



Sunday, June 13, 2020, 4:30 PM
New Hope Church Worship Center (Online Meeting)

Present on Campus: Pastor Matthew St. John, Pastor Paul Schoolmeesters, Ryan Fair, Jot Turner, Jerry Hoffman, Jim Fultz, Cathy Maupin, Paula Pust, members of tech team

I. PRAISE & THANKSGIVING - CELEBRATING GOD'S WORK IN 2019-2020

- A. Ryan Fair read two stories that were submitted in advance of the meeting. The first recalled Pastor Matthew's trip to Azerbaijan and his ministry to our brothers and sisters in Christ there. The second reflected on the many volunteers that have blessed us throughout the spring ministry season during this time of pandemic.
- B. Ryan shared highlights from the Annual Report:
 - 1. 115 new believers
 - 2. 403 participants in LifeGroups
 - 3. 118 children received backpacks with school supplies
 - 4. 195 disability ministry participants
 - 5. 133,370 pounds of food distributed to 502 families over the past ministry year by HopeBridge food shelf
- C. A video was shown sharing words of gratitude from the church staff to volunteers.
- D. Elder Jim Fultz led in a prayer of thanksgiving.

II. CALL TO ORDER

Jot Turner, Chair of the Elder Leadership Team, called the meeting to order.

III. CONGREGATIONAL LEADERSHIP – ELDER CHAIR JOT TURNER

Elder Chair Jot Turner shared some reflections of the Elder Leadership Team. He emphasized that NHC is a Christ-centered church, made up of thousands who love the Lord and care for each other. Here are a few highlights:

- A. Our church exhibits a strong dependence upon Scripture.
- B. COVID-19 and shelter-in-home directives: this has been hard, but good has resulted. We now have an online presence that extends far beyond our local cities. HopeBridge Food Shelf has ramped up its ministry to meet the needs of many more people. We've realized that church is more than one hour on Sunday morning; it's each of us on mission all week long. Despite job loss for some, others have stepped up and the financial support has been steady.
- C. Our church's response during the recent events following the death of George Floyd is noteworthy. We are a church for all peoples; we live it. May this continue to be who we are in the months and years to come.
- D. Elder Recognition – Jot spoke to the privilege of working alongside these men who shepherd the church. Each one is challenging, honest, respectful and deep. He gave thanks for the two whose terms are ending:
 - 1. Jim Fultz – has been part of New Hope Church since the 1950's. He has served as an elder for three years but is stepping down to make way for new leaders. He is a humble, quiet servant who demonstrates Christ-likeness.
 - 2. Jerry Hoffman – has served two three-year terms. He is a quiet voice, but when he speaks Godly wisdom is shared. Jerry has served on various committees and in many ways.

- E. Leadership Candidates - There is a modified voting process this year as we are restricted due to COVID-19 requirements. Everyone should have received the annual report (some by mail, most electronically). Voting will take place online. Jot noted that once a vote is submitted, the ballot cannot be changed. Some absentee ballots have been mailed out. Due to unusual circumstances, all ballots are due by Wednesday, June 17. They will be counted, and results will be announced, on June 18. (Ballot results are shown at the end of these minutes).

Nominations Committee (2-year term; vote for 2)

Dorothy (Dort) Pagelkopf
Cyndi Theisen
Karen Roehrich
Michael Yee

Internal Audit Committee (1-year term; vote for 3)

Dan McElmurry
Dale Pust
Trisha Aleckson

Church Clerk (1-year term; vote for 1)

Paula Pust

Vice Clerk (1-year term; vote for 1)

JaNan Cavanaugh

Elder Leadership Team (3-year term; vote for 5)

Jeff Hammerstrom
Ronald Jones
Armando Mazón
Jason McNutt
Zach O'Neel
Chris Shedd
Paul Witty

- F. Correction: The minutes from the 2019 meeting are accessible online. The minutes mention that the property council positions are for one year; this should be corrected to read that these positions are for two years. Motion was made by Jerry Hoffman to approve the minutes as corrected, and Jim Fultz has seconded. Approval will take place electronically.

IV. CELEBRATING OUR VISION - SENIOR PASTOR REFLECTIONS

Pastor Matthew began by thanking the Elder Leadership Team, led by Jot Turner. He acknowledged the wisdom and steady hand that's been shown in Jot's leadership. This group is made up of humble, faithful, Christ-like men who care deeply for the dignity and well-being of New Hope Church.

Gratitude is also extended to two individuals giving extraordinary leadership: Pastor Paul Schoolmeesters and Ryan Fair. In their executive roles they have facilitated the day-to-day things of NHC. In the recent months of COVID-19 and related challenges, they have stepped up and led well. Pastor Matthew also acknowledged the rest of the NHC staff as they have faithfully served us. He specifically affirmed Worship Ministries and the Tech Team, Care Ministries and Community Outreach Ministries. All have remained steadfast and have risen to the challenges of COVID-19 very well.

- A. Earlier in the year Pastor Kyle Davison-Bair offered a compelling vision for us by way of prayer (at the New Year's Eve prayer gathering) from Ephesians 3:20-21: "Now to Him who is able to do far more abundantly than all that we ask or think, according to the power at work within us, to him be glory in the church and in Christ Jesus throughout all generations, forever and ever. Amen." We are asking Christ to do far more than we would know to ask or imagine. Pastor Matthew shared that he firmly believes that Christ is at work among us, and at every turn He is doing more than we can imagine.

Christ is at work refining us, preparing us for His purposes in a variety of ways. He is stretching us in ways that we welcome. He has used COVID-19 to help us in this regard. We have had opportunities to test our character. In the midst of crisis, we are able to rise and watch God work in magnificent ways.

- B. The aftermath of George Floyd's death has proven this to be true as well, moving us as a church body towards a tender heart, teachable spirit, and deep desire to have Christ wash over these difficult things. Jesus Christ is at work in our midst, and we praise Him! Zechariah 4:6 says, "Not by might, nor by power, but by my Spirit says the Lord of hosts." We acknowledge that any successes we have are because of the Spirit of God.
- C. We are determined to seek God's face as a Christ-centered community of all peoples, moving towards Jesus and taking others with us. We are in a new season. As a society, we are not going back to where we were. I Chronicles 12:32 speaks of the men of Issachar, who "understood the times and knew what to do." Let us be that kind of people. In all things we want to chiefly exalt Christ.
- D. Pastor Matthew emphasized how grateful he is for everyone who is part of the body of Christ at NHC: love, giftedness, humility, openness to the Spirit, convictions, thirst to know the Word, desire to live out the Gospel, generosity of time and finances, and friendship are words he used to describe our congregation.
- E. He called us to come together in focus and faithfulness as a church, asking us to continue to participate robustly in what God is doing; teachable, growing, leaning into the Word of God. Our relationships ought to be iron sharpening iron. May we be people who have good will, patient with each other as a testimony to our faith in Jesus. May we be people who are living on mission, and may Christ be the One who aligns our allegiances.

V. COVID-19 MINISTRY PLAN - PASTOR PAUL SCHOOLMEESTERS

Pastor Paul noted that God provided a wonderful vision to our staff to see COVID-19 as an opportunity.

- A. Many trips and conferences were put on hold this spring.
- B. As we anticipate some reentry, below is a snapshot and timeline of how the leadership has come to decisions:
 - 1. A team of staff and elders who have thoughtfully and prayerfully worked through a process over the past three months. They have looked to others for guidance
 - 2. March 13: Food Shelf continued in a face-to-face setting (though moved to a drive-up model), but all other ministries were moved to online.
 - 3. Mid-May: Safe-at-home order so changes were made; our offsite ministries (LifeGroups) were encouraged to gather safely. Offices were reopened for staff.
 - 4. June 14: Second phase – guests may come to campus for meetings.
 - 5. Early July: The plan is to broaden our openness to small scale ministries on campus and for funerals.
 - 6. Phase 4: Timeline TBD – we plan to resume children's and student ministries on Sunday mornings
 - 7. Phase 5: External events - timeline TBD.
- C. Corporate Worship: What does this look like during this season? On June 21, we will resume on-campus worship. Online worship will continue (9:30am and 11am). The traditional service will not take place at this point. Health and safety protocols will take place. On campus will provide a touchless experience (no bulletins, no offering plates, no drinking fountains, etc.). Capacity will be limited so there will be a reservation process. A team of volunteers will welcome people and provide instructions, with designated entrances and exits.
- D. Feasibility Study: This is a project that the Property Council and ELT have given attention to for almost two years.
 - 1. In summer of 2018 two firms were contracted to jointly research and do assessments of HopeBridge and the Extended Campus in order to gain a better understanding of current conditions and costs to maintain these facilities at an excellent level in the future.

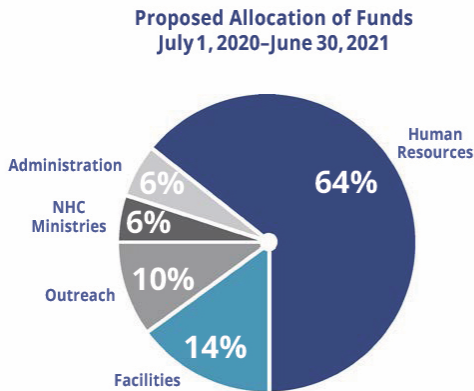
2. We reviewed five-year costs and looked at this analysis: do these campuses serve our current needs well / future needs well / best use as assets and funds required to maintain them to steward them in the future?
3. The ELT commissioned the Property Council to look at options:
 - a. As is
 - b. Merge them together
 - c. Liquidate them both and purchase a different outside campus
 - d. Consolidate onto main campus
4. This project is now in the final stages of assessing information. The architect firm HGA has been contracted to give an assessment of the main campus, considering ways to consolidate and improve use of the main campus. Over the next ten weeks, we will be evaluating these opportunities, seeking to discern what God is leading us to do. This is a visionary discussion. We are working toward understanding what combination of campuses will position us best for the future. Regarding a sale of any property, in late summer/early fall we anticipate having a final analysis. Once the Elder Leadership Team has processed the information into a recommendation, we may hold a special business meeting. In the meantime, please pray for the Property Council and the Elder Leadership Team as we seek God's vision for how to steward these campuses in the future.

E. How We Resource Our Vision:

1. Snapshot of giving: 98.7% of budget has come in; online giving has more than doubled over the past few months (83% giving to budget, which is remarkable).
2. Auditors' Report - Cathy Maupin, Finance/HR Lead: Cathy reported that we value accuracy and integrity. We work with two sets of auditors (internal and external) who are willingly engaged to do a detailed inspection of our reporting structures. We have received favorable opinions from both auditors; statements can be found in the annual report.
3. Jot Turner: In April (via email communication) the congregation was made aware of the PPP loan that was secured by NHC. At the beginning of the pandemic, Congress passed the CARES Act. Part of that was the PPP (Paycheck Protection Program) – recognizing uncertainty; Congress deemed churches “essential.” NHC was allowed to seek eight weeks of paycheck reimbursement with no strings attached. When the funds have been used up and conditions are met with the lender, the loan is erased. NHC staff, at request of the ELT, applied for a PPP from Maple Bank in Champlin. In a few weeks the funds will be used up and the loan forgiveness will be requested. At that time, we will inform the congregation. We have been able to retain all staff at this time.
4. Budget Proposal - Pastor Paul Schoolmeesters: The ELT is proposing an overall budget of \$4.56 million (decrease of 0.2% from last year, or \$7,780). Their approach to this budget was to put forth as best they could what ministry would look like if ministry came back to what it looked like pre-COVID. Note that if things change, the staff will adjust spending downward.
 - a. Paul noted a few staff changes (notably Herb James' retirement, replaced by Chris Jones; Ryan Fair stepping into Executive Director position and moving out of Care Director role) that have had particular impact on the budget in the area of Senior Staff.
 - b. Pastor Paul reviewed various points in the Property area of the budget that have been modified due to COVID (i.e. cleaning supplies, food service).
 - c. Leader Development has visibility now under Adult Ministries (funded by Rich in Generosity funds).
 - d. Reserve funds were described, a change that adds visibility within the budget particularly due to COVID changes. There's an amount of \$93,000 that is utilized from reserve funds, enabling us to do more ministry than we could without those funds.

2020–21 Proposed Budget

This financial proposal represents the faithfulness of God and the commitment of His people. The proposal is a 0.2% decrease from our congregationally-approved 2019–20 commitment.



administrative ministries	2020–21 proposed	2019–20 approved	increase/decrease	
Senior Staff	1,180,093	1,067,532	112,561	10.5
Senior Pastor Ministries	45,850	39,550	6,300	15.9
Office Support	1,589,182	1,712,285	-123,103	-7.2
Property	705,747	695,498	10,249	1.5
Food Service	99,575	80,116	19,459	24.3
Vehicles	4,650	4,650	0	0
Capital	230,400	214,400	16,000	7.5
General	24,200	23,975	225	0.9
Technology	71,390	76,042	-4,652	-6.1
subtotal admin. min.	3,951,087	3,914,048	37,039	0.9%
departmental ministries				
Adult Ministries				
Care & Adult General	27,150	25,030	2,120	8.5
Life Groups	11,275	11,725	-450	-3.8
Latinos	28,250	27,364	886	3.2
Leader Development	8,400	0	8,400	100.0
Men	10,100	9,700	400	4.1
Women	13,640	13,595	45	0.3
adult ministries	98,815	87,414	11,401	13.0%
Family Ministries				
Children & Family	44,000	44,000	0	0
Students	45,150	47,000	-1,850	-3.9
CrossRoads Pre-K	0	0	0	0
family ministries	89,150	91,000	-1,850	-2.0%
Outreach Ministries				
Community Outreach	86,950	65,050	21,900	33.7
Global Outreach	353,350	337,760	15,590	4.6
outreach ministries	440,300	402,810	37,490	9.3%
Worship Ministries				
worship ministries	76,840	75,750	1,090	1.4
funding from reserves	-92,950	0	-92,950	100.0
subtotal depart. ministries	612,155	656,974	-44,819	-6.8%
total general ministries	\$4,563,242	\$4,571,022	-\$7,780	-0.2%
weekly average	\$87,755	\$87,904	-\$149	-0.2%

VI. CONGREGATIONAL QUESTION/ANSWER

- Pastor Matthew was asked how he and Christa are doing after the recent death of his mom. He shared that overall, they are doing well, knowing that his mom is with Jesus. They feel very loved by the congregation.
- Will we keep doing livestream worship? Answer: Yes; we plan to continue this indefinitely.
- Why have we not yet added the Heritage Service? Answer: This service is mostly attended by older individuals, and it is not safe for these folks to attend in person yet.
- What will Adult Sunday Communities look like in the future? Answer: The idea is to return to these in-person classes in Phase 4, but the exact date is still to be determined. King's Folk / Sanctuary might mean moving to a different space so we can have appropriate social distancing and/or continuing online. We are prioritizing return to worship and do that well before adding enrichment ministries. We have been challenged to rethink ministry altogether.
- PPP program: If our giving has been strong, why are we utilizing this program and what are we doing with the extra money? Answer: Giving has been averaging about 83% over these COVID weeks; surplus has decreased week over week. So, part of the rationale for the Finance Committee was to look at not just this short season, but in view of the pandemic if our giving is to be diminished because of the financial ability of our congregation, this program will enable us to continue to stabilize our ministry and help us stay in a good cash position.
- Technology: There was a question about why this item is being reduced in the budget, since many ministries have shifted to online. It was noted that funds have been utilized out of department budgets to cover these technology costs.

VII. CLOSING PRAYER/ADJOURNMENT

Jerry Hoffman adjourned the meeting with prayer.

VIII. ELECTION RESULTS

These results were shared online after final tabulation of votes (June 18, 2020):

Nominations Committee (2-year term; vote for 2)

Cyndi Theisen
Michael Yee

Audit Committee (1-year term; vote for 3)

Trisha Aleckson
Dan McElmurry
Dale Pust

Church Clerk (1-year term; vote for 1)

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Vice Clerk (1-year term; vote for 1)

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Elder Leadership Team (3-year term; vote for 5)

Ron Jones
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Jason McNutt
Zach O'Neel
Chris Shedd

Respectfully Submitted,

Paula Pust, Church Clerk