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

Call to Order – David Talmage, President at 6:34 pm

Opening Devotion – Led by Beth Fitzgerald
Based on Philippians 4:8 – True-Noble-Right-Pure-Lovely-Admirable-Excellent-Praiseworthy
Real joy comes when we use the filter God has provided for us.

Non-Board Member Comments
None received.

Approval of Minutes
MOTION: A motion was made to approve the September 2025 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 $37K above budget, and $46K above last year.
- Our net income is $374K, which is above our budget by about 65K and 10K below last year. The variances are due to timing. Our budgeted net income is used to support our loan principal payments.
- Funds at Allspring are earning about 3.88% (7-day effective yield Administrator class).
- Strategies to reduce expenses along with marketing to improve enrollment and attendance, and encouragement for tithing need to continue to keep on track.

Staff Reports

- **Kessler O'Brien, Director of Student & Family Ministries** – leads/coordinates chapel every week; Youth Hangout Room (4-8 grade) on campus for one-on-ones with kids; he describes his time on campus as present with a purpose; conducting Confirmation classes for 16 students; middle school youth has about 40 kids in regular attendance with 20 kids signed up for the Winter Retreat; attended the 7 practices Of A Healthy Youth Ministry event sponsored by the PSD, key takeaway is how important it is to resource parents to be active in church and at home.
- **Heidi de la Motte, Early Childhood Director** – wrapped up Harvest Party; gearing up for the Christmas program (December 5); working on the master calendar and tuition prices for next year; there is still room in the 3-year-olds; she grateful that we have a full staff, however, three teachers are pregnant, maternities leaves coming up.
- **Nicole Stankus, Business Manager** – wrapped up open enrollment for insurance; the financial review should be done in the next couple of weeks.
- **Henry Nevarez, Facilities** – lots of work done for the Fall Festival; working on facility needs for Advent practices and programs including getting the campuses ready for additional visitors; noise reduction for Vice Principals office will be completed soon; lots of technology needs.
- **Deryl Maxwell, Principal** – Parent Pulse survey tool – current score is a 62 – goal is to be at 70 or above – this tool gives summary comments to help see where improvements need to be made – Deryl spends time responding to every comment; middle school needs additional support.

- **Andrew Fonseca, Marketing Report** – full audits have been completed on the websites, with a need some differentiations on the 3 sites, internal take over should save us money; working on Google Business Profiles to help grow our Google interactions; working on marketing strategies and enrollment growth plan including a more structured process for enrollment; we have some challenges with social media permissions that are being cleaned up; there have been lot of external and internal events; conducting intentional interactions with parents to gain their perspectives; partnering with Niche – a resource for homeowners that are looking for schools.
- **Pastor Carlos Velasquez, Assistant Pastor** – significant increase in online views, families are getting connected digitally, working on a plan to engage the younger generation for future leadership – long term structure to invest in families; Posada potluck is coming soon (December 21), this is the largest community facing event geared to the Hispanic community including food, music, and tradition.
- **Pastor Larry Stoterau, Senior Pastor**
    - Welcomed 10 new families through 2 new member classes – most through the school.
    - 6 more families asking about new member classes.
    - Will bring nominations to the BOD in January LCMS Synod President, First Vice President and Regional Vice President – David Talmage will serve as the Circuit Lay Delegate.
    - Upcoming Holiday Schedule – Thanksgiving Eve service, Advent services on Wednesday nights in the event center, ECDC 2 services, 3:00 & 5:00 pm Christmas Eve, New Year's Eve
    - Call Committee – got off to a good start, in January will seek nominations from the congregation – staff survey has been sent out – senior staff face-to-face input.
    - Facilities – Henry and his team continue to work hard to keep up with the demands. It is important to look around and get property ship shape. The gym upper room has been cleaned up with extra equipment donated to other churches.
    - Discipleship – There is a need to get more people involved. Current volunteers are working hard and doing a great job.
        - Women's Bible Studies,
        - Men's Saturday Breakfast,
        - Small Group Studies
    - Worship – Current worship, without school involvement is holding steady at about 375 with 40-50 worshipping online.
    - Outreach – We rely on our schools to be our only outreach. Andrew is working hard to get St. Paul's more visible in the community. New website in the planning stage. It is important for everyone to be inviting others to worship.
    - Action Plans – Crises Management Plan being improved and revised, should be ready to report in January. Reviewing of policies that did not happen in September.
    - Concordia University Irvine sent a request for donations to help with the CUI Center organ refurbishment asking congregation to give $5,000. A motion was made and seconded in favor of support; discussion; motion was removed and seconded to allow for future discussion and research into the use of Ministry Support funds.

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.

Prayer Bricks
Gail passed out the November prayer bricks 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.

Adjournment & Prayer – David Talmage at 8:40 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, Diane Forsdick, Deryl Maxwell, Nicole Stankus, Henry Nevarez