

Hope Lutheran Church Information for Voters

The regular April meeting of the Hope Lutheran Church voters will be held on April 21, 2024, at approximately 10:45 a.m. Our bylaws specify that at this meeting we receive Board and Committee annual reports to the congregation summarizing events of the previous year and announcement of nominating committee members. The Day School budget will also be presented for approval. No other business is mandated by the bylaws, but voters may introduce business. Officer, Board, and Committee reports of activities since the last voters meeting are included in this document after the agenda.

- Opening prayer
- Vote on applications for voting membership
- Approval of January 28, 2024, minutes
- Treasurer's report on church and school finances, Whitney St. Michel (page 2)
- Report from President (page 2)
- Report from Board of Directors (page 2)
- Board reports:
 - Board of Elders, David Van Haaften (page 2)
 - Day School Board, Jim Oloff (page 3)
 - Board of Outreach, Anita Taylor (page 6)
 - Board of Youth Ministry, Betty Oloff (page 6)
 - Board of Property, Nancy Carlson (page 7)
- Committee reports:
 - Strategic Planning Committee, Kurt Pavlat (page 9)
 - Fellowship Committee, vacant (page 9)
 - Safety Committee, Christopher Becker (page 10)
- Pastor's Report (page 10)
- New business:
 - Day School budget approval.
- Closing prayer

Officer, Board, and Committee Reports

Treasurer and Board of Finance

A report from the Board of Finance will be provided in a few days.

Report from President

- A Nominating Committee has been appointed. The following people have agreed to be on the committee: Jim and Betty Oloff, Dorothy Van Haaften, James Zillinger.
- I was approached by a representative of T-Mobile asking if we were interested in selling the wireless spectrum that we currently lease to them outright. T-Mobile would require a Non-Disclosure Agreement (NDA) to be signed and in force to receive more information about the proposal. The school currently receives \$1000 per month from the lease agreement.

Board of Directors

On April 9, 2024, the Board of Directors approved up to \$300 to be spent from the Fellowship Committee budget for a fellowship luncheon after the church service on April 28th.

Board of Elders

April 2023 through March 2024:

- Average Sunday Morning Attendance for 2023: 95.2
1st Qtr: 80.8; 2nd Qtr: 102.1; 3rd Qtr: 95.3; 4th Qtr: 102.0
- Membership Losses:
Deceased: Frank & Marian C., Shanna W., Lyle S., Cheryl W., Dennis K., George M., Eleanor W., and Ruth T.
Transfer to other LCMS: Heidi Jo F., Sue S.
Virginia O., Released.
- Membership Gains:
Melody Z., Abigail R., Colton B., Remingtyn B., Holt & Heidi H. by Baptism.
Michael & Kristen O., Jake M. by Reaffirmation of Faith;
Kevin, Shannon, & Nate L., Patti S., Cathlena B., Chris & Deena B. by Transfer
- Confirmands: Maggie F., and Vincent P.
- Non-member Baptism: Andrew B.
- Policy Changes and other actions:
 - Rev. Jerry P. added to the Board of Elders on retirement of Richard H.
 - Completed Guidelines for Admonition, submitted to the Board of Directors in October.
 - Pastor Pay has revised the Bulletin's "Should I Commune?" blurb.
 - The latest revision of the Elder and Usher Schedule includes at least one Usher at every service.
 - Young men of the congregation have begun doing some of the readings during services.

- Expect an Outreach campaign in the spring of 2024. (2023 was In-reach.)
- The Church Directory was updated.
- New banners for the Sanctuary.
- Pastor has identified a need to re-do the Library in the Fireside Room.
- Discussed Pastor's workload and possible alternatives for the Board and the Congregation.
- We will set a timeline for making a recommendation to the Congregation regarding an additional worker.

Day School Board

August-November 2023

1. Enrollment 2023-2024. Enrollment 62 students: Early Childhood: 17, Grades K-7: 45
2. Staffing: Crystal Chapin, early childhood teacher will be leaving for Texas on November 17. Mr. Northcutt is seeking her replacement.
3. Consortium for Classical Lutheran Education (CCLE) accreditation team did an onsite visit September 13-15, 2023. The team recommended Hope Lutheran Classical Academy for accreditation. Formal Accreditation came September 22. Hope has also been recommended for National Lutheran Schools Accreditation. The team summited a report with 20 recommendations for improvement. The improvements are to be completed over the next 5 years. The report is available in the office for those interested.
4. Hope Lutheran Finance Committee's recommendation for a 5% increase to the base salary to determine teacher and staff payroll for school year 2024-2025 was accepted.
5. The committee amended the Personal Attire 8.3, point 4 in the Personnel Manual, "Thursday and field trips: casual, which includes jeans or non-collared shirts. No shorts (except on field trips) by taking out the words, "Thursday and"
6. Mr. Northcutt attended the Northwest District Leadership Conference at Seaside, Oregon, the week of October 16.
7. Other: Wendy's dine out October 18; Fall Exordium and Harvest Carnival October 26
8. Fundraisers: Christmas wreaths, complete, Texas Roadhouse gift cards. School Auction April 13, 2024.

December 2023-January 2024

1. Hope Lutheran Classical Academy recognizes the need for a full time Early Childhood teacher and will be making inquiries into calling a Synodically trained individual, either a new graduate or from the field.
2. Mr. Northcutt will do teacher evaluations in December following the Consortium for Classical Lutheran Education (CCLE) guidelines for teachers.
3. Texas Roadhouse fundraiser, December 7, 2023, 4:00-10:00 pm.
4. Christmas Program "Christmas in Narnia" December 14, 6:30 pm, Hope Lutheran.
5. Approved a 4% increase in school tuition for 2024-2025 school year.
6. Approved the Safety Committee's recommendation regarding Concealed Carry in the school.
7. Completed and approved CCLE recommendations #4 and #6 for recertification.

February 2024

1. Re-enrollment for 2024-2025 school year opened Feb. 1.
19 students have re-enrolled.
2. Auction committee meeting on February 20. Tickets available end of February.
Dinner and Auction April 13, 2024, Westbank.
3. Van usage:
 - a. Approved proposed "Van Request Form"
 - b. Van limited to school and church use. School use takes priority.
 - c. User pays for own gas (school-school) (church-church) return with a full tank and interior clean.
4. Copy machine:
 - a. Approved lease agreement for a used copy machine. \$124.39 per month plus cost per copy.
 - b. Currently the school budget pays the lease on the black copier.
 - c. The white copier is to be replaced. Maintenance calls are costing \$190 per visit. No lease, no maintenance contract. HLCS owns the white copier. School budget pays for maintenance.
 - d. The white copier will be used for school use until it breaks down. Black copier will be used primarily for school use and the new machine primarily for church use.

March-April 2024

Items of discussion:

1. Finalized the 2024-2025 School budget (see below)
2. Approved the 2024-2025 School Calendar
3. School Auction: April 13, 2024
4. School enrollment 2024-2025, 40 plus
5. Discussed classroom assignments and staffing, 2024-2025

School Budget Income

2024-2025 School Year	
1100 Registration	\$ 27,000
1200 Tuition	\$ 273,500
1300 Extended Care	\$ 8,500
1400 Lunch/Milk	\$ 11,800
2000 Donations	\$ 100,000
2400 Annual Auction	\$ 40,000
3910 Title II & IV (D91)	\$ 2,200
4000 Spread Spectrum Lease	\$ 12,000
Total Income	\$ 475,000

Summary

2024-2025 School Year	
Total Income	\$475,000
Total Expenses	\$499,974
Net Income	(\$24,974)

Reference

Registration Fee (Elem)	\$150
All Inclusive Fee (Elem)	\$300
Tuition (Elem)	\$5,200
Salary Base	\$28,350

Last updated April 5, 2024

School Budget Expense

2024-2025 School Year	
5100 Salaries	\$ 268,844
5200 Wages	\$ 50,000
5550 Payroll Taxes	\$ 25,000
5600 Continuing Education	\$ 4,000
5700 Workers Comp	\$ 8,500
6120 TADS	\$ 7,300
6130 Gradelink	\$ 2,000
6220/6270 EC/Fri Supplies	\$ 2,000
6240/6260 K/EI Supplies	\$ 3,000
6300 Curriculum	\$ 10,000
6400 Milk/Lunch	\$ 11,800
6600 Technology Equip. Service	\$ 3,500
6620 IT Service Contract	\$ 14,400
7100 Business	\$ 4,700
7200 Business Equipment	\$ 2,500
7300 Postage	\$ 950
7400 Office Supplies	\$ 2,000
7500 Advertising	\$ 6,000
7600 Janitorial Services	\$ 31,500
7650 Janitorial Supplies	\$ 5,500
7700 Maintenance Contracts	\$ 480
7800 Transportation	\$ 2,000
7900 Annual Auction	\$ 5,000
7950 Admin Development Fund	\$ 4,000
8000 Contingency	\$ 25,000
Total Expenses	\$ 499,974

Board of Outreach

February completed the fundraiser for Evergreen Lutheran School. The total was \$5,875.

At the March 30th Easter bag drive-through there were over 200 bags were given out. Easter Sunday 10 visitor bags were given out. John said that people liked the coffee mugs. I am going to start giving the Narthex a spruce up now that the holiday is over and can move things around better. One couple signed the visitor book and a thank you card will be sent. I would like to have a fellowship meal on April 28th, also join with the school on the picnic and make sure that the congregation is encouraged to come if they can.

We need to make sure the website/Facebook is updated regularly with activities. We may have to work with Jaime in that regard. The Outreach board will try to have a meeting soon to brainstorm ideas of what things we could be doing for members, community, etc. looking forward. If anyone has suggestions, please let me know.

Anita Taylor

Board of Youth Ministry

Especially from 2022, an effort has been made to coordinate more between the churches of South ID to strengthen our youth ministry. The Youth and Family Ministry Conference, sponsored by the Northwest District, is held every April at Camp Lutherhaven, Coeur D'Alene, for all the LCMS churches and camps in Alaska, Washington, Oregon, and Idaho. South Idaho churches have a conference in August at Camp Perkins and meet through in-person or zoom conferences throughout the year. These have been very helpful.

In Idaho Falls and Rigby, Hope, St. John, and Crown of Life congregations work with Jacob, DCE at St. John, and his wife, Morgan, to have youth group meetings. They meet Sunday evenings for Bible Studies, to go together to various outings, to have fun. They have fundraisers for the National Youth Gathering (next one in 2025) and are able to go to retreats at Camp Perkins or with other youth groups. Fifty kids from South ID were at Camp Perkins in January for the Jr. High Retreat. In November, a Senior high retreat was well attended at Friendship Celebration in Meridian. Hope students went to both of these. On months with a fifth Sunday, the group stocks shelves at the Idaho Falls Community Food Basket.

Children and youth at Hope participate in the worship services as acolytes, carrying the Cross in processions, reading the lessons, singing, especially for the Christmas Cantata.

Sunday School has two classes, led by Kurt Pavlat for the older students and Betty Oloff with the younger ones. We have eight students regularly attending. We begin with Rally Sunday after Labor Day and run through the Sunday of Memorial Weekend. Summer Sunday School is not as organized, but an adult is usually available on Sundays.

The youth help serve soup suppers and the Easter breakfast, fill bags for children at Christmas (around thirty bags) and Easter (at least 300) with Arch Books and other items purchased by the Boards of Youth and Outreach and donations from the congregation. We hold a graduation party for our high school graduates. This year Rachel R. is the only one graduating.

Betty Oloff

Board of Property

Property summary from April 16, 2023, to present:

Exterior Building

All windows wrapped by Arrow Fencing & Siding to stop wood deterioration. Per Valley Glass as our windows are in good shape as is the portion of the wood to which windows are attached but exterior wood had to be wrapped to save attachment wood.

Gutters installed on the north and northwest roof of the school with heat tape in gutters, on roof edge, and in valleys. The ice damming and icicles were not a problem this winter. Additionally, the west side of the gym was guttered as it was the reason we had sheets of water coming off the kitchen roof. All-American Gutter worked in collaboration with Holden Electric to position exterior outlets for heat tape.

Security lighting has been converted to LED. The final conversion will be completed after school ends this academic as the light on the north side of the gym is dark. All exterior security lighting is now LED thanks to Holden Electric and Blake Cook.

Requested Idaho Falls Power remove the utility pole and LED light from the front parking lot as it was doing little good surrounded with spruce tree branches. Completed and saves us \$25 a month on utilities.

As our blue spruce trees reach the end of their lives, we are removing them. Three have been removed making grounds maintenance much easier as there are no pine needle, branches, and pinecone mess to constantly clean and sunlight can get to the grass.

Dave Nell repaired and refreshed the exterior of our main Sanctuary doors by sanding, staining, and triple seal coating. Thanks to Dave and his assistant, Kurt Pavlat.

Our master gardener, Dave Van Haaften, continues with his trimming of the trees on the south side of the church so we can look out windows and branches do not damage the fascia or roof.

The door to the main power supply and shutoff for our entire building now opens easily with the help of Monte's Lock and Key.

Grounds Maintenance

With the work of Noel and Cathy Duckwitz, the grounds were mowed and maintained. Thank you so much!

This summer the Duckwitz's are taking time off from those duties, and Marcus Gibson is employed to do those tasks.

Top Notch Lawns and Landscaping will maintain the sprinkler system and refresh controller modules and sprinklers heads not operating correctly. These were issues already scheduled for maintenance this year as the sprinkler system is aged!

The tree by playground received a good trimming and the railroad tie border for the playground was repaired.

A-1 Pest Control continues to fertilize and treat weeds in our lawn as well as kill weeds along Hoopes Avenue. As needed, they spray interior and exterior for the ever-present ants.

Building Interior

All safety and security systems maintained by Omni Security and Peak Alarm passed annual inspection. Idaho Fire Department conducted its annual inspection; we passed with the caution to keep furnace rooms free of “stuff.” Prevent Fire inspected all our fire extinguishers. Volunteers checked emergency lights, exit signs, CO monitors every four months. Some CO monitors are reaching their end of life, so several were purchased for quick replacement as end-of-lifers fail.

Holden Electric did their annual maintenance and cleaning of our 10 furnaces. The plenum filters and thermostat batteries were replaced as needed by volunteers. And Holden did the annual maintenance of the AC unit for the south side of the school.

Grade 1-2 and middle school rooms were refurbished with wall repair and paint as well as electrical grades. Kindergarten room and the northside Early Childhood (EC) room electrical was upgraded. That leaves the south EC room for this summer for electrical upgrade.

Jim Oloff did an amazing job reducing the stuff in the gym and the school bully barn.

First Street Plumbing handled our plumbing issues and checked all shutoff valves to make sure they are operating, cleared slow drains, rebuilt a leaking urinal, etc.

Lighted Sign

SignPro inspected our sign issue – the one at the corner of 12th and Hoopes. The upper section of the sign going black is the result of material failure. It is not structural but the vinyl selected for the sign was not the correct material – SignPro did not do the sign. The sign disposition will be decided once we vote on the church renovation and school classroom expansion as power to sign runs under the school expansion area. And there are zoning issues to address.

Sanctuary Audio/Video and Live Streaming

Currently the audio and visual equipment used for church services, live and streaming, is aging and component compatibility is becoming an issue. Christopher Becker and Nancy Carlson met with Tom Smith of dbTronix to determine what we need to do to bring the system into the 21st century. Challenges include poor audio and optimum camera positioning for live streaming; members and school staff making ad hoc system changes resulting in unreliable system performance. Initial priorities include establishing requirements for system components so we can logically upgrade our system as funds are available. dbTronix will provide an initial proposal as to what we can do. We advised them that no changes could be made until after Lent. So, Property will now reach out to them for their initial suggestions.

Property Policy Updates

The Church Policy Manual was updated in the area addressing unsupervised use of the fenced grounds to reflect how it is really being done. A new section has been added for use of the kitchen and borrowing of church property. Both activities require completing a form so that facility areas are not double booked. And if property is missing, we know who last used it and did not return. The process involves getting on the calendar, signing out explicitly what is being borrowed (e.g. 27 white chairs and 3 6-foot tables), and returning property in the same shape it was borrowed. Kitchen use involves completely cleaning the kitchen – counters, floor, and social refrigerator followed by unplugging social refrigerator.

We are not able to serve alcohol at the church. Property worked with the insurance agent to see if that restriction could be lifted. Answer from Church Mutual was no, so alcohol text was eliminated. If we have a large event and the organizers want to have alcohol, they will need to apply for event insurance and pay for that insurance, if granted, from the proceeds of their event.

Insurance Coverage Review

Yearly Property is responsible for a review of our insurance coverage on building, grounds, and van. Working with our insurance agent, the umbrella coverage was increased by \$1M for the multi-passenger van to reduce potential risk in a vehicle accident involving bodily harm. Additionally, a van use policy was prepared so van is reserved, all drivers on the insurance policy, use approved by headmaster, returned clean with a tank full, and mileage recorded. This policy will also help in tracking van use by school, youth group, and others.

Strategic Planning Committee

Since the last voters meeting, much has been accomplished finalizing the planning concept and preparing the concept for congregational review. 3-D renderings, the floor plan, cost estimates, a financing summary plus a mission statement for this effort have been produced and reviewed by the Strategic Planning Committee (SPC). It is the intent of the committee and the Board of Directors to unveil these products at this April's voters meeting.

Falls Printing has been contacted to produce display-ready products. The products will be displayed in the "East Narthex Annex" on the wall. Additionally, these products will be emailed to the congregation. With a two-week review by the congregation, a May 5th congregational Q&A session has been tentatively scheduled immediately following our worship service. A presentation of the concept will be given by the SPC followed by questions from the congregation. Mike Poffenroth of Roth Properties and Marla Morgan of Marla Morgan Architecture will both be in attendance to answer construction and design specific questions.

Upon completion of the Q&A session, pertinent and substantive issues raised by the congregation will be processed by the SPC. Once the issues have been adequately addressed, the intent is to move towards a future special voters meeting to approve or reject the concept for implementation.

Fellowship Committee

Due to her job situation, Tasha Bueno has stepped down as the Fellowship Committee chair. A replacement will be sought by the Nominating Committee and a new committee chair will be elected at the July voters' meeting.

Safety Committee

- In October of 2023, the Safety Committee prepared an Emergency Response Brochure to coordinate with the Elders.
- The Safety Committee has also been monitoring Idaho House of Representatives Bill 415 and Idaho Senate Bill 1418 regarding concealed carry of firearms on school property.
- As requested by the Pacific Northwest District, members of the congregation have been encouraged to get involved with the local Community Emergency Response Team (CERT) program. By early May there will be five members of the congregation known to have taken the training.

Pastor's Report

Dear Members of Hope,

I am never sure how anyone can sum up a year of ministry. How does one measure success in ministry? Attendance? Faithfulness? Growth? Programs? Sacraments administered? Lives touched for eternity? And how can you measure that?

All of those things matter in the right context, some more than others, and some are more measurable than others.

Looking back through the year, I think we have many reasons to celebrate God's Work in our midst. A year ago, Crown of Life was applying for the SMP program through the Seminary. Now they have a Vicar, Kory Walstad, and I've moved from Vacancy Pastor to Vicarage Supervisor. Which means I have homework again! No! But it has been a blessing for Crown and, prayerfully, for us at Hope too as we serve the larger body of Christ in East Idaho.

In this past year we have Called a new LCMS Rostered Teacher, Mandy Hall. What a blessing she has been to us at Hope and to my family as she is teaching Connor. How can we ever measure what seeds of the Gospel are shared through our school? Even as we rejoice when we do see the families in Chapel, in Church, and as we reach out to the staff and show them the beauty of Law and Gospel and the Sacraments in our In-Services, Staff Devos, and Colloquy programs.

A year ago we started Table Talk Theology. The "Summer Experiment" has blossomed to a year-round time for reflection on Theology and the Church Fathers. Thanks to all who have taken an interest in the academia, the fellowship, and the beverages. It has been a joy for me.

This year there were outreach events like VBS and Drive-Thru's. There were In-Reach events and a New Directory that has come out of it (Thanks, Elders). There have been service events like the Community Food Basket and the Idaho Falls Rescue Mission meals and benevolence funds. There have been community events like choirs and recitals. There have been fellowship meals and soup suppers. There has been music, there has been education. Sometimes it can seem so BUSY. But we pray that these serve a purpose: to bless others with the Certain Hope of Jesus.

Not everything in a year is worth rejoicing over, of course. There have been sins. There have been shortcomings. There have been sorrows. There has been brokenness. How can there not be, as we are sinful people who make up this congregation? But has there not been the guiding Word of God to show us what is true? And has there not been his gracious Absolution and

Sacraments to remind us of his forgiving love won on the cross? Yes, amen. And we rejoice that these gifts are here for us sinners. And we celebrate them as we celebrate the baptisms, communion, confirmations, and reconciliation that has happened this past year.

There have been griefs. This year had many funerals. We had to say “goodbye for now” to many dear members. That hurts. And so, what did we do? We proclaimed the Easter Good News of forgiveness and eternal life! May it continue to be a balm to our wounds until we meet again at the feast in the Lord’s Kingdom.

And is that, in itself, not something worth rejoicing in? That in a world of death and sin our congregation can stand as a bastion of light and hope in the Gospel for God’s people? May God will that it continues to be so until He sees fit. May we continue to be a people of Hope, hope in a certain resurrection which can brighten our darkest days.

I would be remiss to not thank the many, many, hands that helped in this busy, but meaningful time of year. The Altar Guild faithfully set up services, decorations, and, of course, the Gift of the Sacrament. The Choir was a great blessing with their Cantata and other pieces throughout the season. So many hands helped move chairs, serve food, or cook food, or assemble bags for children. The elders helped with many extra services. Acolytes helped bring light, and several helped us worship by working the screens. Others helped musically, others with prayer, others with attendance—and what a blessing that is! The Board and our various Committees have been active as you can see in their reports, and we thank them for all their service. It is often a thankless job to volunteer at the congregation, so please hear this “Thank You!” And even more, rejoice that humble service is always noticed by God who promises that even “a cup of cold water” will not go unnoticed.

As always, I encourage you, if you haven’t found a place outside of Worship to “plug in,” please consider it. It doesn’t have to be serving, it can be in one of our Bible classes or fellowship clubs. Find a way to make some relationships, some friends, and see how you can give and receive encouragement.

Looking to the future, I can’t help but think about the work of the Strategic Planning Committee. Could this be a time for us to leave a legacy in Idaho Falls? Could it be a time to provide room for more in Divine Service, for more fellowship, for a home for Classical Education in Idaho Falls? Be praying, confident that the Lord watches over his Church and will continue to be with his people where his Word and Sacrament is present, no matter what the conditions.

I am thankful for a bit of a reprieve, thanks to the calendar and the elders, as we head toward summer. The family is doing well and I look forward to working the land up on the hill again soon. I am thankful to be in a beautiful part of the country with people who love Jesus and share his grace with a sinful Pastor.

Still thankful for encouragers, forgivers, inviters, and servers. Hoping to be more of those things myself.

Please feel free to reach out with visitation needs, inquiries, complaints, sins that need absolution, or questions. God bless!

Pastor Pay

O Lord, how manifold are your works! In wisdom have you made them all; the earth is full of your creatures. Psalm 104