjourn the meeting. Passed.

# Motion for Proposed Constitution Change

1. Renea Sternke, Vice Chair, opened the meeting in prayer.
2. Arlen Johnson Moved to approve the minutes for the November 24th Congregational Meeting (pg 34-35 in Annual Report). Keith Olson Second, Motion passed.
3. Recognition of outgoing board member, Julie Toole.
  - a. Thank you so much for your service over the last 7 years. The leadership team and the congregation are so very grateful for you Julie!
4. Pastor Sabbatical & Coverage
  - a. Pastor Brian has served 5 & a half years at Hope and a Sabbatical was part of his call from the beginning. He will be taking 6 weeks (Feb 17-March 31th) to focus on rest, his family & his walk with God. He is looking forward to reading, some travel, and gaining a Soccer Coaching Certificate. His pastoral and preaching responsibilities will be covered by the staff and several people who have led our Sunday service before.
5. Roger Eriksson, Treasurer
  - a. Financial report - 2024 expenses met budget and our 2024 income exceeded our budget! Outstanding!
  - b. Presented the proposed changes to Hope Covenant Constitution regarding membership and Covenant Partners new model, see page 41 in Annual Report. These changes will be voted on in the 2026 Annual Meeting
6. Mischa Henry, Administrative Coordinator
  - a. Presented on Breeze capabilities, how to find Directory Information on Breeze, and Digital Security protection & precautions staff take.
  - b. Giving Statements will be sent via email.
7. Hunter Melton, Director of Youth & Young Adults
  - a. Youth Ministry Report - Hunter shared stories of students growing in the youth group. HCY is a safe space for kids to be silly and connect with each other & God.
8. Maria Zahasky, Director of Children & Families
  - a. Children's Ministry Report - Growth in the number of children involved. Celebrating Kathy's investment in the Children's ministry and her retirement earlier this year. Praising God for the 53 volunteers who stepped up to support the ministry and care for these growing numbers of children & families.
  - b. Year Review Video
9. Brian Zahasky, Lead Pastor, Pastor's Report
  - a. "Thank you for the privilege to be your Pastor."
  - b. Pastoral Sabbatical
  - c. New model of Church Membership
    - i. Summarized challenges of current membership model
    - ii. Reframing membership as a part of our growth or formation as followers of Jesus. Covenant Partnership is about intentional relationships with missional purpose.
    - iii. Annual renewal commitments - value is active formation
    - iv. non -active members go on legacy membership role
    - v. Includes commitments of the Church Leadership to the congregation and community commitments to each other.
    - vi. 2025 will be our trial run with the option to opt into the new model to practice it and test it out while the old model will still function as normally.
10. Renea Sternke prayed. Motion by Arlen Johnson to adjourn meeting. Glenn Scuteri second. Motion Passed.