

Cathedral of Hope
Board of Stewards Meeting Minutes
November 24, 2025

Regular Session

Attendance:

	Dusty Darrow, Chair	X	Vicki Saulnier, Vice Chair	X	Brian Lewin, Treasurer
X	Greg Gifford, Secretary	X	Ronald Myles	X	Jon Nelson
X	Doug Waite	X	Angela Whorton		
X	Rev. Neil Thomas				

- 1) Call to Order/Opening Prayer
 - a. Vicki Saulnier called the meeting to order at 7:02pm
 - b. Greg Gifford took the roll call (7 present, 1 absent, 1 vacant)
 - c. Rev. Neil opened the meeting in prayer
- 2) Agenda
 - a. **Motion: Approve Agenda**
 - i. **Made by: Brian Lewin**
 - ii. **Seconded by: Angela Whorton**
 - iii. **Vote (Y/N/A): 7/0/0 – Motion Approved**
- 3) Consent Agenda
 - a. **Motion: Approve Consent Agenda**
 - i. **Made by: Ronald Myles**
 - ii. **Seconded by: Brian Lewin**
 - iii. **Vote (Y/N/A): 7/0/0 – Motion Approved**
- 4) Committee Reports
 - a. Committee:
 - i. Strategic Planning Committee
 1. Report received via email and included in board materials
 - ii. Congregational Enhancement Committee
 1. Report received via email and included in board materials
 2. Jay Williams (committee chair) attended the meeting and gave a report, including diversity on the committee and potential conflicts between other ministries. Jay will work with the committee to dive deeper into this matter and provide an update to the board in the coming months.
 - iii. Development Committee

1. Report received and provided via email in board materials
2. Vicki reports the committee is engaged with staff on Charisms ask, meeting will occur the first week of December

5) Finance Report – Brian Lewin, Treasurer, and Randal Langdon, COO, presented financial reports

Contributions and Revenue

1. Contribution revenue for October was \$ 136,173. Slightly ahead of September, 2025.
2. The contribution budget for October was \$ 160,000.
3. The October contribution revenue showed a \$ 23,827 NEGATIVE VARIANCE.
4. October 2025 contributions were above September 2024.
5. Total revenue for October was \$ 193,692 which was also below budget largely to the lower contribution income but exceed the total revenue for September 2025.
6. Monthly giving for November was up by \$8,363 (as of 11-24-25) due to contributions exceeding the budgeted amount during the first and third weeks.

Expenses

1. Total October expenses were \$ 231,097.
2. The total October expenses were \$ 4,416 over budget or 0.2%
3. Expenses were well under control for October.

YTD Revenue

1. YTD revenue was \$ 2,145,266 against a budget of \$ 2,232,129.
2. YTD revenue budget NEGATIVE variance of \$ 86,863.
3. The largest contributor to the negative YTD revenue was a contribution YTD revenue shortfall of \$ 109,069.
4. The YTD revenue shortfall has been partially mitigated by increases in OTHER income.

Reserves

1. The financial reserves of the church remain strong at \$ 3.4 million.

6) Church Report from Rev. Dr. Neil Thomas

- a. Much was covered in the town hall but feeling confident that we are moving forward strongly in 2026
- b. 2026 theme is “Being Grounded”
- c. Will spend the first couple of months identifying a firm to guide us in strategic planning
- d. Last quarter of 2026 – is the target to have a plan for the next 5 years
- e. Digital footprint is growing (both worship and Believe out Loud).

- f. Newsletter open rate is around 40% - most nonprofits are around 10%
- g. Worship attendance has bounced back and is around 856.
- h. Spanish speaking congregation continues to remain unsteady
- i. COH is producing letters to confirm attendance
- j. Life Groups were well attended and a new Life Group was added
- k. Celebrate goals achieved for Thanksgiving Baskets (582 baskets were created and raised at least \$16,000 for baskets).
- l. We exceeded our largest Sunday ever (over \$4,600)
- m. This replenishes the Thanksgiving Basket fund that was depleted a couple of years ago
- n. Staff is evaluating not only what we do but why we do it and we are seeing the results of this.
- o. Impact story:
 - i. Rev. Jeremy invited a spouse to come to the TDOR service and came to the membership class saying “I never believed a church like this existed” speaking to the way we invite and make all feel welcome.
- p. Dallas Bears and Lonestar Court delivered 2 full tables of food and raised \$1600 and Hidden Door gave \$4,000. Dallas Voice delivers their food drive to us as well.
- q. Question: Congregants hearing about taking advantage of food programs. How is this going to work?
 - i. Announcement and flyer will be provided on Sunday including downloading the app to make it anonymous and discrete.
 - r. As people are furloughed and accessing the outreach ministries, mental health is shifting downward with many affected people.

7) Continuing Business:

i. Lighting Project Update

- 1. January 5 is target date to start depending on equipment being delivered.

8) New Business

- a. Affirm votes from BOS working session including bylaw changes for 6Q, 7A, 7E. Hold special congregational meeting online in January 2026.
 - a. Able to provide notice on December 15, 2025 and then vote January 15-17, 2026
 - b. **Motion to amend to state vote in February or earlier.**
 - i. **Made by: Angela Whorton**
 - ii. **Seconded by: Doug Waite**

iii. **Motion Passes – Vote: 7/0/0**

- b. Vicki provided reasoning for each of the bylaw changes and provided that in the board packet.
 - a. **Motion to approve proposed bylaw changes and commentary document for publication.**
 - b. **Made by: Angela Whorton**
 - c. **Seconded by: Doug Waite**
 - d. **Motion passes - Vote: 7/0/0**
- c. Presentation of the proposed 2026 budget
 - a. Randall explained the process including a thank you to staff for getting it done by end of November.
 - b. **Motion to approve the proposed 2026**
 - c. **Made by: Angela Whorton**
 - d. **Seconded by: Brian Lewin**
 - e. **Motion passes – Vote 7/0/0**
- d. Discussion of the plaque that will be placed in front of the tree the board has purchased for Rev. Neil
 - a. Vicki and Brian will form a subcommittee to finalize language
- e. Angela and Brian took the lead to create draft description of the Board of Stewards
 - a. This can be reviewed and edited via email
 - b. Needs to be given to Nominating Committee in January
- f. Email summary of meeting between board members (Vicki, Greg, Angela) and Randall and Rev. Andria
 - a. Investigation conducted in November is considered closed.

9) **Motion to Adjourn**

- a. **Made by: Greg Gifford**
- b. **Seconded by: Angela Whorton**
- c. **Motion passes – 7/0/0**

10) **Meeting was adjourned at 8:31pm**