St. Paul's Board of Directors' Meeting
Tuesday, May 27, 2025
6:30 pm - Fireside Room
Minutes

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

Opening Devotion – Led by Steven Aviles
Happiness and Hope based on 1 Timothy 1:15-17 – Christ is our hope – that is where we find happiness.

Non-Board Member Comments

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

School Update – Deryl Maxwell
- Two new teachers – Skylar Hembree will be in 4th grade with Jarrett Donham; Elise Schult will be in 5th grade with Wayne Waterman.
- Jillian Groves will be returning as Director of Student Support.
- Still figuring out the direction for an Assistant Principal/Counselor.
- Deryl thanks Deb for all her hard work during this time of transition.

Senior Pastor Report – Pastor Larry Stoterau
- It has been an honor to serve St. Paul's these past two months. I am grateful for your trust in me and for your prayers. Linda and I thank you for the welcome.
- Spending time getting to know the staff at the church, ECDC and the day school.
- Official Acts: 2 Baptisms; 1 Funeral; Confirmed 19 youth; 5th grade First Communion
- School Ministry: participated in chapels for the ECDC and the day school; holding office hours at the day school each Wednesday; upcoming graduation celebrations.
- Worship Observations: our 2024 statistical report includes 953 baptized members and 745 confirmed members. We report an average weekly attendance of 436 (in-person and online). Our 2025 records thus far have not been as strong. I will be working to emphasize better in person worship attendance and a growth in our financial support of the ministry. In person worship is not only what we get from the service but what we do to encourage one another.
- Elders: 10 elders are in place; there are 2 vacancies to fill. Ratification of the Elders will take place at the July 2025 BOD meeting.

Endowment Committee Report – Paul Marlow
- Undesignated Endowment Fund Balances
    - LCEF Endowment Fund = $33,110
    - LCMS Foundation Fund = $197,053
    - Allspring Fund = $50,354
- Designated Endowment Fund Balances
    - Thrivent Tuition Assistance Fund = $772,209
    - Allspring Tuition Assistance Fund = $43,343
- Distribution Amounts
    - Tuition Assistance Funds = $40,780
    - Undesignated Funds = $9,800
        - Recommendation 1 - $7,000 for new kitchen freezer
        - Recommendation 2 - $8,000 for updated online hardware

- **MOTION:** A motion was made to spend $8,000 to upgrade the online hardware and to use the remaining balance to begin a freezer fun* d and conduct a fundraiser for this need. Motion seconded. All in favor. None opposed. Motion carried.

Treasurer's Report – Pike Lambeth

- General tithes and offerings are about $166K below budget, and $125K below last year.
- Our net income is $197K, which is below our budget by about $162K and $297K 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, but it is still substantial. Our budgeted net income is used to support our loan principal payments.
- Funds at Allspring are earning about 4.11%.
- Strategies to reduce expenses need to continue. Strategies to increase TK-8 enrollment and tithing need to be implemented.

Reassignment of Estate Gift – Nicole Stankus

- In July 2024, an $86,000 undesignated estate gift was received. Funds were used to upgrade security. Other funds were designated toward roof repair. The roof repair was put on hold.
- $36,800 of the gift remains. It was suggested that we re-designate these funds to operating funds.
- **MOTION:** Motion to reallocate the $36,800 from the repair of the roof to the operating budget. Motion seconded. All in favor. None opposed. Motion carried.

Budget Approval Discussion – Nick Seierup & Nicole Stankus

- Estimated enrollment for K-8 is 350 students. We currently have 344 students.
- SAC has projected a decrease in income due to a decrease in students.
- ECDC will open an additional PreK classroom – targeting 175 students.
- It is estimated that we will earn $15,000 from the Firework Stand.
- Budget mitigation includes:
    - Staff reductions on both the school and church staff;
    - A freeze on conference expenses;
    - 1 week a month with no musicians – unplugged with Juno;
    - Fundraise for the outdoor Easter service expenses;
    - No capital improvements – decreased maintenance budget – in house carpet cleaning.
- $30,000 from the Gala income will go towards curriculum.
- Recommendation to hire a Director Marketing for entire ministry.
- A deficit budget of $310,000 would be covered by our reserves.
- Discussion was had regarding congregation and parent volunteers doing marketing work.
    - Congregation members and school parents are valuable assets that need to be directed and closely monitored by someone who is dedicated to this focus.
    - Guidelines need to be developed and implemented.
    - Volunteers who came forward after the Town Hall meeting fizzled out due to not having someone who coordinated their efforts.
- Pastor Stoterau shared that the Accreditation teams were very complementary of the staff and program. A strong relationship between the church and school is lacking with a need to build a unified team/community. This will take hard work to make this happen. All public schools in the area are seeing declining enrollment.
- Pastor Stoterau shared that Tasha has announced her resignation. We need to fill this void as her position will not immediately be filled. Pastor Stoterau and Kessler are working hard to come up with a plan.
- There is potential income from Orange Lutheran for leasing the parking lot for student parking. This income has not been put into the budget as an agreement has not been completed.
- **MOTION:** A motion was made to approve the budget as presented. Motion seconded. All in favor. None opposed. Motion carried.

President's Closing Thoughts – Nick Seierup

- Senior Pastor should have an office on the school campus. (Implementation in process.)
- Hold a suggested 2 BOD meetings on the school campus.
- School report from the Principal and ECDC Director be made a standing part of every BOD meeting.
- ECDC reporting structure changed to report directly to the Senior Pastor.
- A strategic plan developed for the whole St. Paul's ministry.
- New Financial Review Committee formed.
- Move forward with the lease of the vacant lot for parking. (Implementation in process.)
- Potential development of the Canal Street property.

Canal Field Discussion

- Orange Lutheran has offered to purchase the land.
- We would like to look at opportunities to develop the land ourselves.

Closed Session

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

Looking Ahead

Saturday, June 21, 6:00 pm - Voter's Meeting: Budget, Endowment Distribution & Elections

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 May 27:

Nick Seierup – President
David Talmage – Vice President
Pike Lambeth - Treasurer
Gail Kanneg - Secretary
Steve Aviles
John Borton
Beth Fitzgerald
Drew Hantula
Paul Marlow
Robyn Strohschein
Pastor Larry Stoterau

Guests: Nicole Stankus, Deb Mercier, Deryl Maxwell, Linda Campbell, Jeff Campbell, Nancy Lareva, Bob Westphal, Brandon Carrillo, Kessler O'Brien