

Hope Evangelical Free Church Board Minutes

Meeting held on the Campus of Hope Church
3000 Lenhart Road, Springfield, Illinois 62711
March 23, 2026

Shannon Alderman, Presiding Elder, called the meeting to order at 6:31 p.m.

The following Board members were present: Shannon Alderman, Gary Clark, Anthony Hamilton, Curt Mavis, Brian Mills, TC Morsch, Caleb Payne, Jeff Pfaffe, Dave Richardson, Shelley Simpson, Tony Suggs, Mark Sexton and Cheri Fraker.

Opening: Shannon Alderman opened the meeting with prayer. Tony Suggs led the group reading of the Elder Board Values and Norms.

Approval of Minutes: The Board approved the February 23, 2026, meeting minutes with one revision. The approved minutes will be posted to the Hope Church App.

Old Business

- **Policy #14 (Whistle Blower) update**
Jeff updated the Elders with a suggested amendment. Will vote at the April meeting.

Senior Pastor Reports

- **Strategic Plan Review**
 - We reviewed the Engagement Pathway and the Vision Initiative Project (VIP) Status.
 1. One Awareness Culture.
 2. Activating the Leadership Pipeline.
 - We reviewed Financials.
 1. Brian will present the graphs and trends at the June Elder Board Meeting.
 2. Currently running two weeks behind on giving since November 2025.
- **Vision Metrics**
 - Personnel.
 1. A Growth Readiness report was reviewed.
 2. We continue to strengthen our Resource Team development (formerly the Finance Team) and hope to have a team leader soon. The team will meet regularly to review the financials.
 - Limitations compliance
 1. Brian updated the Elder Board regarding our Insurance coverages.
 2. Brian is reconciling the W-2s problems for the church staff.

Policy Work

- **Limitations**

1. TC Morsch updated the Elder Board on suggested Business Constraints.
 2. Anthony Hamilton updated the Elder Board on suggested Financial Constraints.
 3. These two updates will be moved to the Old Business section of our Monthly Church Board Minutes.
- **Sr. Pastor Evaluation Tools**
 1. We reviewed the Sr. Pastor Evaluation Tools. There are no changes at this time.

Announcements

- April Policy Reviews:
 - Initiate Senior Pastor Evaluation Tool.
 - Schedule Elder Evaluation Process.
 - Finalize Policy #14 (Whistle Blower) Policy amendments.
 - Review additional Limitations Policy amendments.

- Shannon announced that the next meeting date will be Monday, April 27 at 6:30 p.m.
 - Dave Richardson will open the April meeting with prayer.
 - Curt Mavis will set up the meeting context.

Adjournment

Jeff closed the meeting with prayer and adjourned the meeting at 9:04 pm.

Respectfully submitted,
Anthony Hamilton