St. Paul's Board of Directors' Meeting
Tuesday, January 20, 2026
6:30 pm – Fireside Room
Minutes

Call to Order – David Talmage, President at 6:32 pm

Opening Devotion – Led by Matt Wingert
Philippians 4 – Do not worry about anything. The church needs to be concerned about one thing – the Gospel message. There is much work to be done at St. Paul's, but God has continued to bless our ministry simply because we continue to proclaim what matters most – Jesus.

Non-Board Member Comments
None received.

Approval of Minutes from November 2025 meeting
MOTION: A motion was made to approve the November 2025 Board of Directors meeting minutes. The motion was seconded. **All in favor. Motion carried.**

Board Resolution – Heidi de la Motte
Board Resolution authorizing filing of LIC 309 & LIC 200A – one license for infants, one license for toddlers. To stay competitive, our licensing needs to be changed so that we can accept more infants and move early toddlers from the Bungalow to the Preschool side earlier. It is a long process, and one of the things we have to provide is a Resolution from the Board of Directors, which was presented. Name change to St. Paul's Lutheran Preschool would reflect the licensure change.

MOTION: A motion was made to approve the Board Resolution Authorizing Filing of LIC 309 and LIC 200A. The motion was seconded. **All in favor. Motion carried.**

Treasurer's Report – Pike Lambeth

- General tithes and offerings are about $28K above budget, and $40K above last year.
- Our net income is $290K, which is above our budget by about $57K and $60K below last year. The variances are mostly from timing and a maintenance issue. Our budgeted net income is used to support our loan principal payments.
- Funds at Allspring are earning about 3.46% (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 need to continue to keep on track.

Discussion of Financial Review – David Talmage
Summary: The reviewer looked over the church's financial processes for the year ending June 30, 2025, and found some important, but not severe, problems in how financial records are handled. Financial accuracy and oversight could be strengthened. Duties need to be separated between Business Manager and other employees. No action to take at this time.

Staff Reports

Kessler O'Brien, Director of Student & Family Ministries – Retreat season – High school retreat in February, Middle School retreat is weekend of February 1, confirmation student retreat was last week. 15 confirmation students right now; 13 of them went to Oak Glen for retreat. Theme was "What Does This Mean?" and the retreat was successful. Elevate is back this week.

Juno Rada, Director of Worship Arts – Roster of volunteers has not grown since last month, but the ones we have are very consistent. Livestream and tech areas are well-covered with consistent and reliable volunteers. Chapel Praise Band is forming at the elementary school to help Juno and Jack Lara lead in sanctuary worship. Orange Lutheran Creative Worship will be leading worship on March 15, further collaboration talks with Orange Lutheran are in progress. Need for more volunteers was expressed.

Heidi de la Motte, Early Childhood Director – 16 students have left due to public school, moving, or changing schools to Christ Brea (dad is pastor). Electronic enrollment introduced, electronic waitlist has been enacted. National Lutheran Schools Week is next week; ECDC is welcoming students from the elementary school next week to connect the campuses. On Thursday, Blessing Bag assembly will take place with church volunteers and ECDC students.

Andrew Fonseca, Marketing Director – Collaboration with City of Orange and community events is in progress. Niche ads will feature open enrollment and admissions. Niche is also building an analytics dashboard for us. Gala, Kindergarten Preview Night and Open House events are upcoming. Preschool Instagram account is up and running; TK-8 socials have been amplified with the goal of keeping parents informed. Connection of weekly sermons to our social media are forthcoming to further enhance our social presence.

Kim de Montmorency, School Age Care Director – SAC team is getting ready for summer program. SAC is doing well and is running smoothly.

Nicole Stankus, Business Manager – Fireworks stand will be two years on, two years off, and we are entered in the lottery. Last year does not count toward our two years. FACTS review is in progress. New financial secretary incoming (Shannon Lavigne), switch from Realm to Planning Center is forthcoming with change. Nicole and Deryl will attend annual HR Bootcamp. Monthly newsletter highlighting HR benefits has started.

Deryl Maxwell, Principal – TK/K Information Night is this week; will be run by Ashley Klitzing. Open House is January 29, chance to see all classrooms and receive a tour. Henry and his team have been working hard at beautifying campus. National Lutheran Schools Week is coming; milestones will be celebrated at Sunday services. Pre-K to TK/K route is smoothing. Open enrollment begins February 1. OC Intelligence Assessment Center completed threat assessment last week to assess TK-8 campus, will return to assess preschool and church campuses. Letters of Intent for 26-27 have been collected from faculty/staff. Gala is coming, tickets are on sale now.

Pastor Carlos Velasquez, Assistant Pastor – Developing ministry initiative, goal is to teach the beauty of the gospel while welcoming families. Gratitude for Hayford house, but need for financial assistance expressed. Request for board to consider adjustment to housing costs to accommodate higher cost of rental housing.

Henry Nevarez, Facilities Manager – Maintenance tickets are down to the lowest they've been in four years. Upgrades to fire alarm bells, restriping, addition of pickleball courts, and refurbishment of blacktop are underway at elementary campus. Talks with Orange Lutheran regarding parking lot are coming up to discuss next steps and future of the parking lot.

Pastor Larry Stoterau, Senior Pastor – Happy birthday Nancy Lareva! Percentage change in church membership since 2000 shared (nationwide, multidenominational data). Three denominations have grown: Presbyterian Church in America has grown (30.9%), Anglican Church in North America (26.2%), and Assemblies of God (18.7%). LCMS has declined 34.4% over the last 24 years. LCMS National Convention is in Phoenix July 18-23, we need to designate a lay delegate and two certifiers, who will be registered by Amelia Capell. We can nominate two men for Synod President, two men for First Vice President, and two for Regional Vice President.

Proposed Slate:

Lay Delegate: David Talmage

Certifiers: Paul Lavigne and Pike Lambeth

Synod President: Rev. Brady Finnern (Minnesota North), Dr. Joel Biermann (Concordia Seminary, St. Louis)

First Vice President: Dr. Wally Arp (Florida), Rev. Peter Lange (Wyoming)

Regional Vice President: Yohannes Mengstaab (West/Southwest Region), Rev. Dr. Al Espinosa (Pacific Southwest)

MOTION: A motion was made to approve proposed slate of candidates. The motion was seconded. **All in favor. Motion carried.**

Thank you to Paul Lavigne for great work leading the Pastoral Call Committee. 30-day period for nominations has opened. Senior staff would like to do outdoor Easter service, which was not budgeted. Fundraising campaign will take place to raise money for the service; service amenities will be congruent with amount raised. Ash Wednesday is February 18. Pastor Stoterau will be in Phoenix from February 9-13 for Best Practices Conference. Conference paid for by Christ Church Lutheran in Phoenix. Commended Deryl Maxwell for his thoughtful work toward campus safety initiatives. Reminder that Board needs to review Board Policies annually; time to review Board Policies recommended. Should be led by Governance Committee but completed by entire board. Letter received from family of Jan Novelo, their family foundation has donated 70 olive wood crosses to the congregation.

Endowment Report – Beth Fitzgerald, Endowment Committee Chair
All funds experienced positive growth in 2025 due to market conditions. Recommendations for Tuition Assistance Fund and Undesignated Fund distributions will be presented at the March board meeting.

Call Committee Update – Paul Lavigne, Call Committee Chair
Committee update covered in Senior Pastor's report.

Discussion of Concordia University Organ – We will not be sending financial support. No vote taken. The general consensus is that we do not have the extra funds at this time.

Prayer Bricks
January Prayer Bricks were distributed, which 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.

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 8:43 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.

Minutes taken by Beth Fitzgerald
Minutes Reviewed & Submitted by Gail Kanneg

Those in Attendance on January 20:
David Talmage – President
Paul Lavigne – Vice President
Pike Lambeth – Treasurer
Steve Aviles
John Borton
Beth Fitzgerald
Robyn Strohschein
Matt Wingert
Pastor Larry Stoterau

Absent:
Drew Hantula
Gail Kanneg – Secretary

Guests: Nicole Stankus, Heidi de la Motte, Nancy Lareva