

Hope Evangelical Free Church Board Minutes

Meeting held on the Campus of Hope Church
3000 Lenhart Road, Springfield, Illinois 62711
May 18, 2026

Shannon Alderman, Presiding Elder, called the meeting to order at 6:29 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, Shelley Simpson, and Anthony Suggs.

Opening: Dave Richardson opened the meeting with prayer. TC Morsch led the group reading of the Elder Board Values and Norms.

Approval of Minutes: The Board approved the April 27, 2026, meeting minutes with three revisions. The approved minutes will be posted to the Hope Church App.

Old Business

- **Process Policy #14 (Whistleblower) update**
Jeff and TC will update the Elders at the June meeting.
- **Limitation Policy #1 (Limitations) update**
We reviewed the suggested amendments. We will adopt the changes in the suggested amendments to the Elders at the June meeting.
- **Process Policy #4 (Elder Membership) update**
We reviewed the suggested amendments. We will adopt the changes in the suggested amendments to the Elders at the June meeting.

Senior Pastor Reports

- **Strategic Plan Review**
 - We reviewed the Engagement Pathways for Adult and Student.
 1. New to Hope Dinner – has been moved from Monday evening to a Sunday morning brunch.
 2. Reconsidering how we report Membership going forward.
 3. Students served in Student, Kids, Worship and Coffee Ministries.
 4. Our student worship band is a unique marker for our ministry, and both PJ and Garrett are working hard to grow the participation in that area of Hope Students as our talented Student Musicians graduate.
 - We had a brief discussion on the Leadership Pathway.
- **Vision Metrics**
 - Personnel.
 1. Sr. Pastor is working on a new Lead Team structure for implementation.

2. Carol Replacement—continuing to identify and recruit potential leaders for the new Resource Team. Already began the budget projection process with the Resource Team. The Resource Team is continuing to review and tweak monthly financial reports. Continue to delay a search until the completion of the new Lead Team structural planning.
- Limitations compliance
 1. There is nothing to report at this time.
- Announcements
 1. The Volunteer Appreciation event is this Wednesday 5/20/26 at 6pm in the gym. Will discuss the Leadership Pathway.

Policy Work

- **The following Policies were reviewed:**
 - Values.
 - Norms.
 - Job Products (Elders).
 - Job Products (Presiding Elder).
 - Job Products (Secretary).
 - Officer Selection.
 - Evaluation (Elders).

Elder Development

- The Elder Development Classes are completed.
 - We have nine (9) potential elder candidates.
 - All elder candidates will be asked to pray about their calling from God.
 - All elder candidates will have the opportunity for coffee conversations to address their questions and concerns.
- Curt Mavis will provide the Questions to the Elder Candidates.

Senior Pastor Evaluation

- The staff directly reporting to the Sr. Pastor completed their evaluations and they posted for the Elder Board to review. We discussed the Staff evaluation with the Sr. Pastor.
- Sr. Pastor provided his Self-evaluation to the Elder Board—posted for the Elder Board to review. We discussed the Sr. Pastor Self-evaluation with the Sr. Pastor.
- Remaining Schedule:
 - By 5/31: Each elder completes Sr. Pastor evaluation.
 - 6/5/26: Board Secretary provides compiled evaluations to Brian & Elder Board.
 - 6/12/26: Brian provides Shannon with responses & comments from Elder Board Evaluations, discussing at the June 22 meeting.

Appoint Audit Team

- Presiding Elder will reach out to our Hope Church Bookkeeper to initiate staff input.

- Elders Caleb Payne and Mark Sexton were appointed to the Audit Team.
- The Resource Team Valerie Ausmus will be invited to join the Audit Team.

Announcements

- June 2026 Policy Review:
 - Collect Selection Candidate Question Responses
 - Review Sr. Pastor Evaluation Results
 - Set Sr. Pastor Compensation
 - Initiate Elder Evaluations.
- Shannon announced that the next meeting date will be Monday, June 22, at 6:30 p.m.
 - Anthony Hamilton will open the June meeting with prayer.
 - Cheri Fraker will set up the meeting context.

Adjournment

Shannon closed the meeting with prayer and adjourned the meeting at 8:47 pm.

Respectfully submitted,
Anthony Hamilton