St. Paul's Board of Directors' Meeting
Tuesday, March 24, 2026
6:30 pm - Fireside Room
Minutes

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

Opening Devotion – Led by Steve Aviles
Perseverance based on James Hebrews 12:2 and James 1:2
Through all circumstances we are to consider it pure joy to develop perseverance.

Prayer Bricks
Prayer bricks include the selected names of our staff (from the church, elementary school and preschool) so that each staff member will be prayed for by name throughout the 2025-2026 fiscal year.

Non-Board Member Comments
Nick Seierup requested time to share an update on the Development Committee. The Committee has been formed and includes Rev. Bil Hood, Nicole Stankus, Matt Wingert, Pastor Stoterau, Laura Sorenson, Carl Van Fleet, and Jack Mihr. Several members had a meeting with PSD President Mike Gibson and Lutheran Church Extension Fund (LCEF) at the District Office. LCEF was represented by Rev. Bart Day, Tyler Fewins, Josh Rhee, and Tom Campbell who shared how LCEF's Real Estate Solutions team works with congregations. Nick has also met with the community development office of the City of Orange. Ideas were shared on ways to develop the Canal field when we are ready.

Approval of Minutes
MOTION: A motion was made to approve the January 2026 Board of Directors meeting minutes. The motion was seconded. **All in favor. Motion carried.**

Treasurer's Report – Pike Lambeth

- General tithes and offerings are about $79K above budget, and $115K above last year.
- Our net income is $393K, which is above our budget by about $142K and $10K above last year. The variances are mostly due to timing. Our budgeted net income is used to support our loan principal payments.
- Funds at Allspring are earning about 3.5% (7-day effective yield Administrator class).
- Note: Our budget includes a deficit of $310K, including $172K of our loan principal payments.
- Strategies to reduce expenses along with marketing to improve enrollment and attendance, and encouragement for tithing needs to continue to keep on track.

Staff Reports

- **Heidi de la Motte, Early Childhood Director** – Special Friends Day, which had not happened since before COVID, just finished, it went well with positive comments; Heidi and the ECDC staff all attended the PSD Early Childhood Conference that had 265 attendees, Heidi presented at the conference for directors; the Spring Fling fundraiser will happen after Palm Sunday services, donations have been slower this year, may need to reevaluate; Heidi has run into some questions regarding the changes to licensing, it may not be worth exploring this change due to issues it might create; Julie Miller is still in the hospital but is progressing well; looking for an infant teacher.

- **Kessler O'Brien, Director of Student & Family Ministries** – First ever High School Youth Retreat in Big Bear with 23 students attending, "Seek Me" was the theme, went very well; Elevate continues to grow, launched a new t-shirt, always in need more small group leaders; Youth X, District Middle School event is next month, being hosted at St. Paul's, 53 of our kids attending; Confirmation faith testimony videos are being recorded; VBS registration is launching on Palm Sunday for attendees and volunteers; First Communion students will be taking their first communion on Maundy Thursday; Easter celebration plans are coming together with 4000 eggs, petting zoo and balloon animals; School involvement continues with leading chapel, spending time on campus, and serving as the head coach for track.
- **Nicole Stankus, Business Manager** – working on the budget
- **Henry Nevarez, Facilities** – average tickets processed is about 40/month, looking to lower that average to about 30/month; preparing for Easter is the main focus right now, a new outdoor cross for the stage was built as the other one had become too weathered.
- **Deryl Maxwell, Principal** – tons of stuff happening; a link to the school newsletter in the WHASP; Special Friends day was a big success on both campuses; continue to work on alignment between campuses; Staffing Updates for 2026-2027 include Jack Lara leaving for a new position, Courtney Castillo leaving to be a full-time mom, Jarrett Donham leaving for a new position, Anthony Olague was hired to replace Jack Lara, Tim McCann is coming back to teach 4th grade, hoping to add an additional middle school teacher and a part-time admissions staff. Additionally, Kim Hood will move to Choral & Classroom Music Teacher, Janette Mattoon will add Arts Director, Skyler O'Brien will be Intermediate Team Leader, and Sally Brink will be Middle School Team Leader.
- **Andrew Fonseca, Marketing Report** – continuing online efforts; website analytics - over 28,000 impressions with over 580 clicks with a click through rate 2.02%, which are good statistics; website analytics - our top 5 viewed pages are home school, application, financial information, careers, and staff directory; social media analytics - we have had over 73,000 views; over 1,200 interactions, 22 new followers and submitted 105 pieces of content; church analytics – over 11,000 views, 425 interactions, 13 new followers; we were a part of career day at both Concordia and Chapman Universities; staying connected with the City of Orange, will in the May Parade.
- **Pastor Carlos Velasquez, Assistant Pastor** – expressed gratitude for the opportunity to live in the Hayford house; the Spanish service has returned to the sanctuary to help with the online streaming; Spanish classes has been approved and are being implemented now, with the hopes of music classes and community sports as outreach and relationship building.
- **Pastor Larry Stoterau, Senior Pastor** – getting ready for Holy Week and Easter; fundraising efforts have been successful, having brought in over $42,000; mid-week Soup and Salad and Lenten Worship attendance has held pretty strong throughout the season; on April 19 he will be attending LINC Board Meeting in Houston and Pastor Elmore (PSD Circuit Visitor) will be preaching; working on the parsonage after Pastor Carlos and his family have moved out, this house is a huge asset and blessing to a new pastor; Confirmation will be held on May 3; 10 baptisms were conducted in one week and a number have signed up for baptisms after Easter; he want members to know how blessed we are and get them more excited to share with friends and family.
- **Kim de Montmorency, SAC Director** – focus is on daily operations and summer camp planning, there will be 19 field trips for older kids and 10 for the younger kids, the theme will be Where the Wild Things Are; Kim blessed to have staff members who used to be students.
- **Juno Rada, Worship Director** – had a great time with the high school students during their retreat, he helped them write a song titled "I Find You"; the Panther Praise Band is going well after a rough start, the kids love performing and love Jesus; we were having a challenging time finding volunteers, we now have a steady roster of volunteers; we had a great experience with Orange Lutheran leading worship, they will be coming to help lead worship on Maundy Thursday.

Endowment Committee Report – Beth Fitzgerald

- Current Fund Balances
  - Undesignated Endowment Fund = $318,189
  - Heim Family Tuition Assistance Fund = $54,097
  - Tuition Assistance Endowment Fund = $930,992
- Tuition Assistance Distribution Recommendation – 5% or $46,549
  A motion was made and seconded to approve the Tuition Assistance recommended distribution. No further discussion. All in favor. Motion carried.
- Undesignated Endowment Distribution Recommendation – 3.5% or $11,136
  Project recommendations will be brought to the next meeting.

Call Committee Update – Paul Lavigne

We have received a list of 12 pastoral candidates and their information back from the Pacific Southwest District office. The committee is now reviewing these files. An update will be sent to the congregation.

Nominations Committee Report – Gail Kanneg

- Officers up for Election: Paul Lavigne, Vice President; Pike Lambeth, Treasurer
- Members at Large up for Election: Steve Aviles, John Borton, Drew Hantula
- Nominations Committee Members: Robyn Strohschein, Drew Hantula, Richard Ransom
- Kessler has also been asked to submit names.
- Board Members are asked to pass on names to the Committee for review.

Demographics Discussion – Gail Kanneg

- Reports from MissionInsite were distributed and summarized. Pastor Stoterau recommended that the Board members review and further discussion be held at an upcoming meeting.
- ExecutiveInsite – demographic overview of the City of Orange.
  - Population/Household Trends – after a dip in 2025, projections are for a 1% growth rate.
  - Race & Ethnicity – 39% White; 40% Hispanic; 13% Asian; 2% Black; 6% Other
  - Age Trends – 0 to 4; 5 to 17; 18 to 24; 25-34 are all trending down.
  - Mosaic Segments – top 7 segment descriptions distributed.
- ReligiousInsite – insight into community beliefs and religious preferences.
  - Beliefs about God – relationship with one living God = 31.17% strongly agree
  - Beliefs about Jesus – personal relationship with Jesus = 26.26% strongly agree
  - Social & Moral Value top – I believe tolerance is necessary for social peace.
  - Religious Preference growth – agnostic, atheist, no religious preference
  - Denomination Affiliation top – Catholic Church
  - Projected Percentage active in religious community = 27%
  - Projected Percentage not active in religious community = 73%
- MinistryInsite – practical application of the 2025 American Beliefs Study.
  - Top Life Concern – financing the future/savings/retirement
  - Top reason for not being active in religious community – don't trust religious leaders
  - Top reason for considering leaving religious community – people are too judgmental
  - Looking for warm and friendly encounters.
  - Top social media – Facebook; second – YouTube
  - Top traditional media – network television new; second (tie) local news/cable news

Look Ahead

- Board Meeting - Tuesday May 26, 6:30pm; devotions by Drew Hantula; Budget approval
- Proposed Voter's Meeting - Saturday June 13, 6:00 pm; Budget and Elections

Closed Session

A motion was made and seconded to move into closed session.
A motion was made and seconded to come out of closed session.

Adjournment & Prayer – David Talmage at 8:53 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 November 18:

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

Guests: Carol Chassagne, Bob Westphal, Nancy Lareva, Deryl Maxwell, Nicole Stankus, Henry Nevarez