St. Paul's Board of Directors' Meeting
Tuesday, March 18, 2025
6:30 pm - Fireside Room
Minutes

Call to Order & Opening Remarks – Nick Seierup, President at 6:30 pm

Opening Devotion – Led by Beth Fitzgerald
Patience & Waiting – From website Proverbs 31 – The Work You Can Do While You Wait – Wait for the Lord

Non-Board Member Comments

Approval of Minutes
A motion was made to approve the January 2025 Board meeting minutes and the February 2025 Special Board meeting minutes. The motion was seconded. All in favor. Motion carried.

Transitional Interim Pastor Update – Nick Seierup & Pastor Larry Stoterau
Pastor Stoterau has been meeting with the lay leadership and staff leadership of the church and schools. He has learned a lot from those to whom he has spoken and stated that St. Paul's has a wonderful staff. If approved by the congregation at the March 29 Voter's Meeting, he will start on April 1.

A motion was made to endorse Rev. Dr. Larry Stoterau as our Transitional Interim Pastor. The motion was seconded. All in favor. Motion carried.

Financial Review Committee Report – Jack Mihr
- The financial review was performed by Bob Westphal and Jack Mihr.
- All bank account reconciliations were reviewed. Bank balances were verified and reconciled to the financial statements.
- In addition, policies and procedures, credit card accounts, lease and rental agreements, accounts payable, and loan balances were reviewed.
- Recommendation: Bank signature cards need to be updated.
- Recommendation: Implement stricter procedures for accounts receivable collection.
- Recommendation: Rental agreements for the Hayford House and the School Modular need to be updated.
- Overall Observation: Pastor Christenson, Pike Lambeth, and Nicole Stankus have done an excellent job moving us forward in a positive direction.

Nominations Committee Report – Gail Kanneg
- The committee members submitted 19 names for consideration. 2 were eliminated due to BOD policy.
- To date, 12 people have been contacted; 6 have said yes; 3 have said no; 3 have not responded.
- So far, only one person contacted Gail in response to the announcement.
- President – 1 candidate
- Vice President – 1 candidate
- Secretary – 1 candidate (incumbent)
- Member-at-Large – 6 candidates (2 incumbents)

Principal Call Committee Update – Robyn Strohschein
The committee has been working on finalizing the candidate criteria and interviewing questions. Robyn has contacted 5 candidates to determine interest in being considered for the position. Phone interviews will be set up with those candidates that are interested.

School Update – Dr. Deb Mercier

- Deb indicated that it has been a humbling experience to sit with parents and just listen. She has received many emails. Some good recommendations have been made.
- The reality is that it is harder and harder to compete in the education environment. We need to tap into our parents and volunteers, receiving meaningful input and give them meaningful jobs to do.
- Our teachers are resilient and multi-talented. There is the possibility of losing some teachers for reasons that have nothing to do with our current situation (moving, retirement, education).
- It has been very clear that St. Paul's needs to work on a unified strategic plan. There was discussion on how we can be strategic in spreading the word about our school and being more engaged in the community.
- The Accreditation visit is scheduled for April 7-9.

Treasurer's Report – submitted by Pike Lambeth

- General titles and offerings are about $115K below budget, and $86K below last year.
- Our net income is $382K, which is below our budget by about $61K and $147K below last year. The short fall is from TK-8 enrollment and tithes coming in below budget estimates. Reduced expenses to the operating budget have helped lessen the shortfall. Our budgeted net income is used to support our loan principal payments.
- Funds at Allspring are earning about 4.08%.
- Strategies to reduce expenses need to continue. Strategies to increase TK-8 enrollment and tithing need to be implemented or further cuts to expenses will be needed to balance next year's budget.

Endowment Committee Report – Paul Marlow

- Endowment Fund Balances
    - LCEF Endowment Fund = $32,786
    - LCMS Foundation Endowment Fund = $197,053
    - Allspring Endowment Fund = $50,354
    - Thrivent Tuition Assistance Endowment Fund = $772,209
    - Allspring Tuition Assistance Endowment Fund = $43,343
- Undesignated Fund Distribution Recommendation is 3.5% = $9,800
- Tuition Assistance Fund Distribution Recommendation is 5% = $40,780
- ***A motion was made to approve the fund distribution as presented. Motion seconded. All in favor. Motion carried.***
- We thank and praise God for the successful Advent campaign and the Annual St. Paul's Golf Classic that helped grow the tuition assistance funds and the positive market performance for the resulting increased fund balances of the last year.

Board Self Review – led by Nick Seierup

The results of the Board Self Review were distributed prior to the meeting. There was discussion on each of the review questions. Nick will put together recommendations based on the results and comments.

Adjournment & Prayer – Nick Seierup at 8:45 pm

There being no further business before the Board, the Chairman entertained a motion and second to adjourn. Motion approved. Adjournment to continue in Service and Prayer.

Sincerely,
Gail Kanneg - Secretary

Those in Attendance on March 18:

Nick Seierup – President
David Talmage – Vice President
Gail Kanneg - Secretary
Steve Aviles
John Borton
Beth Fitzgerald
Paul Marlow
Robyn Strohschein

Absent: Pike Lambeth, Drew Hantula

Guests: Pastor Larry Stoterau, Nicole Stankus, Jack Mihr, Deb Mercier, Carol Chassagne, Sara Haines, Brandon Carrillo, Linda Campbell, Emily Campbell

Looking Ahead

Saturday, March 29, 6:00 pm	Voter's Meeting to call Transitional Interim Pastor
Tuesday, May 27, 6:30 pm	Board Meeting, Devotions by Steve Aviles, Budget Approval
Saturday, June 21, 6:00 pm	Voter's Meeting, Budget & Elections