

Hope Evangelical Free Church Board Minutes

Meeting held on the Campus of Hope Church
3000 Lenhart Road, Springfield, Illinois 62711
April 27, 2026

Shannon Alderman, Presiding Elder, called the meeting to order at 6:39 p.m.

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

The following Board Members were absent: Anthony Suggs.

Opening: Jeff Pfaffe opened the meeting with prayer. Curt Mavis led the group reading of the Elder Board Values and Norms.

Approval of Minutes: The Board approved the March 23, 2026, meeting minutes with two revisions. The approved minutes will be posted to the Hope Church App.

Old Business

- **Process Policy #14 (Whistleblower) update**
We reviewed the suggested amendments. Jeff and TC will work as subcommittee members to present additional suggested amendments to our consultant. They will update the Elders at the May meeting.
- **Limitation Policy #1 (Limitations) update**
We reviewed the suggested amendments. Anthony Hamilton will provide additional suggested amendments to the Elders at the May meeting.

Senior Pastor Reports

- **Strategic Plan Review**
 - We reviewed the Great Commission Engine (GCE)--Making More and Better Disciples.
 1. Prayer and Holy Spirit will be evaluated by the staff in May.
 2. Catalytic Weekend Services were evaluated by the Elders.
 - Staff will also evaluate in May.
- **Vision Metrics**
 - We reviewed the Gathered Around the Gospel metrics.
 1. Potentially add our Digital Ministry as a new VIP in the future. Communication Channel use is generally stable and growing.
 - Personnel.

1. Sr. Pastor is following up with the staff on the Growth Readiness report through Discussion Groups to identify observations for implementation.
- Limitations compliance
 1. We continue to strengthen our Resource Team development and hope to have a team leader soon. The team is meeting monthly to review the financials and advise our budgeting for FY2027.
 2. All known W-2s issues were resolved for the church staff.
- Announcements
 1. Registration is open for the Volunteer Appreciation event on Wednesday 5/20/26 at 6pm in the gym.

Policy Work

- **The Elder Membership Policy was reviewed.**
 - Amendments were discussed and will be up for adopted in May.
- **We initiated the Sr. Pastor Evaluation Tools**
 - The staff directly reporting to the Sr. Pastor will be sent their evaluation for completion by May 8. Results will be posted by May 11th for our May Board Meeting.
 - The Elders will complete the Sr. Pastor Evaluation Tools in June.
- **We reviewed the Elder Evaluation Process.**
 - We will review the Elder Evaluation Tool in May, initiate in June, and review the elder evaluations in August.

Announcements

- May Policy Reviews:
 - Complete Development Class.
 - Provide Selection Elder Candidate Questions.
 - Review Process Policies (1-3 and 5-8).
 - Review Elder Evaluation Tool.
 - Appoint the Audit Review Team.
 - Review the amendments for Policy #14 (Whistleblower) Policy.
 - Review additional Limitations Policy amendments.
 - Review the amendments to the Elder Membership Policy for adoption.
- Shannon announced that the next meeting date will be Monday, May 18 at 6:30 p.m.
 - Dave Richardson will open the May meeting with prayer.
 - TC Morsch will set up the meeting context.

Adjournment

Shannon closed the meeting with prayer and adjourned the meeting at 9:14 pm.

Respectfully submitted,
Anthony Hamilton