St. Paul's Board of Directors' Meeting
Tuesday, November 28, 2023
6:00 pm – Fireside Room
Minutes

Call to Order – Nick Seierup, President at 6:00 pm

Opening Devotion – Pike Lambeth
God's Training based on Psalm 144:1-2

Non-Board Member Comment
A suggestion was made to Nick Seierup that the calendar and agenda for Board meetings be posted on the church website. It was additionally discussed that printing the calendar in the bulletin and including it in the weekly What's Happening newsletter might be appropriate as well. Nick will discuss with Pastor Christenson for consideration and implementation.

Consent Matters
A motion was made to approve the July 2023 Board meeting minutes. The motion was seconded. All in favor. Motion carried.

Principal's Report – Jackson Thiesfeldt

- All the programs are doing really well.
- Three main goals for 2022-2023: Culture – Growth – Programing
  - Culture – more positive attitude
  - Growth – budgeted for 396, started the year at 383, ended the year at 392.
  - Programming – good things happening, working on STEM, Parent Pulse surveys.
- Current Enrollment – up a little bit from last year – class sizes are very balanced – working on retention especially on matriculation from the ECDC – TK into Kindergarten has been great. Budgeted for 390, started the year at around 400.
- Full-time International students are still down – some Camp Students- working on our International connections to help increase these numbers.
- Accreditation – 6-year cycle, we are in year 5 – starting the next self-study in anticipation of a Spring 2025 visit.
- Parent Education Nights are beginning with the first one in January 2024.
- Religious demographics: 113 students are identified as members of St. Paul's. 108 students indicate no church affiliation.
- This year's goals: Growth and discovering the Next Big Thing (project).

Financial Review Committee Report – Bob Westphal

- The purpose of the review is to evaluate the policies and procedures relating to the business office of St. Paul's. The review was completed by Bob Westphal and Jack Mihr.
- Looked at restricted accounts. Reviewed the Sanctuary Renovation costs and receipts. Reviewed the bylaws, policies, and procedures in regard to financial issues.
- Happy with Nicole and Pike's work. The Board of Directors and Treasurer are doing their job in regard to financial issues.
- The committee made several recommendations which are now being reviewed and addressed by staff.

Reports

Treasurer's Report – Pike Lambeth

- Tithes and offerings are about $38K above budget, and $54K above last year.
- Our net income is $519K, which is above our budget amount of about $110K.
- Funds at Allspring are earning about 5.27%.

Governance Report – Todd Eklund

- Item A: There is some ambiguity and confusion in the Board's policy manual regarding investments that need to be cleaned up. The proposal is to amend BOD policy 2.8.2.5 to read *"Endowment Fund Committee: Responsibilities include monitoring the financials management of the fund, making recommendations to the full board for annual expenditures and changes in the investment of the fund, promoting the fund to the congregation, and encouraging gifts to the fund."* **Motion: to adopt the proposed new language to BOD policy 2.8.2.5. Motion was seconded. Discussion. All in favor. Motion carried.**
- Item B: The Governance Committee recommends a change in the calendared quarterly investment review to reflect a November report instead of October and an April report instead of May. No vote needed for this action.
- Item C: A list is being compiled of needed revisions to the Constitution and Bylaws until there are a sufficient number of changes to merit going through the revision process with the LCMS Pacific Southwest District. The committee was tasked with creating, maintaining, and sharing with the Board a running list of agreed upon recommended changes.

Endowment Report – Cassie Glastetter

- The committee reported to the Board the current balances of the Endowment Funds.
  - LCEF Undesignated = $31,194
  - LCMS Foundation Undesignated = $146,359
  - Allspring Undesignated = $47,206
  - Thrivent – Heim Family Designated = $42,925
  - Thrivent – Tuition Assistance Designated = $474,178
  - AllSpring – Tuition Assistance Designated = $71,023
- The mutual funds have experienced some significant volatility due to market fluctuations. The investment strategy is for long-term growth and appreciation.
- This year 7 families were blessed from the tuition assistance endowment fund. The grants ranged from $500 to $4,000.
- The Endowment Committee is working on creative ways to build the funds, specifically the funds for tuition assistance.

Pastor's Report – presented by Nick Seierup

- Planning to pursue getting either a DCE intern or a new DCE graduate this spring to provide us with leadership in Children's Ministry.
- A daily devotional book for Advent was released in November, written by St. Paul's members. The devotions are available electronically or in hard copy.
- Security and facility improvements are underway.
  - Security – 10 new cameras; key card locks on 30 exterior doors and 8 gates on all campuses; installing a "A-phone" system at both the church office and the ECDC entry.
  - Facility Improvements – replacing the current chain link fence at the front of the ECDC with a wrought iron fence; roof repairs on the Event Center and on all school classroom wings.

- Church Member Survey results were presented and discussed. Comments were thoroughly discussed, as well as transparency and feedback loop back to the congregation. Nick will discuss with Pastor Christenson.

Adjournment & Prayer – Nick Seierup at 8:18 pm
There being no further business before the Board, the Chairman entertained a motion and second to adjourn – Approved. Adjournment to continue in Service and Prayer.

Sincerely,
Gail Kanneg - Secretary

Those in Attendance on November 28:
Nick Seierup - President
David Talmage – Vice President
Pike Lambeth - Treasurer
Gail Kanneg - Secretary
Todd Ekland
Cassie Glastetter
Drew Hantula
Paul Marlow
Deb Mercier
Robyn Strohschein

Absent: Pastor Christenson

Guests: Jackson Thiesfeldt, Bob Westphal, Nicole Stankus