



**HEBRON LUTHERAN CHURCH
COUNCIL MEETING MINUTES
May 12, 2026**

Call to Order: 6:30 PM

Present: Connie Crowder, Roben Dixon, Gina Ford, Mark Goetting, Randy Graves, Debbie Kloos, Randy Long, Katie Saunders, Keith Sholander, Jim Wakefield, Pastor Stoops, David Eichenberg.

Absent: Ray Brake & Toby Cook

Devotion and Prayer: Randy Long: **“Exchange Worry for Hope”** (1 Peter 5:7 – “Cast all your anxieties on him, because he cares for you.” And Psalm 71:5 – “For you, O Lord, are my hope, my trust, O Lord, from my youth.”).

Birthdays/Anniversaries: Bday: Toby C (5/16); Randy G (5/25). Anniv: Mark G (5/01); Stoops (5/22); Katie S (5/24).

Guest(s): Sydney Spaulding (**Director of Children’s Ministry**) – Sunday responsibilities include Kids’ Church and Nursery. Events include Easter Egg Hunt (Spring); **Vacation Bible School** (Summer); Fall Festival & Trunk or Treat (Fall); and Christmas Party (Winter). Active social media presence. Starting quarterly Ministry Newsletter. Oversees Nursery Information & Tracking software. Needs more VBS volunteers and other events as well.

Approval of Agendas and Reports: The motion to accept the minutes and reports was made by Connie C. and seconded by Debbie K. The motion passed.

Ongoing Business

1. Calendar:

a. Upcoming Dates

- i. May 24 – Pentecost (Memorial Day weekend)
- ii. May 31 (Fifth Sunday) – Unity Service/ Quarterly Congregational Meeting / Potluck
 1. Sign up sheets for potluck
- iii. Jun 1 to 5 -Vacation Bible School (VBS)
- iv. Aug 30 (Fifth Sunday) – Annual Picnic [Giles Conrad Park – Roben D]
- v. Other Congregational Forums – Aug 9th; Oct 11th

2. Operations Review (David Eichenberg)

a. Financial Update YTD 2026 // Giving Comparison 2025/2026

- i. YTD Income ahead of 2025 but behind 2026 budget
- ii. YTD \$6.6K in the red; 2025: \$15.3K in the red (both include properties)

b. Parsonage Tear Down

- i. Final Payment (\$30,800) made to O’Rourke on May 1st

- c. Parking Lot Repair
 - i. Received a bid of \$12,687 from NKY Asphalt. Budget was \$10,000. Connie C. made a motion to allocate the additional dollars to cover the bid. Katie S. second. Motion passed.
- d. International Missions Direction Discussion Handout
 - i. Abraham's Blessings Annual Meeting is Nov 7th
 - ii. Ethiopian Mission Proposal for 2026 (Handout)
- e. HR Team Guidelines – Presented draft document for comment
- f. Security / Safety Plan – Pastor Stoops provided a copy of the report. Connie C. volunteered to be POC (Point of Contact).
- g. Commercial Property – Connie C made a motion to extend the current agreement by 12 months (until 6/30/2027), Debbie K seconded. Motion passed.

Ongoing Priorities (As determined by Council)

1. AC Replacement Plan

- a. David's Report provided details. Sanctuary Unit replacement underway. Final payment after completion (mid-May).

2. Council Retreat Review Priorities

- a. **Long Range Planning Document** (Mark G. & Randy G. & Nancy Habib)
 - i. Meeting bi-weekly. Working toward One / Three/ Five-year plan(s)
- b. **Staffing** (Debbie K. & Gina F.)
 - i. Director of Worship replacement
- c. **Assimilation / Connection/ Fellowship** (Roben D. & Keith S.)
 - i. Fellowship: Potluck & Picnic; Assimilation: 30/60/90-day onboarding
- d. **Governing Documents Review (Randy L.)**
 - i. Document Review

New Business

- 1. **Potluck / Church Picnic** (Roben D. & Keith S.)
 - a. Dates – Potluck is May 31st; Picnic is August 30th @Giles Conrad Park
 - b. Sign Up sheets in Church Lobby
- 2. **Reserves / Investment Stewardship Plan and Review of Overall Banking Strategy**
 - a. Presentation for August Meeting
- 3. **Council Members' terms ending this year**
 - a. Ray B.; Debbie K.; Randy L. (term limited); Jim W.
- 4. **Nominate Council Liaison for HR Team**
 - a. Gina F volunteered to be council liaison

Motion to Adjourn: Motion made by Connie C. and seconded by Roben D. Motion passed.

- Next Executive Council Meeting Wednesday, June 3, 2026, at 5:30PM
- Agenda, Minutes, Staff Reports by end of day Friday, June 5th
- Next Council Meeting Tuesday June 9th, 2026, at 6:30PM