St Paul's Board of Director's Meeting
Tuesday, January 28, 2025
6:30 pm - Fireside Room
Minutes

Chairman Call to Order – David Talmage, Vice President at 6:30 pm

Opening Devotion – Led by Paul Marlow
God Cares – little things in life

Non-Board Member Comments
Linda Campbell – spoke in regard to church and school leadership
Brandon Carrillo – spoke in regard to church and school leadership

Approval of Meeting Minutes
It was noted that the March meeting has been moved to March 18.
A motion was made to approve the November 2024 Board meeting minutes with the change noted. The motion was seconded. All in favor. Motion carried.

Treasurer's Reports

- General tithes and offerings are about $86K below budget, and $61K below last year. We need to investigate if the Advent fundraiser affected general giving.
- Our net income is $351K, which is below our budget by about $75K and $156 K below last year. The short fall is from TK-8 enrollment and titles coming in below budget estimates. Layoffs are helping to reduce the shortfall. Our budgeted net income is used to support our principal payment.
- Funds at Allspring are earning about 4.15%.
- Strategies to reduce expenses need to continue. School enrollment for next year needs to be closely monitored and marketing efforts are needed to bring in new students.

Senior Pastor's Report

- A 2025 Nominations Committee has been formed. The following names are submitted to the Board for approval: Tina Hoyle, Sue Guebert, Brandon Carrillo, Karen Lofink, Robyn Strohschein, and Gail Kanneg acting as Nominating Committee Chair. *A motion was made to approve the 2025 Nominating Committee. The motion wass seconded. All in favor. Motion carried.*
- Fundraising efforts have been tremendously successful.
    - Panther Power Run = $82,000
    - Advent Offerings for the Tuition Assistance Fund = $125,534
    - Water District Reimbursement = $103,717 (above $94,650 expected)

- The Pacific Southwest District Convention will be held June 25-27, 2025. Each congregation will send one pastor and one layperson as voting delegates. The following names are submitted to the Board for approval: Pastor Scott Christenson, pastoral delegate; David Talmage, lay delegate; Gail Kanneg, alternate lay delegate. *A motion was made to approve the delegates to the Pacific Southwest District Convention. The motion was seconded. All in favor. Motion carried.*

- Missional Marketing Update:
    - Christmas Eve Worship ads ran on Google from 11/25 to 12/25.
    - A new Google ad campaign will run to promote school tours and enrollment.

- School Accreditation is on track and preparing for a visit this Spring.

- School Enrollment is being closely watched. Low numbers in TK and 1st Grade may have to do with lower birth rates. We have added an extra Open House. As of January, 20 current students have told us they will not be returning next year. Reasons given:
    - 9 – going to public school or a sports school
    - 5 – reason unknown
    - 4 – moving
    - 2 – expressed concerns with the school
    - 0 – stating we cannot meet their needs
    - 0 – have expressed a financial need

- Membership, Worship and Financial Health Metrics
    - Baptized membership numbers are up. Currently at 1,804.
    - 2024 Christmas Eve was above 2023 = 623.
    - 2024 On Campus Worship was at or above 2023.
    - 2024 Online Worship is about the same as 2023.

Endowment Committee Report

- The Tuition Assistance Fund is growing.
- Distribution is not to exceed 5% of the balance.
- LCEF Endowment = $32,786 (unrestricted)
- LCMS Endowment = $190,829 (unrestricted)
- All Spring Endowment = $50,019 (unrestricted)
- Thrivent Heim Family Endowment = $49,166
- Thrivent Tuition Assistance Endowment = $640,120 (plus $123,834 from Advent Offerings)
- We need to promote all of our Endowment Funds. Looking for ways to do this. Juno might be able to help by producing a promotional video.

Closed Session
A motion was made to move into closed session to discuss personnel-related matters. The motion was seconded. All in favor. Motion carried.

A motion was made to come out of closed session. The motion was seconded. All in favor. Motion carried.

Adjournment & Lord's Prayer – David Talmage at 7:47 pm
There being no further business before the Board, the Vice President entertained a motion and second to adjourn. Motion approved. Adjournment to continue in Service and Prayer.

Sincerely,
Robyn Strohschein – Member at Large

Those in Attendance on January 28:

David Talmage – Vice President	Steve Aviles
Pike Lambeth – Treasurer	John Borton
Pastor Scott Christenson	Drew Hantula
	Paul Marlow
Nick Seierup - absent	Deb Mercier
Gail Kanneg - absent	Robyn Strohschein

Guests: Linda Campbell, Brandon Carrillo, Jackson Thiesfeldt, Nicole Stankus

Board Meeting & Devotion Schedule

Tuesday, March 18, 6:30 pm	Gail Kanneg
Tuesday, May 27, 6:30 pm	Steven Aviles

Now we ask you, brothers and sisters, to acknowledge those who work hard among you, who care for you in the Lord and who admonish you. Hold them in the highest regard in love because of their work. Live in peace with each other. 1 Thessalonians 5: 12-13