

Hope Lutheran Church
Voters' Assembly Minutes

November 17, 2024

The regular November meeting of the voters' assembly of Hope Lutheran Church was called to order on November 17, 2024, at 10:48 a.m. MDT by the vice president, Kurt Pavlat; the secretary was present. A quorum was established; a list of voting members present is attached.

Pastor Pay read from Psalm 57 then led the opening prayer.

It was moved by Christopher Becker and seconded to approve the July 21, 2024, minutes; August 18, 2024, minutes; and September 8, 2024, minutes as written. The motion carried.

The attached Board reports were received.

Treasurer and Board of Finance: Peggy Ash asked if there is a committee to determine where memorial funds go. Whitney St. Michel responded that some of the memorial funds have been designated. For those not yet designated, the family members would be contacted for their decision.

Board of Outreach: Anita Taylor reported that Roger Henry gave out Bibles for children during the Holiday Fair on November 16, 2024.

Board of Youth Ministry: Sophia Helmkamp reported that the South Idaho High School Youth Retreat was successful. She thanked Nancy Carlson and David Nell for helping during the retreat.

Strategic Planning Committee: Kurt Pavlat distributed handouts of updated floor plans of the church renovation and school additions (attached). He stated that the new school building will be the first phase and the target date to break ground is May 1, 2025.

Fellowship Committee: Nancy Carlson reported that three new members have joined the committee: Kevin Loftus, Shannon Loftus, and Nate Loftus.

Safety Committee: Roger Henry stated that he noticed that the school classrooms only lock from the outside. Christopher Becker will investigate why.

Financial Review Committee: The Financial Review Committee moved to adopt the Financial Review Committee's report. The motion carried.

Pastor's Report: Pastor Pay provided some explanation about the school running a deficit this year and that it is primarily due to turnover in the Early Childhood (EC) enrollment. Enrollment has improved somewhat recently. The EC teacher is Brenda Pay and Lindsay Brown is the EC aide.

Pastor has been encouraging the confirmed youth of the congregation to become active in the worship service.

New Business

- Following discussion and clarification of a couple line items, the Board of Directors moved to approve the church 2025 budget as proposed. The motion carried.
- Nancy Carlson explained that the property budget was increased by \$15K for contingencies. She and Christopher Becker explained the process of upgrading the systems and then reported the estimated cost to be \$18K plus an additional \$2K

contingency, for a total of \$20K. Following discussion, the Board of Properties moved that the Sanctuary audio-visual system be updated by dBTronics based on the estimate received by them for a cost not to exceed \$20K to ensure components are compatible, dependable, and adjustable. The motion carried.

- Kurt Pavlat explained background from Steve James' estate and stated that Steve had verbally requested that his car be gifted to his Personal Representative, David Sherrill. Following discussion, Myrtle Siefken moved and was seconded to gift Steve's car to David Sherrill in lieu of receiving the Personal Representative fees. The motion carried.
- Delegates to the Northwest District LCMS Convention were discussed. Myrtle Siefken volunteered to be the lay delegate; Pastor Pay will be the pastoral delegate; and Sophia Helmkamp volunteered to be the alternate delegate. Following discussion, James Zillinger moved and was seconded to appoint Myrtle Siefken as the primary lay delegate; Sophia Helmkamp as the alternate delegate; and Pastor Pay as the pastoral delegate. The motion carried.
- Northwest District Officer Nominations: The slate of candidates are as follows:
 - District President: Rev. Eric Lange, Rev. Michael Warmbier; First Vice President: Rev. Eric Lange, Rev. Michael Warmbier; Regional Vice President: Rev. Jonathan Dinger
 - Christopher Becker moved and was seconded to accept the slate of candidates. The motion carried. There being no other nominations from the floor, Hope nominated Rev. Eric Lange and Rev. Michael Warmbier for District President; Rev. Eric Lange and Rev. Michael Warmbier for First Vice President; and Rev. Jonathan Dinger for Regional Vice President. The secretary will complete the nomination form and send it to the LCMS Northwest District Secretary, Rev. Steve Heinsen by the December 19, 2024, deadline.

The meeting adjourned at 12:04 p.m. MDT and Pastor Pay led the closing prayer.

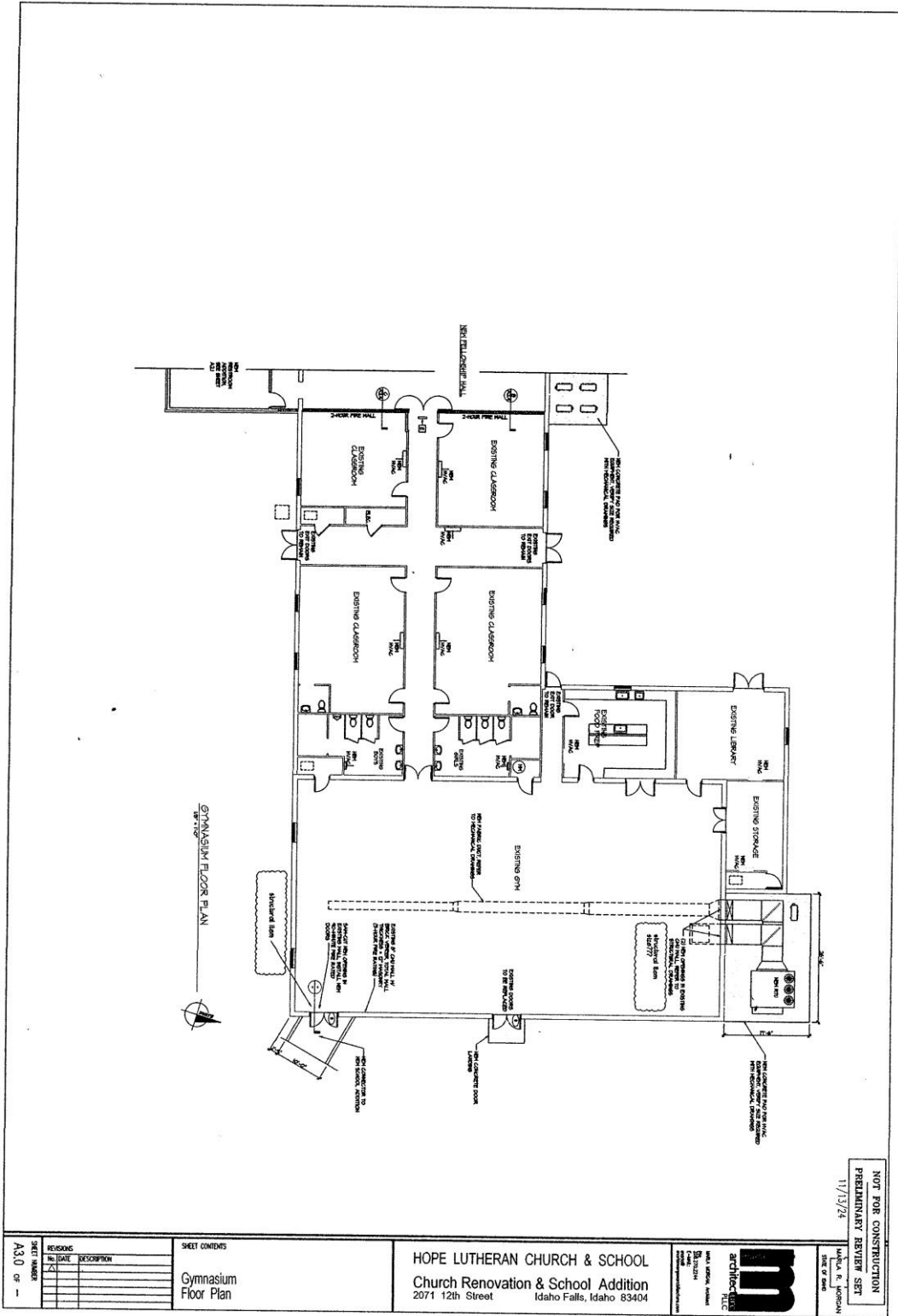
JoAnn Jepsen, secretary

Approved _____

**Voter's Attendance
November 17, 2024
Communicant Members Accepted into Voting Membership**

Please initial attendance		Date Accepted
MA	Ash, Margaret	May 16, 2021
CB	Becker, Christopher	May 16, 2021
CB	Biermann, Charles	May 16, 2021
SB	Biermann, Sandra	May 16, 2021
	Blevins, Deana	July 14, 2024
	Bueno, Natasha	July 9, 2023
CB	Burr, Cathlena	April 21, 2024
TMC	Carlson, Nancy	May 16, 2021
CNC	Clayton, Connie	November 21, 2021
CNC	Clayton, Ron	November 21, 2021
	Eberle, Allen	May 16, 2021
	Eberle, Pamela	May 16, 2021
	Ferrer, Moira	November 20, 2022
	Ferrer, Rodolpho	November 20, 2022
JH	Gibson, Jamie	May 16, 2021
JG	Glick, Vivian	May 16, 2021
JG	Griffith, Cora	May 16, 2021
	Griffith, Taylor	May 16, 2021
AH	Helmkamp, Sophia	November 20, 2022
JH	Henry, Jane	May 16, 2021
RKH	Henry, Roger	May 16, 2021
BSH	Hentzen, Richard	November 21, 2021
	Holzworth, Robert	May 16, 2021
J	Jepsen, JoAnn	May 16, 2021
BJ	Jepsen, William "Bill"	May 16, 2021
	Keiser, Dennis Sr.	June 23, 2024
	Miaullis, Aaron	July 14, 2024
	Miaullis, Maureen	January 22, 2023
B.O.C	Oloff, Betty	May 16, 2021
J.O.H	Oloff, James	May 16, 2021
J.H	Pavlat, Kurt	May 16, 2021
	Pavlat, Roseanne	April 16, 2023
BP	Pay, Brenda	May 16, 2021
J.H	Peterlin, Nyla	May 16, 2021

Please initial attendance		Date Accepted
	Phelan, Cherie	November 29, 2023
	Phelan, Philip	May 16, 2021
	Powers, LuAnne	April 24, 2022
	Powers, Rev. Jerry	April 24, 2022
	Reber, Edward	May 16, 2021
	Reber, Rebecca	November 20, 2022
	Ritter, John	May 16, 2021
	Ritter, Tara	May 16, 2021
MR	Rose, Matthew	May 19, 2024
	Rosenwinkel, Melody	April 24, 2022
	Ruiz, Grace	April 24, 2022
SM	St. Michel, Whitney	May 16, 2021
ES	Schroeder, Eugene	November 21, 2021
MMS	Siefken, Myrtle	May 16, 2021
SLM	Smith, Lynette	November 21, 2021
	Stommel, Mary	May 16, 2021
	Swindale, Patsy	June 23, 2024
LAG	Taylor, Anita	July 24, 2022
	Thinnes, Carol	November 21, 2021
	Thinnes, Gary	November 21, 2021
DS	Van Haaften, David	May 16, 2021
DLH	Van Haaften, Dorothy	May 16, 2021
JM2	Zillinger, James	April 24, 2022



NOT FOR CONSTRUCTION
 PRELIMINARY EXISTING SET
 11/13/24
 MARCH R. JOHNSON
 STATE OF IDAHO

m
 ARCHITECTURE
 207 N. 12th Street
 Idaho Falls, Idaho 83404
 Phone: 208.342.1234
 Fax: 208.342.1235
 Email: info@marchitect.com

HOPE LUTHERAN CHURCH & SCHOOL
 Church Renovation & School Addition
 2071 12th Street
 Idaho Falls, Idaho 83404

SHEET CONTENTS

NO.	DATE	DESCRIPTION
1		Gymnasium Floor Plan

REVISIONS

NO.	DATE	DESCRIPTION

SHEET NUMBER
 A3.0 OF 1

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Officer, Board, and Committee Reports

Treasurer and Board of Finance

Draft 2025 Church Budget

Account	Proposed Budget 2025
Income	\$ 320,900.00
Tithes and Offerings	\$ 300,000.00
Weekly Offerings	\$ 300,000.00
Other Church income	\$ 20,900.00
Directed Offerings	\$ 20,000.00
Interest Income	\$ 400.00
Misc. Income	\$ 500.00
Expense	\$ 492,570.10
Finance And Administration	\$ 93,700.00
Janitorial (5110)	\$ 21,000.00
Utilities (5120)	\$ 12,000.00
Insurance (5170)	\$ 13,000.00
Telephone / Internet (5180)	\$ 3,150.00
Postage (5130)	\$ 750.00
Office Supplies (5140)	\$ 1,000.00
Administration (5190)	\$ 6,300.00
Day School/Tuition Assistance	\$ 15,000.00
Property Taxes Paid (5195)	\$ 1,500.00
LCEF Mortgage	\$ 9,500.00
Mortgage Interest Paid (5196)	\$ 9,500.00
Camp Perkins Assessment (5720)	\$ 1,000.00
Board of Directors	\$ 5,000.00
Advertising (5220)	\$ 1,000.00
BOD Misc (5230)	\$ 1,000.00
Safety Committee (5240)	\$ 3,000.00
Properties	\$ 50,000.00
Maintenance and Improvements (5310)*	\$ 50,000.00
Elders	\$ 14,350.00
Worship Supplies (5410)	\$ 3,000.00
Parish Education and Confirmation (5610)	\$ 1,750.00
Book Allowance (5430)	\$ 100.00
Conferences and Conventions (5440)	\$ 3,000.00

Worship Accompanist (5450)	\$ 3,000.00
Synod and District Support (5465)	\$ 2,000.00
Elders Discretionary (5470)	\$ 1,500.00
Outreach	\$ 2,700.00
Evangelism Supplies (5510)	\$ 700.00
Missionary Support (5520)	\$ 500.00
VBS (5530)	\$ 1,500.00
Youth	\$ 4,650.00
Youth (5810)	\$ 4,650.00
Fellowship	\$ 1,500.00
Fellowship Expenses (5910)	\$ 1,500.00
Strategic Planning	\$ 2,000.00
Preliminary Design (5950)	\$ -
Final Design	\$ 2,000.00
Salaries and Benefits	\$ 318,670.10
Pastor Salary and Fuel	\$ 73,445.10
Church Secretary Salary	\$ 17,510.00
Church Benefits	\$ 50,000.00
School Benefits	\$ 177,715.00
Income less Expense	\$ (171,670.10)

*Includes \$15K contingency during the 2025 phase of construction.

Voter's Meeting Financials and Summary

- A counting system for offerings was developed and implemented in September.
- A high yield online savings account was opened at Westmark Credit Union. This gives a better interest rate for the expansion money but still allows for withdrawals as the project kicks off.

Cash Assets: Nov 05, 2024

Church	
Checking	\$103,195
Spending	\$6,000
LCEF Properties	\$19,941
Scholarship	\$21,026
Wealth Management	
Church Building - Properties	\$25,308
Church Checking	\$16,626
Steel Building	\$86,804
Westmark Accts - Expansion	\$121,768
Tuition Assistance CD	\$25,818
Total Church	\$426,486
School	
Checking	\$10,731
Spending	\$2,313
Savings	\$1,200
Booster	\$26,199
Scrip	\$566
Wealth Management	
School Savings	\$297,264
School Reserves	\$90,586
Thrivent	
Jennifer Anne Barrett Fund	\$36,831
1991 Endowment	\$85,918
Operations Endowment	\$43,595
Total School	\$595,203

Hope Lutheran Church Chart of Account Balances: Jan 01, 2024 – Nov 05, 2024

Account	Balance as of 2024-01-01	Balance as of 2024-11-05
Assets	\$ 239,113.74	\$ 271,377.59
Checking Accounts	\$ 85,843.20	\$ 101,671.50
Primary Checking (7528)	\$ 85,843.20	\$ 101,671.50
Unrestricted (Primary Checking)	\$ 56,283.99	\$ 37,949.58
Benevolent Fund	\$ 725.00	\$ 525.00
Boggs Memorial	\$ -	\$ 50.00
Braille Fund	\$ -	\$ -
Camp Perkins Scholarships	\$ 1,459.50	\$ 109.50

Church Choir and Music Fund	\$ 111.54	\$ 86.54
Day School Giving	\$ 6,625.00	\$ 1,140.00
Day School Scholarship	\$ 972.00	\$ 150.00
Evergreen School	\$ -	\$ -
Expansion Fund	\$ 3,509.31	\$ 35,350.00
Fellowship Fund	\$ 271.58	\$ -
Food Bank	\$ -	\$ 225.00
George McCarty Memorial	\$ -	\$ 300.00
Golf Tournament	\$ -	\$ 6,010.00
Hopperdietzel Memorial	\$ 1,500.00	\$ 1,500.00
James Memorial Fund	\$ -	\$ 160.00
Keiser Memorial Fund	\$ -	\$ 300.00
LWML	\$ 24.00	\$ -
LWML Mites	\$ 15.00	\$ 5.00
Landscape Fund	\$ 110.00	\$ 20.00
Martin Memorial Fund	\$ -	\$ 1,120.00
Missions Fund	\$ 300.00	\$ 2,601.70
Oloff Seminary	\$ 750.00	\$ 290.00
Outreach	\$ 672.66	\$ 407.00
Pastor Appreciation	\$ -	\$ -
Pavlat Memorial Fund	\$ -	\$ 50.00
Piano and Organ Fund	\$ -	\$ -
Properties Fund	\$ 4,087.46	\$ 3,622.99
Puerto Rico Missions Fund	\$ 125.00	\$ 2,075.00
Rescue Mission	\$ 1,226.47	\$ 1,030.45
Schwartz Memorial Fund	\$ 600.00	\$ 600.00
Security System	\$ 102.86	\$ 102.86
Sunday School Fund	\$ 169.94	\$ 95.99
Thrivent Choice Dollars	\$ 1,028.00	\$ 131.00
Tillitt Memorial Fund	\$ -	\$ 390.00
Vacation Bible School	\$ -	\$ -
Youth Fund and Gathering	\$ 5,173.89	\$ 5,273.89
Savings Accounts	\$ 25,918.49	\$ 40,968.09
LCEF Properties*	\$ 19,848.78	\$ 19,941.84
Scholarship (5275)	\$ 6,069.71	\$ 21,026.25
Westmark	\$ -	\$ 121,768.00
Investment Accounts	\$ 127,352.05	\$ 128,738.00
Bank of Idaho Trust Department**	\$ 127,352.05	\$ 128,738.00
Liabilities	\$ 152,321.18	\$ 143,548.00
Long Term Liabilities	\$ 152,321.18	\$ 143,548.00
LCEF Mortgage	\$ 152,321.18	\$ 143,548.00

*Designated as building funds. November 12, 2017 voters minutes.

**Includes \$80K from sale of modulars “to be used for purchasing a permanent steel building.” Voters minutes, May 15, 2016. (July 20, 2017 voters minutes: “Resolved, if it becomes necessary to make up a deficit in the school budget for the 2017–2018 school year, the money comes from the proceeds of the sale of the modulars.”)

Hope Lutheran Church Income & Expense: Jan 01, 2024 – Nov 05, 2024

Account	Budgets 2024	Actuals 2024	% of Budget
Income	\$ 285,650.00	\$ 521,996.94	182.74%
Tithes and Offerings	\$ 270,000.00	\$ 277,435.10	102.75%
Other Church income	\$ 15,650.00	\$ 200,561.84	1281.55%
Directed Offerings	\$ 15,000.00	\$ 199,710.52	1331.40%
Interest Income	\$ 150.00	\$ 394.32	262.88%
Misc. Income	\$ 500.00	\$ 457.00	91.40%
Giving to the School	\$ -	\$ 44,000.00	0.00%
Expense	\$ 457,795.00	\$ 482,345.86	105.36%
Finance And Administration	\$ 76,050.00	\$ 45,918.14	60.38%
Janitorial (5110)	\$ 10,500.00	\$ 8,669.00	82.56%
Utilities (5120)	\$ 12,000.00	\$ 9,191.00	76.59%
Insurance (5170)	\$ 10,100.00	\$ 12,189.00	120.68%
Telephone / Internet (5180)	\$ 4,200.00	\$ 2,779.68	66.18%
Postage (5130)	\$ 750.00	\$ 554.65	73.95%
Office Supplies (5140)	\$ 1,000.00	\$ 388.58	38.86%
Administration (5190)	\$ 1,000.00	\$ 2,631.89	263.19%
Day School Tuition Assistance	\$ 15,000.00	\$ 3,056.00	20.37%
Property Taxes Paid (5195)	\$ 1,500.00	\$ -	0.00%
Mortgage Paid	\$ 7,500.00	\$ -	0.00%
Mortgage Interest Paid (5196)	\$ 11,500.00	\$ 5,458.34	47.46%
Camp Perkins Assessment (5720)	\$ 1,000.00	\$ 1,000.00	100.00%
Board of Directors	\$ 3,000.00	\$ 1,500.00	50.00%
Advertising (5220)	\$ 1,000.00	\$ 500.00	50.00%
BOD Misc (5230)	\$ 1,000.00	\$ 1,000.00	100.00%
Safety Committee (5240)	\$ 1,000.00	\$ -	0.00%
Properties	\$ 35,000.00	\$ 25,160.09	71.89%
Maintenance and Improvements (5310)	\$ 35,000.00	\$ 25,160.09	71.89%
Elders	\$ 13,850.00	\$ 9,584.26	69.20%
Worship Supplies (5410)	\$ 3,000.00	\$ 2,787.72	92.92%

Parish Education Expenses (5610)	\$ 1,750.00	\$ 1,387.85	79.31%
Book Allowance (5430)	\$ 100.00	\$ 20.00	20.00%
Conferences and Conventions (5440)	\$ 3,000.00	\$ 1,085.76	36.19%
Worship Accompanist (5450)	\$ 3,000.00	\$ 2,150.00	71.67%
Synod and District Support (5465)	\$ 1,500.00	\$ 1,500.00	100.00%
Elders Discretionary (5470)	\$ 1,500.00	\$ 652.93	43.53%
Outreach	\$ 2,800.00	\$ 1,086.31	38.80%
Evangelism Supplies (5510)	\$ 800.00	\$ 284.66	35.58%
Missionary Support (5520)	\$ 500.00	\$ -	0.00%
VBS (5530)	\$ 1,500.00	\$ 801.65	53.44%
Youth	\$ 3,150.00	\$ 1,474.23	46.80%
Fellowship	\$ 1,000.00	\$ 775.95	77.60%
Strategic Planning	\$ 10,000.00	\$ 8,467.00	84.67%
Preliminary Design (5950)	\$ 10,000.00	\$ 8,467.00	84.67%
School Giving	\$ -	\$ 58,317.00	0.00%
School Giving Pass Thru (6000)	\$ -	\$ 58,317.00	0.00%
Donations Expenses*	\$ -	\$ 137,271.44	0.00%
Salaries and Benefits	\$ 312,945.00	\$ 192,791.44	61.61%
Pastor Salary and Fuel	\$ 71,305.00	\$ 60,280.10	84.54%
Church Secretary Salary	\$ 17,000.00	\$ 16,121.90	94.83%
Church Benefits	\$ 46,925.00	\$ 38,879.42	82.85%
School Benefits	\$ 177,715.00	\$ 77,510.02	43.61%
Income less Expense	\$ (172,145.00)	\$ 39,651.08	-23.03%

* Jul 12 – Nov 05, 2024 Donations Expenses:

Benevolence: \$450

Church Choir and Music: \$25 Chimes Music

Expansion: \$121,704.66 Move to High Yield Savings at Westmark

Landscape: \$190

LWM: \$3,074 Move to LWM Accounts

Oloff Seminary Support: \$2,430

Outreach: \$69.06

Pastor Appreciation: \$720

Properties: \$459.43, Boy's Bathroom

Rescue Mission: \$1,099.02

St. Johns Braille Workers: \$1,070

Tuition Assistance: \$6,390

Vacation Bible School: \$150

Hope Lutheran School Draft Income & Expense: July 2024 – Nov 06, 2024

Account	Budgets 24/25	Actuals 24/25	% of Budget
Income	\$475,000	\$91,279	19%
1100 Registration	\$27,000	\$11,618	43%
1200 Tuition	\$273,500	\$57,492	21%
1300 Extended Care	\$8,500	\$578	7%
1400 Lunch/Milk	\$11,800	\$1,785	15%
2000 Donations	\$100,000	\$14,642	15%
2400 Annual Auction	\$40,000	\$0	0%
3910 Title II & IV (D91)	\$2,200	\$0	0%
4000 Spread Spectrum Lease	\$12,000	\$5,000	42%
Misc. Income	\$0	\$164	
Expenses	\$474,974.00	\$144,064.27	30%
5100 Salaries	\$268,844	\$73,532	27%
5200 Wages	\$50,000	\$14,495	29%
5550 Payroll Taxes	\$25,000	\$7,298	29%
5600 Continuing Education	\$4,000	\$470	12%
5700 Workers Comp	\$8,500	\$901	11%
6120 TADS	\$7,300	\$2,873	39%
6130 Gradelink	\$2,000	\$841	42%
6220/6270 EC/Fri Supplies	\$2,000	\$770	39%
6240/6260 K/EI Supplies	\$3,000	\$3,844	128%
6300 Curriculum	\$10,000	\$7,635	76%
6400 Milk/Lunch	\$11,800	\$2,801	24%
6600 Technology Equip. Service	\$3,500	\$838	24%
6620 IT Service Contract	\$14,400	\$5,827	40%
7100 Business	\$4,700	\$4,105	87%
7200 Business Equipment	\$2,500	\$0	0%
7300 Postage	\$950	\$0	0%
7400 Office Supplies	\$2,000	\$443	22%
7500 Advertising	\$6,000	\$519	9%
7600 Janitorial Services	\$31,500	\$13,125	42%
7650 Janitorial Supplies	\$5,500	\$2,370	43%
7700 Maintenance Contracts	\$480	\$200	42%
7800 Transportation	\$2,000	\$920	46%
7900 Annual Auction	\$5,000	\$254	5%
7950 Admin Development Fund	\$4,000	\$0	0%
8000 Contingency	\$25,000	\$0	0%

The Financial Review Committee has completed its work and prepared a final report to the voters. No issues were found with either the church or school financial records.

Financial Review Committee Report—School Records

Our bylaws direct the president to appoint two voters to see that the congregation's financial records are reviewed and then report to the voters. President Becker appointed Myrtle Siefken and Melody Rosenwinkel. In previous years members of the congregation reviewed the records. As there were no volunteers this year, the committee contacted local CPA firms. The Board of Directors approved a contract with Jensen Poulsen & Company for review of the church treasurer's records and the school's financial records.

The church's fiscal year is January 1–December 31, while the school's is July 1–June 30. Consequently, those reviews were done at separate times. The results of the review of the church's books were presented at the July 2024 voters meeting.

Damon Johnson of Jensen Poulsen & Company reviewed the school's books. We had some questions about language used in his report, so Jim Oloff, Director of the Day School Board, and Melody Rosenwinkel met with Damon on October 22, 2024. They learned that the language in the reports and letters is required, standard language. There were no concerns about mishandling funds or accounts and no recommendations for improving our process. The firm enjoyed doing the review because it was different from their usual work.

Financial Review Committee
Myrtle Siefken and Melody Rosenwinkel

Board of Elders

Board of Elders Report to the Voters Assembly, November 17, 2024
3rd Quarter 2024 (July through September) plus October

- Average Sunday Morning Attendance:
2023: Yearly Average: 95.2
2024: 1ST Qtr: 97.4 (MW 59.1) 2nd Qtr: 91.0 3rd Qtr: 88.0 October: 89.5
- Membership Losses: Bill Martin, David Tillitt, and Stephen James, deceased.
- Membership Gains: None.
- We worked with the Board of Finance to find volunteers to count the offering.
- We formed a Visitation Committee to encourage lay members to call on our shut-ins.
- The circuit-wide elder training was held at Hope on Saturday, August 17 from 10:00 to 2:00.
- We set Worship Service times for Advent and Christmas:
Advent Services: December 4, 11, 18, with a dinner at 6:00, and Service at 7:00 pm.
Cantata: Sunday, December 15.
Holy Communion: December 1, 8, and 25.
Christmas Eve Services: 4:00 and 7:00 pm.
Christmas Day Service: 10:00 am with Holy Communion.

Respectfully submitted,
David Van Haften

Day School Board

Hope Lutheran Day School Committee Report /Congregational Meeting, November 17, 2024:

- The first day of school for the 2024-2025 academic year was August 26, 2024. Enrollment 40+ students, 2-year-olds-8th grade.
- In the absence of a headmaster, Pastor Pay is taking on the duties of Headmaster, and Amy Weary is taking on additional administrative duties.
- Provided Pastor Pay with a headmaster/administrative stipend of \$5,000 for the 2024-2025 academic year to be paid out over ten months at \$500 a month beginning September 2024 to June 2025 or until a Headmaster is called, whichever comes first.
- Provided Amy Weary an administrative stipend of \$3,000 for the 2024-2025 academic year to be paid out over ten months at \$300 a month beginning September 2024 to June 2025 or until Headmaster is called, whichever comes first.
- Brenda Pay has assumed the position of Early Childhood Teacher and as a result the decision was made to increase her hourly wage by \$1 retroactive to August 15, 2024.
- Approved the purchase of an entry carpet for the school, 6 ft by 20 ft with the school logo. This will help keep the tile floor dry and clean.
- Approved reimbursement of moneys spent on office supplies for PTO.
- Reviewed staffing and enrollment for 2024-2025.
- Discussed staffing for 2025-2026: Early Childhood Lead Teacher and Headmaster.
- Reviewed curriculum and school calendar. Met with the curriculum representative for Memoria Press.
- Discussed new school building: lockers, coat racks, storage, water in the classrooms.
- Discussed School Auction: May 3, 2025, Holiday Inn at Jackson Hole Junction, Idaho Falls. Will coordinate the Hope Lutheran Facilities Enhancement Committee.

James Oloff
Hope Lutheran Day School Chair

Board of Outreach

The Outreach Committee met October 27th to discuss dispersing funds for Missions. It was decided to give Evergreen School the mission funds given by donations from the congregation. Puerto Rico funds need to be sent. Mission fund of \$500.00 to be given to LWM at the Holiday Fair. We will be having a Fellowship lunch in January. Details will be made available at a later date.

Board of Youth Ministry

Sunday School has resumed as of Rally Sunday, following the CPH Enduring Faith curriculum. Each Sunday, before the children split into their designated classes, they either sing a hymn relevant to the day or rehearse for upcoming participation in worship: e.g., the Sunday School children played handbells during *A Mighty Fortress* on Reformation Sunday, and they will participate in the Christmas Cantata.

The Next Chapter, a combined youth group from St. John, Hope, and Crown of Life, also resumed meetings in the fall. Meetings take place on Sunday evenings at St. John.

St. John and Hope hosted the South Idaho High School Youth Retreat November 8–10.

The National Youth Gathering is occurring July 19–23, 2025 in New Orleans. Registration opened November 1. If there are any youth of the congregation who are interested in attending, the board has a fund to assist in costs – contact Sophia for more information.

Board of Property

(Property Committee)

The property committee is working hard to ensure that safety and proper maintenance of the church building and grounds. Working with various vendors ensures code compliance for the church on our various systems and mechanical infrastructure. Basic maintenance and upkeep we are continuing to perform on a monthly basis and when needed.

The property committee consists of Nancy Carlson (acting Property Director), Deana Blevins, Kurt Pavlat, and David Nell. If you would like to join the property committee, please contact any member.

Property is working with the various Boards and committees to provide support for them in regard to their needs of the building and grounds of the church.

(A-V System)

The Audio-Visual system is in need of an upgrade. Over the last few months the system has failed and has caused considerable concern that the worship service and other functions held in the sanctuary would not have the assurance of the proper sound volume to reach the congregation in the pews. There are also certain areas in the Sanctuary that have sound dead spaces that need to be resolved. Properties has hired a professional Audio-Visual company that specializes in commercial grade Audio-Visual systems. This company ran sound and acoustic testing in the Sanctuary and developed the proposal being presented. This upgrade will meet the needs of the church and will bring the system up to current standards which will ensure seamless integration with the newer equipment and software, specifically the current video controller which is aged and needs to be upgraded to be compatible with Microsoft upgrades which will ensure dependable video on the Sanctuary monitors. Also, the new system will allow us to adjust the audio levels on all of the microphones, a feature not currently available. To help resolve the poor sound and dead space in the Sanctuary, due to having only one speaker, the new audio system will use two state of the art speakers, which will be placed in the proper locations for full sound coverage in the Sanctuary.

Strategic Planning Committee

November 7, 2024

Voters Assembly Strategic Planning Committee (SPC) / Building Committee/Ministry Expansion Team / Sanctuary Beautification Committee Reports

Jim Oloff will now be the Board of Education representative on the Strategic Planning Committee (SPC). Since the voters approved implementation of a church modernization and school expansion project this past July, the SPC may be reviewing draft changes to the congregation's bylaws soon. Any changes to the church's bylaws must be approved by the voters.

For the Ministry Expansion Team (fund-raising), Rev. Kris Kunkel of LCEF's Ministry Solutions was here October 21st from 12:30 – 2:30 pm. Mike Madison, LCEF NOW District VP was also here at Hope for this meeting. Rev. Kunkel provided introductory training and orientation to our Executive Team (Lori Stanger, Bill Jepsen, Pastor Pay, and Carol Thinnes) at this session. The next meeting will be the campaign summit with the executive team on January 8-9, 2025.

Though the formal fund-raising campaign has yet to be implemented, congregational members are donating to the building fund. Funds currently gifted to the church for our expansion/modernization

project stands at approximately \$134,000 as of this writing. The Stephen James estate recently informed Hope that Steve wanted the bulk of his estate (approximately \$400K or so) to be gifted to the church. His personal representative, David Sherrill, indicated that Steve would be pleased if much of it went towards the building project though that was not memorialized in any document. The voters should determine how Steve's bequeath should be utilized unless his will specifically determines allocations. Again, it sounds as though his will does not address this.

Regarding the Stephen James estate, Mr. Sherrill stated that Steve had wanted his car to be gifted to him and his wife. The congregational president and vice president tentatively approved that request contingent upon voters' approval. Steve had wanted Mr. Sherrill to have a percentage of his estate for his services as personal representative. Should the voters approve the gifting of Steve's car to Mr. Sherrill, he will forego any distribution from the estate for his services administering the estate.

For the Building Committee, Marla Morgan and Mike Poffenroth are frequently meeting with the City's Planning Department. The various engineering disciplines are continuing their work finalizing plans for construction. The building committee has been involved reviewing plan modifications and meeting at church for various site visits. The building committee chair will continue his work on our loan application with LCEF. The target date to break ground is May 1st, 2025.

The Sanctuary Beautification Committee will be meeting soon to continue their work. The Committee's priorities are to increase Sanctuary capacity and to improve the worship experience. Again, options will be provided to the voters for approval. The committee would like to have a budget estimate to help it craft options. Possibly some of the proceeds from the James estate might be utilized for a budget target. This should be a voters assembly decision.

Respectfully submitted,
Kurt Pavlat

Fellowship Committee

Fellowship is revived – our committee consists of Deana Blevins, Maureen Miaullis, and Nancy Carlson. If you would like to join the committee, please contact any member.

The second Sunday of each month we join together after church in the east Sanctuary hallway for finger foods and beverages. A questionnaire requesting ideas from congregation on types of finger food and activity ideas was included in the bulletin so Fellowship can focus our efforts on the desires of the congregation. Your input is appreciated.

Additionally, we are teaming with other committees and boards to support their activities. Since August 1, 2024, we provided a light lunch at the Safety Committee "Lunch and Learn" in August; served refreshments on Rally Sunday in September; with Outreach we hosted a light brunch for Pastor Appreciation on Reformation Sunday, assisted LWM with refreshments on LWM Sunday in October; and assisted with after church Senior Youth Retreat refreshments on November 10th.

Upcoming events include potluck Advent dinners held at 6:00 p.m. Host groups will provide three to four entrees:

- December 4 - LWM
- December 11 - Board of Elders and Ushers
- December 18 - Board of Directors

The Fellowship Committee will also provide an entrée. Host groups and congregation members will be asked to sign up to bring salads, desserts, bread/rolls, or beverage items – enough to feed 10 to 15 people. If you are unable to bring an item, there will be a goodwill offering basket to help with expenses for paper plates, bowls, cups, and plastic utensils. Sign-up sheets will be posted after the Holiday Fair.

On December 15, Fellowship Sunday will switch to third Sunday so we can gather after the Cantata and enjoy Christmas finger foods.

Safety Committee

Since the July Voters Meeting, the Safety Committee teamed up with the Fellowship Committee to provide a Lunch and Learn with a topic of "How to Prepare for Anything". We are looking to provide "How to Stop the Bleed" training in the near future. We will also be looking at the first aid equipment around the church to make sure it is up to date.

Pastor's Report

Dear Members of Hope,

Thank you all for your prayers, attendance, support, and grace.

Thanks especially for the support during Pastor appreciation month. It's a comfort to know this sinner hasn't messed everything up yet. You are a blessing to me and my family, and I hope we can be a blessing to you and yours.

On the Church side I am still making around 20-22 shut-in visits a month, that does include some folks from Crown of Life and a few non-members, however. I continue to make another 15-20 other pastoral visits, outreaches, in-reaches, or counseling sessions a month.

I am sending cards periodically to our Youth, to encourage them, and contribute to Youth Group via various apologetics "blurbs." Thanks to the Pralle's for continuing to spearhead Youth Group. Also, a big thanks to Jacob Pralle and Ryan, the DCE from Grace, Pocatello, for putting on the South Idaho Youth Gathering this month.

I have three youth confirmation, and one adult—a school parent. I am thankful for engaged students who are interested in learning God's Truth.

I continue to be advisory on Worship Committee, Mission Expansion Committee, and the Call Committee.

Tuesday Morning Bible Class continues as does Table Talk Theology if you are interested in a way to continue to learn with us.

As you know, Advent is coming soon and the Elders have a worship schedule for you to look at.

As for the school side: I do weekly Chapel (minus one week per month when Jacob Pralle gives the message), and I host staff devotions in the morning and "Principio!" the beginning to the school day, with hymns, Bible readings, prayer, and a raffle for the kids. It's been a good way to get to know them all better.

In addition, I am helping out with Curriculum, Staff Cohesion, Policy, the Harvest Carnival, Teacher In-Services and planning meetings. I owe a lot of thanks to Amy Weary who is carrying out a lot of the nuts and bolts of administration so I can try and stay at the "30k foot level," if that makes sense.

It is no secret that, with our enrollment down – the vast majority of the loss due to turnover in the Early Childhood, the school will be running a deficit this year. So please keep that in your prayers. But we are confident we have excellent Early Childhood staff (I am married to one of them – so I

guess I am biased!), we have gained a few new students this month and are hoping that trend continues. We, of course, know that the summer recruitment will be vital in getting those numbers up – we weren't able to do much recruiting at all this summer with the headmaster search. But we will be ready this summer to recruit. For these reasons, as well as our new accreditation and the many inspections we have passed this year, there are reasons to be confident.

I continue to help out at Crown of Life. Kory Walstad is nearly done with his first year of Classes. One more year and he will be Ordained! He does work full time, so I help out with preaching and visiting their shut-ins. I also meet weekly with Kory to go over his homework – it's been a decent refresher for me!

As Circuit Visitor I will be working with two upcoming Vacancies. Pr. Kirk Triplett at Faith, Pocatello has taken a Call. Thankfully, Pr. Dinger in Pocatello has staff that can help cover Faith. Pastor Tim Mauer at Zion, Ashton, will be retiring in the spring. I am working with their leadership to work on a six-month plan and a possible Call for an Intentional Interim Pastor.

I would be remiss to not thank the elders for all their faithful work. Thank you also to Fellowship for the meals. Thanks to Betty Oloff and Connie Clayton for organizing our music and choir. Thanks to Connie and Cathy Duckwitz for organizing meals for our members who are hurting. And thanks again to everyone who participates in big and small ways. Thanks to the work of the Building Committee and Fellowship Expansion team. Helping at the Church can often seem thankless, but take heart, our Lord sees even those who give a cup of cold water to a brother or sister.

Please find places to plug in and get to know people. Consider what might be a blessing to you, or how you could be a blessing to others. Boards, Committees, Choir, LWM, Ladies Lunch, Bible Class, Altar Guild, Ushering, substituting. Please let us know if you would like information on any (or more) of these opportunities.

My family is well. And while I am certainly staying busy, I am hoping to keep most of the plates spinning. Praying that, with some delegation, I can move from "surviving" to "thriving."

Please know, I am aware that I am not the only one who is busy. Our congregation is full of people with burdens, cares, and responsibilities. May we be a people of Hope. A people who know that Christ has won the victory for us so we can approach each day with courage and know that at the end of each day, the grace of Jesus is there to wash it clean.

May the Lord establish the work of our hands that we might continue to share the Good News of eternal life in Jesus with our members, our students, and the community.

Pastor Pay

Psalm 117 Praise the Lord, all nations! Extol him, all peoples! ² For great is his steadfast love toward us, and the faithfulness of the Lord endures forever. Praise the Lord!