

Hope Lutheran Church Information for Voters

The regular January meeting of the Hope Lutheran Church voters will be held on January 26, 2025, at approximately 10:45 a.m. Our bylaws specify that at this meeting we receive an update on the financial condition of the church and school. In addition, we will vote to appoint a new Board of Property Director. 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 November 17, 2024, minutes
- Treasurer's report on church and school finances, Whitney St. Michel (page 2)
- Board reports
 - Board of Elders, David Van Haften (page 8)
 - Day School Board, James Oloff (page 8)
 - Board of Outreach, Anita Taylor (page 9)
 - Board of Youth Ministry, Sophia Helmkamp (page 9)
 - Board of Property, Nancy Carlson (page 9)
- Committee reports
 - Strategic Planning Committee, Kurt Pavlat (page 9)
 - Fellowship Committee, Nancy Carlson (page 10)
 - Safety Committee, Christopher Becker (page 10)
- Pastor's Report (page 10)
- New business
 - Election of Board of Property Director
 - Announcement of appointees to the Financial Review Committee
 - Deliberate and approve how best to utilize the funds bequeathed to the church and school by the Stephen and Ann James estate
 - Act on recommended Bylaws changes (page 12)
- Adjournment and closing prayer

Officer, Board, and Committee Reports

Treasurer and Board of Finance

January Voter's Meeting

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

Account	Balance as of 2024-01-01	Balance as of 2024-12-31	Change %
Assets	\$ 111,861.69	\$ 63,242.03	-43.46%
Checking Accounts	\$ 85,943.20	\$ 32,164.22	-62.58%
Primary Checking (7528)*	\$ 85,943.20	\$ 32,164.22	-62.58%
Unrestricted (Primary Checking)	\$ 56,383.99	\$ 4,518.72	-91.99%
Benevolent Fund	\$ 725.00	\$ 525.00	-27.59%
Blevins Memorial	\$ -	\$ 10.00	0.00%
Boggs Memorial	\$ -	\$ 50.00	0.00%
Camp Perkins Scholarships	\$ 1,459.50	\$ 109.50	-92.50%
Church Choir and Music Fund	\$ 111.54	\$ 136.54	22.41%
Day School Giving	\$ 6,625.00	\$ (500.00)	-107.55%
Day School Scholarship	\$ 972.00	\$ 2,830.57	191.21%
Expansion Fund	\$ 3,509.31	\$ 12,280.00	249.93%
Fellowship Fund	\$ 271.58	\$ 6.35	-97.66%
Food Bank	\$ -	\$ 50.00	0.00%
George McCarty Memorial	\$ -	\$ 300.00	0.00%
Golf Tournament	\$ -	\$ 1,008.00	0.00%
James Memorial Fund	\$ -	\$ 160.00	0.00%
Jordan Memorial	\$ -	\$ 150.00	0.00%
Keiser Memorial	\$ -	\$ 300.00	0.00%
LWML Mites	\$ 15.00	\$ 10.00	-33.33%
Landscape Fund	\$ 110.00	\$ 120.00	9.09%
Missions Fund	\$ 300.00	\$ 31.70	-89.43%
Outreach	\$ 672.66	\$ 322.66	-52.03%
Properties Fund	\$ 4,087.46	\$ 2,637.99	-35.46%
Puerto Rico Missions Fund	\$ 125.00	\$ 100.00	-20.00%
Rescue Mission	\$ 1,226.47	\$ 1,220.45	-0.49%
Security System	\$ 102.86	\$ 102.86	0.00%
Sunday School Fund	\$ 169.94	\$ 95.99	-43.52%

Thrivent Choice Dollars	\$ 1,028.00	\$ 314.00	-69.46%
Youth Fund and Gathering	\$ 5,173.89	\$ 5,273.89	1.93%
Savings Accounts	\$ 25,918.49	\$ 31,077.81	19.91%
LCEF Properties**	\$ 19,848.78	\$ 20,041.67	0.97%
Scholarship (5275)	\$ 6,069.71	\$ 11,036.14	81.82%
Liabilities	\$ 152,321.18	\$ 140,720.46	-7.62%
Long Term Liabilities	\$ 152,321.18	\$ 140,720.46	-7.62%
LCEF Mortgage	\$ 152,321.18	\$ 140,720.46	-7.62%

*Several Memorials were spent or reassigned as designated by family:

Hopperdietzel Memorial: \$1,500 A/V upgrade

Martin Memorial: \$1,120 to the Expansion account

Pavlat Memorial: \$50 to the Expansion account

Tillitt Memorial: \$390 to the Expansion account

Schwartz Memorial: \$600 A/V upgrade

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

Hope Lutheran Church Chart of Account Balances, Income/Expense
Thrivent Investment
Jan 01, 2024 – Jan 04, 2025

Account	Balance as of 2024-01-01	Balance as of 2025-01-04	Change %
Assets	\$ 109,345.44	\$ 123,003.23	12.49%
Thrivent Investment	\$ 109,345.44	\$ 123,003.23	12.49%
Jennifer Anne Barrett Fund	\$ 32,803.63	\$ 36,907.43	12.51%
1991 School Endowment	\$ 76,541.81	\$ 86,095.80	12.48%
Operations Endowment	\$ 34,301.53	\$ 43,685.29	27.36%
Additions To Account	\$ -	\$ 5,000.00	0.00%
Operations Endowment	\$ -	\$ 5,000.00	0.00%
Withdrawals from Account	\$ -	\$ -	0.00%

Hope Lutheran Church Chart of Account Balances, Income/Expense
Wealth Management Investment
Jan 01, 2024 – Dec 31, 2024

Account	Balance as of 2024-01-01	Balance as of 2024-12-31	Change %
Assets	\$ 505,131.45	\$ 478,596.66	-5.25%
Bank of Idaho Trust Department	\$ 505,131.45	\$ 478,596.66	-5.25%
Church Funds*	\$ 127,352.05	\$ 130,850.26	2.75%
School Funds**	\$ 377,779.40	\$ 347,746.40	-7.95%
Liabilities	\$ -	\$ -	0.00%
Income	\$ -	\$ 15,531.65	0.00%
Investment Income	\$ -	\$ 12,384.70	0.00%
Additional Investment	\$ -	\$ 3,146.95	0.00%
Expense	\$ -	\$ 42,066.44	0.00%
Investment Expenses	\$ -	\$ 2,066.44	0.00%
Withdrawals***	\$ -	\$ 40,000.00	0.00%

*Church: Building (Properties) - 5.31%, Church Checking - 3.49%, Steel Building - 18.21%

**School: Savings - 62.36%, Reserves - 10.63%

***Supports 2024/25 school operating budget

Hope Lutheran Church Chart of Account Balances, Income/Expense
Westmark Accounts
Oct 28, 2024 – Dec 31, 2024

Account	Balance as of 2024-01-01	Balance as of 2024-12-31	Change %
Assets	\$ -	\$ 566,179.16	0.00%
Eagle Business Checking	\$ -	\$ 100.00	0.00%
Expansion-Church	\$ -	\$ 100.00	0.00%
Primary Savings	\$ -	\$ 5.00	0.00%
Online High Yield Savings	\$ -	\$ 566,074.16	0.00%
Day School Tuition Assistance	\$ -	\$ 10,023.23	0.00%
Expansion-Church Donations	\$ -	\$ 165,555.78	0.00%
Stephen James Estate	\$ -	\$ 390,495.15	0.00%

Liabilities	\$ -	\$ -	0.00%
Income	\$ -	\$ 566,679.16	0.00%
Expansion Donations	\$ -	\$ 164,744.32	0.00%
Interest Income	\$ -	\$ 1,829.99	0.00%
Church Funds	\$ -	\$ 390,104.85	0.00%
Tuition Assistance In	\$ -	\$ 10,000.00	0.00%
Expense	\$ -	\$ 500.00	0.00%
School Donations	\$ -	\$ 500.00	0.00%

**Hope Lutheran Church Income & Expense, Bank of Idaho Account
Jan 01, 2024 – Dec 31, 2024**

Account	Budgets 2024	Actuals 2024	% of Budget
Income	\$ 285,650.00	\$ 555,102.81	194.33%
Tithes and Offerings	\$ 270,000.00	\$ 312,072.70	115.58%
Weekly Offerings	\$ 270,000.00	\$ 312,072.70	115.58%
Other Church income	\$ 15,650.00	\$ 243,030.11	1552.91%
Directed Offerings	\$ 15,000.00	\$ 241,802.25	1612.02%
Interest Income	\$ 150.00	\$ 587.86	391.91%
Misc. Income	\$ 500.00	\$ 640.00	128.00%
Expense	\$ 457,795.00	\$ 610,684.84	133.40%
Finance And Administration	\$ 76,050.00	\$ 72,784.81	95.71%
Janitorial (5110)	\$ 10,500.00	\$ 10,450.25	99.53%
Utilities (5120)	\$ 12,000.00	\$ 10,769.00	89.74%
Insurance (5170)	\$ 10,100.00	\$ 12,189.00	120.68%
Telephone / Internet (5180)	\$ 4,200.00	\$ 3,302.63	78.63%
Postage (5130)	\$ 750.00	\$ 554.65	73.95%
Office Supplies (5140)	\$ 1,000.00	\$ 388.58	38.86%
Administration (5190)	\$ 1,000.00	\$ 3,138.06	313.81%
Day School Tuition Assistance	\$ 15,000.00	\$ 10,056.00	67.04%
Property Taxes Paid (5195)	\$ 1,500.00	\$ 1,961.28	130.75%
Mortgage Paid	\$ 7,500.00	\$ 11,600.72	154.68%

Mortgage Interest Paid (5196)	\$ 11,500.00	\$ 7,374.64	64.13%
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	\$ 33,344.76	95.27%
Maintenance and Improvements (5310)	\$ 35,000.00	\$ 33,344.76	95.27%
Elders	\$ 13,850.00	\$ 10,806.12	78.02%
Worship Supplies (5410)	\$ 3,000.00	\$ 2,945.07	98.17%
Parish Education Expenses (5610)	\$ 1,750.00	\$ 1,752.36	100.13%
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	\$ 2,850.00	95.00%
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	\$ 1,586.31	56.65%
Evangelism Supplies (5510)	\$ 800.00	\$ 284.66	35.58%
Missionary Support (5520)	\$ 500.00	\$ 500.00	100.00%
VBS (5530)	\$ 1,500.00	\$ 801.65	53.44%
Youth	\$ 3,150.00	\$ 1,474.23	46.80%
Youth (5810)	\$ 3,150.00	\$ 1,474.23	46.80%
Fellowship	\$ 1,000.00	\$ 898.38	89.84%
Fellowship Expenses (5910)	\$ 1,000.00	\$ 898.38	89.84%
Strategic Planning	\$ 10,000.00	\$ 10,000.00	100.00%
Preliminary Design (5950)	\$ 10,000.00	\$ 10,000.00	100.00%
Donations Expense*	\$ -	\$ 246,951.96	0.00%
Salaries and Benefits	\$ 312,945.00	\$ 231,338.27	73.92%
Pastor Salary and Fuel	\$ 71,305.00	\$ 73,164.42	102.61%
Church Secretary Salary	\$ 17,000.00	\$ 19,337.99	113.75%
Church Benefits	\$ 46,925.00	\$ 46,655.30	99.43%
School Benefits	\$ 177,715.00	\$ 92,180.56	51.87%
Income less Expense	\$ (172,145.00)	\$ (55,582.03)	32.29%

* Actual Donations Expenses were \$81,396.18. \$165,555.78 of this total was moved to the Westmark High Yield savings account. Additional donations expenses in November and December 2024:

A/V Upgrade: \$2,100
Benevolence: \$250
Evergreen Lutheran School: \$2,734.50
Expansion Design: \$18,597

Fellowship: \$87.65
 IF Community Food Basket: \$231
 Missionary Support: \$2,100
 Noah Oloff Seminary: \$940
 Outreach: \$84.34
 Pastor Appreciation: \$100
 Properties: \$985
 Rescue Mission: \$500
 Day School Tuition Assistance: \$5002

Hope Lutheran School Income & Expense, Bank of Idaho Account
Jul 01, 2024 – Jun 30, 2025

Account	Budgets 24/25	Actuals through 12/31/2024	% of Budget
Income	\$475,000.00	\$202,527.26	42.64%
1100 Registration	\$27,000.00	\$12,335.00	45.69%
1200 Tuition	\$273,500.00	\$96,383.06	35.24%
1300 Extended Care	\$8,500.00	\$973.00	11.45%
1400 Lunch/Milk	\$11,800.00	\$3,596.20	30.48%
2000 Donations	\$100,000.00	\$82,240.00	82.24%
2400 Annual Auction	\$40,000.00	\$0.00	
3910 Title II & IV (D91)	\$2,200.00	\$0.00	
4000 Spread Spectrum Lease	\$12,000.00	\$7,000.00	58.33%
Expenses	\$474,974.00	\$208,003.92	43.79%
5100 Salaries	\$268,844.00	\$106,082.11	39.46%
5200 Wages	\$50,000.00	\$25,784.88	51.57%
5550 Payroll Taxes	\$25,000.00	\$11,101.44	44.41%
5600 Continuing Education	\$4,000.00	\$846.63	21.17%
5700 Workers Comp	\$8,500.00	\$1,623.00	19.09%
6120 TADS	\$7,300.00	\$4,360.48	59.73%
6130 Gradelink	\$2,000.00	\$1,130.32	56.52%
6220/6270 EC/Fri Supplies	\$2,000.00	\$862.96	43.15%
6240/6260 K/EISupplies	\$3,000.00	\$3,874.19	129.14%
6300 Curriculum	\$10,000.00	\$7,718.20	77.18%
6400 Milk/Lunch	\$11,800.00	\$4,416.35	37.43%
6600 Technology Equip. Service	\$3,500.00	\$1,542.92	44.08%
6620 IT Service Contract	\$14,400.00	\$8,740.80	60.70%
7100 Business	\$4,700.00	\$4,921.02	104.70%
7200 Business Equipment	\$2,500.00	\$0.00	
7300 Postage	\$950.00	\$0.00	

7400 Office Supplies	\$2,000.00	\$498.06	24.90%
7500 Advertising	\$6,000.00	\$665.69	11.09%
7600 Janitorial Services	\$31,500.00	\$18,468.75	58.63%
7650 Janitorial Supplies	\$5,500.00	\$3,519.31	63.99%
7700 Maintenance Contracts	\$480.00	\$280.00	58.33%
7800 Transportation	\$2,000.00	\$920.17	46.01%
7900 Annual Auction	\$5,000.00	\$646.64	12.93%
7950 Admin Development Fund	\$4,000.00	\$0.00	
Income Less Expense	\$26.00	-\$5,476.66	
8000 Contingency	\$25,000.00	\$40,000.00	160.00%

Board of Elders

4th Quarter 2024 (October through December)

- Average Sunday Morning Attendance:
2024: 1st Qtr: 97.4 (MW 59.1) 2nd Qtr: 91.0 3rd Qtr: 88.0 4th Qtr: 96.0 (MW 63)
Yearly Average: 93.1
- Membership Losses: Christopher Blevins and Lucille Jordan, deceased.
- Membership Gains: None.
- Pastor Pay organized Christmas caroling at three nursing homes the Sunday before Christmas.
- We will update the Church Directory beginning in January 2025.

Dave Van Haaften

Day School Board

Hope Lutheran Day School Board Congregational Report, January 26, 2025

- Staffing: Decision was made to add an elementary teacher for 3-4 or 5-6. A candidate is available to be interviewed. Budget impact will be \$32,000-\$37,000.
- Open to God’s direction on calling a Headmaster. Will continue to take names and explore possibilities.
- Classroom structure for 2025-2026: Preschool, PreK, Kindergarten, 1-2, 3-4, 5-6, 7-8.
- Pastor Pay will continue as Interim Headmaster; Amy Weary, office assistant.
- Moving from TADS enrollment and tuition payment to Grade Link. It will save about \$400 a month with the transition.
- Begin re-enrollment in March 2025.
- School Auction: May 3, 2025, raffle items have been purchased, publicity, invitations, will go out this month. Volunteers are needed for solicitation of donations. Contact the office if you can help.
- Working on the budget 2025-2026.

James Oloff
Day School Chair

Board of Outreach

December, we participated with Parish Ed in contributing CPH books to the kids' bags. On January 19th we had a board meeting to discuss activities and ideas for the coming year, for the community and also for the congregation and school.

Anita Taylor

Board of Youth Ministry

The Christmas Cantata was a successful collaboration between the choir and the youth of the congregation; approximately twelve youth participated, the older as readers and the younger as singers and Nativity actors.

The Sunday School packed thirty Christmas Gift Bags during their Christmas party, which were all handed out to children on Christmas Eve and Christmas Day. Thank you to those who donated!

Regular Sunday School has resumed since the holidays.

Board of Property

Completed since November 2024 Voters' Meeting:

- All furnaces were serviced by Holden Electric. Pylon sign electricity deenergized in advance of removal.
- The Pylon sign at Hoopes Avenue and 12th Street was removed by LandMark Signs. Thanks to Kurt Pavlat and Christopher Blevins for leading this effort!
- Voters approved the Sanctuary A/V system Phase I upgrade. dBTronix provided a final estimate; components ordered; as of 1-13-2025, the last two components received.
- Yearly shut-off valve, aerator, and drain check for proper function completed by First Street Plumbing.
- Dave Nell refurbished the church paddle snowblower. Many thanks Dave!
- Over the Christmas break Commercial Cleaning Service cleaned all church hallway carpeting as well as church office carpet. School hallways and gym cleaned and buffed.
- Roof and gutter heat tape activated and is operating correctly.
- Monte's Lock and Key repaired the auto-close hinge arm on the exterior door by the office.

Strategic Planning Committee

January 26, 2025

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

Strategic Planning has not met since the last voters' meeting.

For the Ministry Expansion Team (fund-raising), Rev. Kris Kunkel of LCEF's Ministry Solutions was here at Hope for the January 8–9 Campaign Summit meeting. Rev. Kunkel provided additional training to our Executive Team (Kurt Pavlat, Bill Jepsen, Pastor Pay and Carol Thinnies) at this session. During the evening session on the 8th, Nancy Carlson and Whitney St. Michel were in attendance representing the Board of Directors along with the Executive Team.

This kicked off the Prep Phase of the Campaign. The next meeting for the entire team will be a Zoom call on January 22, 2025. Nancy Carlson, Whitney St. Michel, Shannon Loftus, Taylor Griffith and Melody Rosenwinkel have joined the Ministry Expansion Team to date. We will be asking others to help as we fill out our complete team in the next few weeks.

Though the formal Campaign Launch (Inform Phase) will not kick off until March 16th, 2025, approximately \$165,000 was given to the church for the building effort as of December 31st. Thank you for your generosity!

For the Building Committee, all paperwork has been submitted to LCEF for our project financing, both short and long term. Our civil engineer, Connect Engineering, is working with the City of Idaho Falls to complete a final plat of our property. Once approved by both the City's Planning Department and the City Council, the plat will be recorded. Upon recordation of the plat, the City will issue a Conditional Use Permit (CUP) that will allow us to commence construction of the new classroom building. Unfortunately, this is a lengthy process that has delayed construction. Tentative ground-breaking is now scheduled for September 1st. Nancy Carlson will be hosting a Ladies Tea later this month where the current building plans will be reviewed. We are now on the home stretch for the plans.

The Sanctuary Beautification Committee's priorities are to: 1) increase the Sanctuary capacity and 2) improve the worship experience. A Committee representative will provide the voters with some thoughts to increase seating capacity and improve the worship experience in our Sanctuary.

Respectfully submitted,
Kurt Pavlat

Fellowship Committee

Completed since November 2024 Voters' Meeting:

- Advent potluck dinners with protein entrees provided by LWM, elders and ushers, and Board of Directors were well attended. Fellowship provided an additional protein entrée for each dinner. Thanks to the hosting groups and all who brought salads, juices, breads, and desserts. Special thanks to Kevin and Shannon Loftus who handled table setup and take down for all three Advent dinners.
- Fellowship held a social following the Christmas Cantata.
- The kitchen was deep cleaned over the Christmas holiday.
- The first social of 2025 featured ice cream sundaes, hot chocolate, tea, coffee, and juices. Deana Blevins and Maureen Miaullis served ice cream.

Safety Committee

No report submitted.

Pastor's Report

Dear Members of Hope,

The joke around LCMS Churches is that "change" is the worst thing you can do. "Change something!?! What? That's how we've always done it!"

I am proud to say that I don't think we fit that stereotype. The congregation and school have shown that it can go through change in the past. A new curriculum one year, a new (or back to an old?) liturgy put in another year. And you, as a people of Hope, show great Christian love in bearing with one another and seeking to proclaim the un-changing Law and Gospel of our Lord.

Once more we stand on the cusp of more change. A Mission Expansion Campaign is set to begin in March which, of course, reminds us of the renovation and build-project you have voted to pursue. What does this entail? Hopefully, some flying dust and dirt – eventually. It entails lots of red tape. Which is why we haven't seen that dirt fly yet. Rest assured, the building committee is at work and things are moving forward. This change definitely entails a whole lot of meetings – Thank you to our leadership who is taking time out of their lives to volunteer in this process! Does this upcoming change entail additional staffing? It's likely. And we pray for opportunities to present themselves in that regard. Join us in praying that this process and everything it entails is done faithfully and with the Lord's blessing.

Which reminds me: why do all this change anyway? I'd say: Look at the news. How much "Good" news do you see? The darkness of the world is all around us. There are questions about who Jesus is in our community. Depression is on the rise. Compromise is an ever-present temptation. People are dying.

Can we, by God's grace and Spirit, have more opportunities to share actual Good News, Gospel, with more in our school, Church, and community? We pray that we might, by God's grace! Jesus' saving work is lasting Good News, we have been blessed to hear it and receive it. We pray our efforts, in a build project or not, would be able to rejoice in, grow in, and share this unchanging Gospel.

That is our comfort in all the midst of change. This is our comfort in the broken and dying world we find ourselves in... God does not change. His work and promises do not change. His Word does not change. And may that confession never change among us! May it be our Mighty Fortress.

It is no secret we have had a lot of funerals this year. Continue to pray for those who grieve. And as we do, may we not forget Paul's exhortation (and our Congregational Name) to grieve in hope! Hope that those we've laid to rest now rest with the Savior and King! What a privilege to transfer our people to Christ's triumphant Church! What a privilege to know that those folks heard the Word of God in these pews and were fed at this altar. May God bless us as we continue to sow seeds of the Gospel and receive his gifts, to bring priceless Good News to people in a dark world.

We remain committed to rightly proclaiming God' Word and rightly administering the Sacraments. We remain committed to sharing this with our members, students, shut-ins, and visitors. And we remain confident that, not our work, but God's, will be established and well up to salvation among us. God be praised!

Pastor Pay

Jesus Christ is the same yesterday and today and forever. Hebrews 13:8

Bylaws Review Committee

The Bylaws Review Committee prepared potential amendments for the Board of Directors' consideration. By general consent, each of the following amendments to the Hope Lutheran Church and School of Idaho Falls Constitution and Bylaws were approved and is now on the agenda for the January 26, 2025, voters' assembly for review:

Constitution VI.1

RATIONALE: In the application for voting membership the person must “*agree to abide by*, Hope’s constitution and bylaws, whereas the constitution says *sign*. The wording should be consistent and *abide by* is more to the point than *sign*. (This amendment may not pass district review.)

Current	If Amended
<p>Section 1. Types of Membership</p> <p>This congregation has three types of membership:</p> <p>Baptized members, those who have been baptized in the name of the Triune God and who are under the spiritual care of the pastor of this congregation, including early communers who have not yet been confirmed into communicant membership.</p> <p>Communicant members, those baptized members who have been instructed and are familiar with the contents of Luther’s Small Catechism, have been confirmed in the Lutheran faith, and accept the confessional standard of Article III of this Constitution.</p> <p>Voting members, those communicant members who have reached the age of 18 years, have been received by the voters assembly, and have signed the constitution and bylaws of the congregation.</p>	<p>Section 1. Types of Membership</p> <p>This congregation has three types of membership:</p> <p>Baptized members, those who have been baptized in the name of the Triune God and who are under the spiritual care of the pastor of this congregation, including early communers who have not yet been confirmed into communicant membership.</p> <p>Communicant members, those baptized members who have been instructed and are familiar with the contents of Luther’s Small Catechism, have been confirmed in the Lutheran faith, and accept the confessional standard of Article III of this Constitution.</p> <p>Voting members, those communicant members who have reached the age of 18 years, have been received by the voters’ assembly, and have signed <u>agreed to abide by</u> the constitution and bylaws of the congregation.</p>

Bylaws, various places

Principal is used twice, school administrator six times. These could be changed to headmaster.

Bylaw II.2. Meeting Schedule and Bylaw IV.3. Election, Installation, Term of Office

RATIONALE: To clarify when elders are affirmed.

Current	If Amended
<p>Section 2. Meeting Schedule</p> <p>Regular meetings of the voters assembly shall be held in January, April, July, and November. Dates</p>	<p>Section 2. Meeting Schedule</p> <p>Regular meetings of the voters assembly shall be held in January, April, July, and November. Dates</p>

<p>and times of all regular meetings shall be set by the board of directors. Regular meetings shall include, but not be limited to, reports from all administrative boards, reports from committees formed by the voters, and the following items:</p> <p>January – Update on financial condition of church and school.</p> <p>April – Board and committee annual reports to the congregation summarizing events of the previous year and announcement of nominating committee members.</p> <p>July – Elections of officers</p> <p>November – Consideration of long-range and short-term plans and the budget for the next calendar year.</p> <p>Special meetings of the voters assembly may be called by the president, the board of elders, or the pastor. The president shall call a special meeting if requested to do so by 10 voting members.</p>	<p>and times of all regular meetings shall be set by the board of directors. Regular meetings shall include, but not be limited to, reports from all administrative boards, reports from committees formed by the voters, and the following items:</p> <p>January – Update on financial condition of church and school.</p> <p>April – Board and committee annual reports to the congregation summarizing events of the previous year and announcement of nominating committee members.</p> <p>July – Elections of officers <u>and affirmation of elders</u></p> <p>November – Consideration of long-range and short-term plans and the budget for the next calendar year.</p> <p>Special meetings of the voters assembly may be called by the president, the board of elders, or the pastor. The president shall call a special meeting if requested to do so by 10 voting members.</p>
<p>Section 3. Election, Installation, Term of Office</p> <p>The election of officers and elected officials shall be at the July voters meeting. Voting members may cast votes by absentee ballot prior to the meeting.</p> <p>The newly elected officers and officials shall be installed on the last Sunday in July and shall assume their duties on August 1st; their term of office shall be two years or until their successor’s term begins.</p>	<p>Section 3. Election, Installation, Term of Office</p> <p>The election of officers and elected officials <u>and affirmation of elders</u> shall be <u>by ballot</u> at the July voters meeting. Voting members may cast votes by absentee ballot prior to the meeting.</p> <p>The newly elected officers and officials shall be installed on the last Sunday in July and shall assume their duties on August 1st; their term of office shall be two years or until their successor’s term begins.</p>

Bylaw IV.5 Vacancy in Office

RATIONALE: To provide for interim appointments when vacancies occur.

<p>Current</p> <p>Section 5. Vacancy in Office</p> <p>Vacancies in elective offices and positions shall be filled by election at a meeting of the voters. Announcement of any open positions shall be made at voters assemblies and via the current means of communication. Nominations for the vacant positions may come from any voting member or from the board of directors. The names of the nominees shall be announced in conjunction with the notice of the voters meeting</p>	<p>If Amended</p> <p>Section 5. Vacancy in Office</p> <p>Vacancies in elective offices and positions shall be filled by election at a meeting of the voters. Announcement of any open positions shall be made at voters assemblies and via the current means of communication. Nominations for the vacant positions may come from any voting member or from the board of directors. The names of the nominees shall be announced in conjunction with the notice of the voters meeting</p>
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<p>for election. Voting members may cast votes by absentee ballot prior to the meeting; absentee ballots shall be available in the church office.</p>	<p>for election. Voting members may cast votes by absentee ballot prior to the meeting; absentee ballots shall be available in the church office.</p> <p><u>An interim appointment can be made by the board of directors so that the duties of the office can be performed during the vacancy. A special board meeting may be called for this purpose.</u></p>
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Bylaw V.2 President and Bylaw V.4 Secretary

RATIONALE: To transfer a duty, publishing the names of the members of the various boards and committees, from the president to the secretary.

Current	If Amended
<p>Section 2. President</p> <p>The president of the congregation shall: . . .</p> <ol style="list-style-type: none"> 8. Publish the names of the members of the various boards and committees to the congregation each fall. 9. Together with the secretary, authenticate by his signature, when necessary, all acts, orders, and proceedings of the voters. 	<p>Section 2. President</p> <p>The president of the congregation shall: . . .</p> <ol style="list-style-type: none"> 8. Publish the names of the members of the various boards and committees to the congregation each fall. 98. Together with the secretary, authenticate by his signature, when necessary, all acts, orders, and proceedings of the voters.
<p>Section 4. Secretary</p> <p>The secretary shall:</p> <ol style="list-style-type: none"> 1. Perform all the duties pertaining to this office as outlined in the parliamentary authority adopted by the voters and such additional duties as the voters may specify. 2. Maintain the permanent corporate records of the congregation. 	<p>Section 4. Secretary</p> <p>The secretary shall:</p> <ol style="list-style-type: none"> 1. Perform all the duties pertaining to this office as outlined in the parliamentary authority adopted by the voters and such additional duties as the voters may specify. 2. Maintain the permanent corporate records of the congregation. 3. <u>Publish the names of the members of the various boards and committees to the congregation each fall.</u>

Bylaw V.7

RATIONALE: The Board of Directors was concerned that when an elected person does not perform his duties our only recourse is for the Elders to bring the matter to the voters, who may remove the person from office by a 2/3 vote. The Elders’ primary concern is with the person, so they may not want to bring the issue to the voters. Since the voters put the person in office, it is up to the voters to remove them. This could be done by adding a bylaw provision that is automatic and does not require another action by the voters.

<p>Current</p> <p>Section 7. Removal of Officers and Elders</p> <p>Sufficient grounds for deposing an officer, official, or elder shall be persistent adherence to false doctrine, scandalous life, willful neglect of official duties, or evident and protracted incapacity to perform the duties of office. The board of elders shall initiate action; removal from office requires a 2/3 vote of a voters assembly.</p>	<p>If Amended</p> <p>Section 7. Removal of Officers and Elders</p> <p>Sufficient grounds for deposing an officer, official, or elder shall be persistent adherence to false doctrine, scandalous life, willful neglect of official duties, or evident and protracted incapacity to perform the duties of office. The board of elders shall initiate action; removal from office requires a 2/3 vote of a voters assembly.</p> <p><u>Duties of officers, elected officials, and elders include attending meetings of the board(s) or committee(s) on which they are to serve. Failure to attend either three consecutive regular meetings or all of the meetings for six months of such a board or committee shall be considered resignation unless ordered otherwise by vote of the board of directors. Such resignation shall be recorded in the minutes and the office declared vacant.</u></p>
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Bylaw VI.3 Day School Board

RATIONALE: In recent years the Day School Board has varied significantly from the recommendations in *Governing Board Resource for Lutheran Schools*.

<p>Current</p> <p>Section 3. Day School Board</p> <p>The day school board consists of the elected director and day school treasurer, the school administrator, and such other members as the director appoints. Up to 25% of the board members may be nonmembers of Hope Lutheran Church; the other members shall be voting members of Hope. The board shall elect its secretary from among the Hope members. The school administrator has a voice, but not a vote, on the day school board.</p>	<p>If Amended</p> <p>Section 3. Day School Board</p> <p>The day school board consists of the elected director and day school treasurer, the school administrator, and such <u>at least three</u> other members as <u>appointed by</u> the director-appoints. <u>In making these appointments, the director shall strive to ensure that the board includes people with expertise, or willingness to develop expertise, in business management, Christian education, nonprofit governance, and communication.</u> Up to 25% of the board members may be nonmembers of Hope Lutheran Church; the other members shall be voting members of Hope. The board shall elect its secretary from among the Hope members. The school administrator has a voice, but not a vote, on the day school board.</p>
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Bylaw VII.3 Financial Review Committee

RATIONALE: To clarify that the appointment can made before the voters meeting and change the report date to accommodate the school’s fiscal year of July 1 through June 30.

Current	If Amended
<p>Section 3. Financial Review Committee A financial review committee, consisting of two voters other than members of the board of finance, shall be appointed by the president at the January meeting. The committee shall see that the congregation's financial records (church and school) are reviewed and report to the voters no later than the July meeting.</p>	<p>Section 3. Financial Review Committee A financial review committee, consisting of two voters other than members of the board of finance, shall be appointed by the president. <u>The names of the appointed persons shall be announced</u> at the January meeting. The committee shall see that the congregation's financial records (church and school) are reviewed and report to the voters no later than the JulyNovember meeting.</p>