

VOTERS' MEETING AGENDA

3rd Quarter Ending March 2024

April 21, 2024 – 12:15 pm

1. Opening Prayer
2. Presentation of New Voters
3. Presentation of Agenda
4. Elections
5. Meeting Minutes
 - a. Quarterly Voters' Meeting - January 21, 2024
 - b. Board of Directors' Meetings
6. Membership:
 - a. Statistical Reports
7. Executive Reports:
 - a. Board for Christian Education
 - b. Board of Elders
 - c. Board for Evangelism
 - d. Board for Human Care
 - e. School Board
 - f. Board for Stewardship
 - g. Board of Trustees
 - h. Board for Worship
8. Financial Reports:
 - a. Treasurer: Church/School
9. Unfinished Business
 - a. none
10. New Business
 - a. 2024-25 Budget
 - b. Peaceful Release
11. Information Items:
 - a. Ministry Update
 - b. School Update
 - c. Election Results
12. Adjournment

Please bring this packet to the Voters' Meeting on April 21, 2024

Voters' Meeting: January 21, 2024

Meeting Location: FLC - Meeting Rooms 1 & 2

Voter Count: 61

Of which new voters: 1

The meeting was called to order at 12:15pm by congregational president, Doug Taylor. An opening prayer was given by Pastor Tige.

The new voter was introduced to the congregation:

- Meridith Swanson

A **motion** was made to receive the new voter. **MMSA**

A **motion** was made to approve the agenda. **MMSA**

Meeting Minutes

A **motion** was made to receive the minutes of the November 5, 2023, Voters' meeting.

MMSA

A **motion** was made to receive the minutes of the Board of Directors' meetings. **MMSA**

Membership

A **motion** was made to receive the Statistical Reports. **MMSA**

Executive Reports

A **motion** was made to receive the Executive Reports. **MMSA**

Financial Reports

- The treasurer of the congregation, Bryan Doyle, gave an overview of the financials through 2Q of the 2023-2024 fiscal year.
- School income through the second quarter of the fiscal year was \$209,000 favorable to budget while expenses were \$4,000 less than budget. The school financials are currently \$420,000 positive. Most of the favorable impact was due to enrollment being higher than budgeted. Enrollment for preschool is 241 compared to a budget of 230. Enrollment for K-8 is 623 compared to a budget of 608.
- Church income through the second quarter of the fiscal year is \$54,000 favorable to budget, while expenses were \$105,000 below budget (mostly due to lower payroll expenses, partly related to lower health insurance costs). The church financials are currently \$286,000 positive.

- Bryan reported that the church has taken advantage of the current high interest rates by putting funds in money market accounts and CDs. Through the second quarter, the church earned \$114,000 in interest.
- A **motion** was made to receive the financial reports. **MMSA**

Unfinished Business

- None

New Business

- None

Informational Items

Ministry Update

Pastor Tige provided an update on church ministry highlights.

- Worship Gatherings:
 - Worship attendance continues to grow, mostly in the Generations service.
 - The new Explorations class has begun.
 - Christmas celebration services were awesome!
- Spiritual Formation:
 - Pastor Sam Shick has accepted the position of Director of Spiritual Formation.
 - The Staff Transition Committee is continuing to work as there are other retirements coming in the future.
- Community Connections:
 - We are currently seeking a Director of Community Connections.
 - Goods and Grace continues to grow with new customers.
 - Thanks to Bethany Doyle for her leadership with A Night in Bethlehem. Over 1000 people attended the 2+ evenings before rain brought it to a halt.
 - The men's retreat was held this weekend. The guys helped the camp by chopping and stacking wood for future campers.
 - Please see the SLLC website to see how the Catalyst groups are reaching out to the community.

School Update

Rod Jackson provided a brief update of school news.

- All classes in the school are full, except a few openings in 8th grade. He anticipates all classes to be full next year.
- This is National Lutheran Schools week. Several pep rallies will be held this week, with special events each day, including a fun run on Friday. Penny wars will support the Goods and Grace ministry and the Haiti Mission ministry.

- The school science fair was held recently, and 15 students qualified for the Seminole county science fair.

**Mission Statement: Awakening hearts in every generation
to the power of life in Christ!**

A motion was made to adjourn. **MMSA**

The meeting was closed with the benediction.

Meeting adjourned at 12:56pm.

Minutes submitted by Jeff Schultz, Secretary

Board of Directors Meeting Minutes

January 6, 2024

Board members present:

Michael Begey, David Blank, Paula Brumback, Karen Clapsaddle, Brian Doyle, George McAllan, Jeff Schultz, Steve Shaffer, Doug Taylor

Nonvoting members present:

Pastor Culbertson, Rod Jackson

Guests present:

Steve Lehenbauer (Chief Administrative Officer), Pastor Shick

Board members absent:

None

The meeting was called to order at 8:30 a.m. by congregational president, Doug Taylor. An opening devotion was provided by Jeff Schultz. Joshua 1:9 Do not be discouraged.

A motion was made to approve the meeting agenda, as modified. **MMSA**

Consent Agenda:

- o Approve October and November BOD Minutes
- o Receive September – November Financials

MMSA

STRATEGIC PLANNING

Spiritual Formation / Family Life

- o Pastor Schick has accepted the position of Director of Spiritual Formation.
- o Pastor Schick provided an overview of the staff assignments within the Spiritual Formation / Family Life department. The department is down one team member due to health issues. Another team member will be transitioning to part time work later this year. Pastor Schick is managing workload among the team members. Effort is being made to have some of the programs led by volunteer leaders.
- o Investigating a program which will gather congregation member skill sets and match these with volunteer opportunities in the church.
- o The BOD requested that Pastor Schick provide an organizational chart for the Spiritual Formation department along with the names of the key volunteers with whom each team member works.

NEW BUSINESS

Nominating Committee

- o Paula and Pastor Tige have put together the Nominating Committee:
 - o Carloyn Duda
 - o Tom Hultgreen
 - o Sara Patton
 - o Rob Bursch
 - o Lindsay Allen
 - o Tom Matson
- o The terms are complete for 2 School Board members and 3 BOD members. One BOD member is term limited.
- o Motion made to approve the Nominating Committee.

MMSA

Designation of ERC Funds and Special Member Donations

- o The church has received an \$813k ERC grant, \$250k from a donor, and \$64.5k bequest from a memorial fund. Total \$1,127,500.
- o Recommendation to allocate the funds as follows:
 - o Future campus/ministry \$1,027,500
 - o Adopt-a-Student Endowment \$ 100,000
- o Motion made to tithe 10% of the ERC grant (\$81.3k). **MMSA**
- o Motion made to designate staff member and 2 board members to develop recommendation for recipients for the tithe for both the ERC grant and the forecast surplus for the fiscal year and bring recommendation to BOD no later than next BOD meeting. **MMSA**
- o Revised recommendation made to allocate the remaining funds as follows:
 - o Future campus/ministry \$523,100
 - o Adopt-a-Student Endowment \$523,100

MMSA

OLD BUSINESS

Master Planning Committee

- o The MPC has 13 staff and church members. The MPC is interviewing people on campus to understand different needs and priorities. Committee will meet again in January to develop the list of top priorities to bring to the BOD meeting in March. This may include the recommendation for a capital campaign.
- o The Genesis Project is engaged by the School Board to evaluate the future outlook for pre-school, grade school and high school ministries.

Recognition of previous BOD email votes

- o Approval to allow the School Board to engage the LCMS Genesis Project for the purpose of evaluating the future outlook for pre-school, grade school and high school ministries.
- o Approval of staff housing allowances.

INFORMATIONAL ITEMS

- o Elders/Trustees Strategic Planning Meeting will be held later this month. The purpose of the meeting is to provide background to the Strategic Plan and Vision of the congregation to then form the foundation for the changes to church Bylaws and Constitution.
- o Dashboard Review
- o Staff Transition Committee – working on next staff position requirements.
- o Meeting Calendar for 2024
 - o BOD meetings
 - March 9, 2024 – Budget, Worship
 - May 4, 2024 – Spiritual Formation
 - June Retreat
 - o Voters' meetings
 - January 21, 2024
 - April 21, 2024
- o Devotions next meeting – Doug Taylor
- o BOD Decision Making Protocols for the BOD members are available on Google drive.
- o Audit Frequency – to be discussed during the next meeting along with the budget for next year.

Motion made to adjourn. **MMSA**

The meeting was closed with the benediction.
Meeting adjourned at 11:28 a.m.

Meeting minutes submitted by Jeff Schultz, BOD Secretary

Board of Directors Meeting Minutes

March 9, 2024

Board members present:

Michael Begey, David Blank, Paula Brumback, Brian Doyle, George McAllan, Jeff Schultz, Steve Shaffer, Doug Taylor, Karen Clapsaddle (via internet)

Nonvoting members present:

Pastor Culbertson, Rod Jackson

Guests present:

Steve Lehenbauer (Chief Administrative Officer), Lisa Prusack (Chief Financial Officer)

Board members absent:

None

The meeting was called to order at 8:47 a.m. by congregational president, Doug Taylor.

An opening devotion was provided by Doug Taylor.

A motion was made to approve the meeting agenda, as modified. **MMSA**

Consent Agenda:

- Approve January BOD Minutes, as corrected
- Receive December Financials

MMSA

STRATEGIC PLANNING

Horizon Storyline Update

- The BOD reviewed the status and forecast of the Horizon Storyline (the plan for where God is taking us in our ministry).
- The Director of Spiritual Formation is in place (Pastor Shick), which was a goal of the first year of the strategic plan.
- We are looking to add a DCE intern this summer. We are waiting for the results of the placement decision from Synod. If this intern is not available, we will try to call a DCE from the field.
- The Staff Transition Committee is beginning to look for additional pastoral staff. A job description is being developed for an experienced pastor. The search for a Director of Community Connections has been paused during this change in focus.
- **Action:** Add to May BOD agenda a discussion of how the BOD can communicate better with the congregation regarding the Horizon Storyline.

NEW BUSINESS

2024-2025 Budget

- The CFO, Treasurer and Finance Committee prepared a budget for FY 2024-2025 with 3 different scenarios for levels of salary increases. School tuition is proposed to increase by 5% for the next school year. Costs for property insurance and health care insurance along with various maintenance costs are increasing significantly.
- The discount policy for families with multiple students and families of congregation members is being revised.
- A motion was made to recommend the budget Scenario C to the Voters.

MMSA

East Property

- The owners of the property to the east of SLLC has approached the congregation regarding the possibility of selling the land to the church. The property has 16 acres, of which roughly 3 acres is buildable, and the rest is wetlands.
- The Board agreed to create a committee of BOD and Staff to continue the dialogue with the owners of the east property and to perform the due diligence for the property. The team will also explore the possibility of selling the property located west of the church (west side of State Road 426). The initial team will be made up of Steve Lehenbauer, George McAllan and Jeff Schultz.

MMSA

OLD BUSINESS

Master Planning Committee

- o The MPC met 4 times since November. The MPC also met with many different groups and stakeholders. The MPC created 3 lists of suggestions from these meetings. Some of these recommendations are operational in nature and some are items which could be considered as part of a capital campaign. These latter items were split into 11 categories.
- o The MPC is reviewing the various items on the list and will be sending the entire feedback to the BOD along with a set of recommendations which could be used by a consultant to develop several capital campaign options for consideration by the congregation.
- o The BOD would like to thank Darlene Brown, Wendy Clark, Bill Hanus, John Herbert, Michael Johnson, Richard Otto, Taylor Patton, Doug Taylor, John Allen, AJ Leupold and the leadership of Douglas Taylor, Steve Lehenbauer, Rod Jackson, and Pastor Culbertson for all their work. Also, a big thank you to the numerous members who filled out our surveys for the 300+ thoughts and suggestions about improving the ministry of St. Luke's.

Nominating Committee

- o Matt Maki and Darrin McNatt are completing their term on the School Board and are not standing for re-election. The BOD would like to thank Matt and Darrin for their time and energy serving on the School Board. Their efforts are much appreciated.
- o Tom Hultgreen, Kathy Mills, and David Norton have agreed to stand for election for the School Board.
- o David Blank has served 3 consecutive terms on the BOD and, due to term limits in the Church Bylaws, he cannot run for re-election. The BOD is grateful for the many hours David has devoted to the BOD, including serving a term as Treasurer.
- o Doug Taylor and Jeff Schultz, currently serving on the BOD, have agreed to run for re-election. Jennifer Zabel and Tom Cotton have also agreed to stand for election for the Board of Directors, with Lindsay Allen still considering.
- o The Nominating Committee is creating a team to help run the election at the next Voters meeting.
- o Motion was made to approve the slate of candidates for election.

MMSA

Audit Frequency

- o Over the last year, the congregation's CFO, Treasurer, and Finance Committee have been assessing the value of an annual audit by an outside company. The goal of an external audit is to provide independent assurance that St. Luke's financial statements are credible and that strong internal controls are in place.
- o The SLLC Bylaws stipulate that the Finance Committee must oversee an annual audit without stating what form this audit should take.
 - o *5.10 Finance Committee*
 - o *5.10.1.2 Oversee the annual audit of the congregation's financial records.*
- o The state of Florida requires St. Luke's to have a CPA firm perform an annual Agreed Upon Procedures audit in order to receive state scholarship funds such as Step Up.

The Agreed Upon Procedures audit is focused on the school and is a type of audit that looks at items required by the state.

- o The difference between an Audit, a Review, and the Agreed Upon Procedures was explained. Since the school represents most of the SLLC budget, the Agreed Upon Procedures could be considered to fulfill the audit requirements of the Bylaws.
- o The Board reviewed the amount of time spent by staff and volunteers to prepare for the annual external audit. The audit committee also provided data regarding how 12 other large LCMS congregations approach audits.
- o The team presented three options for audit frequency. In all cases, the Agreed Upon Procedures audit would still take place annually.
 1. Continue with annual external audits.
 2. Perform external audits every 3 years and reviews performed the 2 years between.
 3. Perform external audits every 3 years with no reviews between.
- o A forecast of the costs over the next 10 years for each of the options was presented. Moving from #1 above to #2 or #3 could save the congregation more than \$10k each year.
- o A motion was made to recommend to the Voters to amend the Bylaws to perform an external audit every 3 years, with the Agreed Upon Procedures performed each year as required by the State of Florida. The motion also recommended to add to the Bylaws a requirement that at least one CPA be included on the Finance Committee. The Treasurer would still have the option to call for a formal external audit at any time.
A motion was made to table the discussion to the next BOD meeting.

Procedure for Disposition of Tithes

- o A team composed of Staff members and Board members has developed a proposed procedure for dispositioning tithes of excess net contributions.
- o The team recommended that a grant process be set up whereby St. Luke's will receive applications from other non-profit organizations that are requesting or in need of funds. These organizations would provide details of how the funds will be used and the church could ask for a summary of their current financial situation.
- o A Grant Committee composed of Board members, Staff and Congregation members would review the grant applications and recommend to the Board which organizations should be awarded a grant from the tithe funds.
- o A new fund would be created on SLLC books in which the tithe amounts designated by the Board would be set aside and from which grants would be distributed. The balance in this account would move forward from year to year.
- o The Board could also vote to use funds from this account for ministries within St. Luke's such as Goods & Grace, Honduras Missions, etc.
- o Organizations receiving grants would be requested to share their stories with SLLC so that our congregation can see the blessings of their support and involvement at St. Luke's.
- o A motion was made to form a Grant Committee made up of a BOD member, 2 Staff members and 2 congregation members. Committee members will serve one year. The Grant Committee will develop a formal process to be presented at the next BOD meeting.

MMSA

INFORMATIONAL ITEMS

- o Dashboard Review
- o Staff Transition Committee – covered during above discussions.
- o Goods and Grace Update – postponed to next meeting.
- o Meeting Calendar for 2024
 - o BOD meetings
 - May 4, 2024 – Spiritual Formation
 - June Retreat
 - o Voters' meetings
 - April 21, 2024 – Budget and officer elections
 - o Installation of BOD and School Board officers – August 2024 (TBD)
- o Devotions for May meeting – David Blank
- o BOD Decision Making Protocols for the BOD members are available on Google drive.

Motion made to adjourn. **MMSA**

The meeting was closed with the benediction.

Meeting adjourned at 11:19 a.m.

Meeting minutes submitted by Jeff Schultz, BOD Secretary

St. Luke's Lutheran Church - Oviedo, FL			Statistical Report				
Baptized	Confirmed	MEMBERSHIP RECAP	For the Period from January 1 to March 31, 2024				
4332	3469	Membership per December 2023 Report					
37	38	Adult Confirmation					
12	12	Transfer In					
2	2	Affirmation of Faith					
-4	-4	Transfer Out					
-6	-4	Released					
12		Baptisms					
-11	-11	Deaths					
4374	3502	Total Current Membership					
Baptized	Confirmed	Name	Family Members	Church /Location	Synod	Pastor	Member
		Adult Confirmation					
2	2	Mary & Monty Allen					
2	2	Aaron & Katey Battreal					
2	2	Parker & Marcela Boudreau					
1	1	Lake Brown					
2	2	Carrol & MaryAnn Calegan					
2	2	Edgar & Johanna Cruz					
1	1	Evelyn Eller					
2	2	Timothy & Theresa Ferrell					
2	2	Jeremy & Andrea Handley					
2	2	Paul & Shaelyn Ingram					
1	1	Tiffany Jarmolowski					
1	1	Ana Johnson					
1	1	Betty Mac Arthur					
1	1	Emily Martin					
1	1	Deborah Metzler					
1	1	Sun Nelson					
2	2	Ryan & Melanie Olsen					

St. Luke's Lutheran Church - Oviedo, FL			Statistical Report			
Baptized	Confirmed	MEMBERSHIP RECAP	For the Period from January 1 to March 31, 2024			
1	1	Kristopher Panter				
1	1	Jack Pearson				
	1	Cameron Peppiatt				
1	1	Lynda Preast				
2	2	Paul & Mitzi Rein				
1	1	Kay Rhodes				
1	1	Celia Rossiter				
1	1	Cheryl Scotti				
2	2	Marc & Lisa Stasik				
1	1	Sara Thames				
1	1	Wanda Zebroski				
37	38	Subtotal Adult Confirmation				
		Transfer In				
2	2	Gary & Pauline Wasmund		Faith Lutheran, Eustis, FL (LCMS)		
2	2	Richard & Laurie Lineberger		Redeemer Lutheran, Stuart, FL		
1	1	Katie Vogel		Redeemer Lutheran, Stuart, FL		
1	1	Helga Stack		Ascension Lutheran, Casselberry, FL		
3	3	Michelle Vinson	Grant & Noah Vinson	Holy Cross Lutheran, Lake Mary, FL		
2	2	Richard & Kristine Armstrong		Prince of Peace, Orlando, FL	*	
1	1	Eleonore Wells		Woodlands Lutheran, Montverde, FL		
12	12	Subtotal Transfer In				
		Affirmation of Faith				
1	1	Chris Bredholt		Trinity Lutheran, Danville, IL		
1	1	Susan Gugel				
1	1	Peggy Richelieu		Berkeley, CA		WMA
2	2	Subtotal Affirmation of Faith				

St. Luke's Lutheran Church - Oviedo, FL			Statistical Report			
Baptized	Confirmed	MEMBERSHIP RECAP	For the Period from January 1 to March 31, 2024			
		Transfer Out				
-2	-2	David & Katie Mascheri		Good Shepherd, Titusville, FL (LCMS)		
-2	-2	Harry & Suzanne Graham		Lamb of God Lutheran, Flower Mound, TX (LCMS)		
-4	-4	Subtotal Transfer Out				
		Released				
-3	-1	June Ritter	Doug & Andrew Ritter			
-2	-2	Deborah Jordan	Tiffany Jordan	Aloma Church, Winter Park (non-denom)		
-1	-1	Ed Fleming		TBD in North Carolina		
-6	-4	Subtotal Released				
		Baptisms				
1		Lincoln Remington Olsen			TAC	1
1		Lucas Henry Olsen			TAC	1
1		Jack Lynn Hackett			WMA	1
1		Ismael Sermacisian			SAS	1
1		Oliver Steven French			SAS	1
1		Penny Rose Martin			SAS	1
1		Miles Gilbert Martin			SAS	1
1		Isabella Rose Ali			SAS	1
1		Alexander Kendell Ali			SAS	1
1		Hannah Marie McGrew			SAS	1
1		Ryder Cameron Vick			SAS	1
1		Arya Rose Nelson			SAS	1
1		Levi Grant Harbuck			SAS	1
1		Logan Brooks Harbuck			SAS	1

St. Luke's Lutheran Church - Oviedo, FL			Statistical Report			
Baptized	Confirmed	MEMBERSHIP RECAP	For the Period from January 1 to March 31, 2024			
1		Adelyn Navy Peppiatt			SAS	1
1		Cameron Paul Peppiatt			SAS	1
1		Paxton Alexander Hou			SAS	1
1		Mason James Battreal			TAC	1
1		Wesley Heinz Battreal			TAC	1
1		Madison Betsy Faye Lukas			WMA	1
1		Stephen William Clarke, III			SAS	1
21	0	Subtotal Baptisms				
		Deaths				
-1	-1	David Norvell, Sr.	service in NSB, FL		WMA	Yes
-1	-1	Myrtle Paulsen			WMA	Yes
-1	-1	Ursula Hardy			JME	Yes
-1	-1	Brenda Fleming	service in NC			Yes
		Marilyn Oakley Pritchard	graveside		JME	No
-1	-1	Carole Kay Weber			JME	Yes
-1	-1	Raymond Harry Hanson			WMA	Yes
-1	-1	Mark Miessler			TAC	Yes
		Patricia Pernal	offsite		JME	No
-1	-1	Grant Hudson			JME	Yes
-1	-1	Lynne Ellen McCoy			SAS	Yes
-1	-1	Ivan August Hirsch			JME	Yes
		Eugene Lami Wells	graveside		WMA	No
		George T Morris Jr	offsite-Legacy Pointe		TAC	No
-1	-1	Diana 'Dini' Kovac			TAC/WMA	Yes
-11	-11	Subtotal Deaths				
4374	3502	Total Current Membership				

St. Luke's Lutheran Church - Oviedo, FL			Statistical Report			
Baptized	Confirmed	MEMBERSHIP RECAP	For the Period from January 1 to March 31, 2024			
		Marriages				
		Nicole Marie Howard/Mark Thomas Darner		Offsite-Four Seasons Resort, Orlando, FL		WMA No/Yes
		Catherine Girolamo/Adam Scheblein				TAC Yes/Yes
		Chloe Bliss Pedersen/Ryan Kenneth Lexa		Offsite- Bella Cosa Lakeside, Lake Wales, FL		SAS Yes/No
		Emily Marie Miles/Michael "Chandler" Chambers, Jr.		Offsite-Hidden Barn Venue, Apopka, FL		WMA No/Yes

Board of Education - Family Life Ministry Gretchen Travieso

No report submitted.

Board of Elders Don Helenthal

No report submitted.

Board of Evangelism Pastor Roberts

No report submitted.

Board for Human Care Pastor Roberts

No report submitted.

School Board Rod Jackson

In January, the School Board received updates from Superintendent Jackson about the following topics:

- BOD approved moving forward with the Genesis Project to explore a possible high school startor K-8/Preschool expansion. Formation of a Steering Committee and distribution of Genesis. Project surveys are next.
- National Lutheran Schools Week events that are upcoming January 21 – 26.
- Feedback on the Best Christian Workplaces Employee Engagement survey and the staff focus groups that will follow up on that to gain more insights.
- Parent focus groups that will take place as a part of our re-accreditation process and updated strategic plan.

In February, the School Board continued its conversation with Superintendent Jackson about the follow up meetings taking place with staff after the Employee Engagement Survey. The board also received a report on all the events of National Lutheran Schools Week including monies raised for charitable causes. Superintendent Jackson briefed the board on a new human sexuality curriculum from Concordia Publishing House that the school will be using. Finally, the board and Superintendent Jackson discussed the continued increase in new family inquiries, enrollment applications, assessments, and family interviews we've experienced.

In March, the School Board received an update from Superintendent Jackson on the work of the church Master Planning Committee. They also discussed school health policies related to the measles and COVID-19. Superintendent Jackson shared with the board about the visit to St. Luke's by Enrollment Catalyst owner Rick Newberry. He will be providing the school with a proposal for updating our enrollment processes to reflect the increased inquiries, campus visits, and applications. Finally, the board reviewed and approved the 24-25 school year budget.

Current Strategic Planning Goals

- St. Luke's students and staff grow spiritually by providing meaningful service in our community.
- St. Luke's serves the unique needs of all students.

- St. Luke's provides professional development, training, support, and appreciation to promote excellence in our faculty and staff.
- Expand and upgrade our campus facilities to provide for the growth of non-core curriculum programs including the fine arts, foreign language, and technology as well as preschool.

Mission Statement:

The purpose of St. Luke's Lutheran School is to equip all students to develop their spiritual, intellectual, interpersonal, and physical growth and to reach their full potential in a Christ-centered and educationally excellent environment.

Core Values:

Christ-centered Relationships

Everyone at St. Luke's relates to one another in a manner that reflects the way that Jesus lived exemplified by love, caring, kindness, and faithful service to the needs of others.

"Therefore be imitators of God, as beloved children. And walk in love, as Christ loved us and gave himself up for us, a fragrant offering and sacrifice to God." Ephesians 5:1

Integrity

All members of the St. Luke's community will act with integrity towards others including the practice of honesty, virtue, decency, and fairness.

"But as for me, I shall walk in my integrity; redeem me, and be gracious to me." Psalm 26:11

Excellence

Each of us pursues excellence in all that we do. Excellence means embracing the gifts God has given us and working diligently towards achieving the full potential God has graced us with.

"His divine power has granted to us all things that pertain to life and godliness, through the knowledge of him who called us to his own glory and excellence." 2 Peter 1:3

Humility

Being humble doesn't mean thinking less of yourself – it means thinking of yourself less. At St. Luke's we each strive to look first to the needs of others and submit ourselves to serving those needs as faithful stewards with a focus on their well-being without drawing attention to ourselves.

"Do nothing from selfish ambition or conceit, but in humility count others more significant than yourselves." Philippians 2:3

Faith

Faith in Jesus Christ as our Lord and Savior binds the members of the St. Luke's community together. It's through faith in Jesus that we receive grace, mercy, and forgiveness for our sins. Through our faith we learn to love and care for others and share God's blessings with everyone.

"For by grace you have been saved through faith. And this is not your own doing; it is the gift of God." Ephesians 2:8

Board for Stewardship Doug Taylor

1. The SJM Memorial Classic Golf Tournament is Oct 4th, 2024 at Eagle Creek once again. Registration opens July 5th.
2. The Generous L.I.F.E. Initiative has been launched! Over the next several months, you will be hearing more about how your gifts of Labor, Influence, Finances, and Experience can be game changing forces to move forward the Kingdom of God!

Board of Trustees Gary Hickey

The trustees met on January 23, 2024 for their quarterly meeting. They reviewed the maintenance report for the previous quarter and our 2023-24 budget report. Utility costs have continued to rise along with maintenance supplies. We have also had several large chiller repairs that have exceeded our anticipated budget. We will review the quotes for chiller replacement at our next meeting. A motion was made to demolish the house at 1978 W SR 426. Gary will get a second quote and email the group for a decision.

A Haven resident offered a fountain that could be placed in the outdoor classroom. This donation was approved. Maintenance will work with the donor to get it installed. There have been several delays with the new door lock and security controls. We anticipate completion in April. We are continuing to communicate with Seminole County and Florida Department of Transportation regarding changes to SR 426 and Slavia Road.

We thank the Lord for Rim Thol and Carlo LaMorgese as they retire. Rim has worked at St. Luke's for more than 20 years!

We purchased some furniture and outfitted the Blanchard home for our two student teachers. They will be here through the end of April.

Maintenance Report January - March 2024

- Cleaned up Christmas decorations around campus
- Changed all air filters on campus
- Removed some more low hanging trees on School Carline
- New Cabinets installed in Preschool Sick Room, Conference room, and Friends and Fun corner
- Trimmed up trees on K-8 Playground
- 100 yards of mulch added to K-8 playground
- Trane Chiller fully repaired and back in service
- Set up and clean up for Palm Sunday and Easter Sunday
 - Founders Hall and Sanctuary items moved and replaced
 - Cemetery setup and cleaned up
 - Trimmed up all asphalt and grass parking borders for Easter
- Roof Leaks repaired

- A&B, North Chapel by altar, above Church office hallway, Founders Hall by kitchen
- Sanctuary North door entrance beautification
 - Removed dead palm tree base, mulch and extra plants
 - Leveled out ground
 - Added decorative grass border and sod
- LERT Tractor serviced for preventative maintenance and repairs
- Oldest John Deere Gator sent out for repairs and service, returned
- Purchased new John Deere Gator to replace 2 golf carts and gas golf cart
- Hired 2 more maintenance personnel to replace 2 retirees
- 4 New Church entrance signs attached to Sanctuary

Continuing to supply cleaning cloths to classes

Board for Worship Debbie Cecchetti

January 2024: Members discussed needs for upcoming worship services in January and reviewed the Advent and Christmas worship services to make note of areas particularly well done and areas for which we could add improvements or enhancements. After discussion, the decision was made to move the 7:30 sanctuary Christmas Eve service from 7:30 to 8:00 to allow for picture taking and accommodate parking needs. Don Helenthal and Steve Cecchetti volunteered to monitor the chancel area between services to assist families taking pictures. It was also decided to have ushers serve for preschool programs to assist with directing visitors and controlling access to school areas. The members extended their appreciation to the Worship Team for the great music and messages throughout Advent, but especially for the Christmas Eve and Christmas Day services. Eric Coomer reported that, because of recent damage to the organ, an organ committee has been assembled to actively research the replacement of the aging organ.

February 2024: Members discussed needs for upcoming worship services in February, as well as for Ash Wednesday services and midweek Lenten services. Beth reported she is training new acolytes who responded to requests to serve. Paul Heintzen and Ruth Wiedenmann will be assisting with the Veterans of the Cross retreat this March. Pastor Tige shared the sermon series for Lent this year is “The Power of the Cross” and that Vicar Choate will be leading the midweek Advent services with the theme being “Laments.” Comments were made about the unattractive appearance of the soft-back Bibles in the pews and a request to have them replaced with hardcover Bibles. Pastor Tige stated he would follow up on this request.

March 2024: Members discussed needs for upcoming worship services in March and Holy Week services in detail. Debbie reported that Ruth Wiedenmann has agreed to coordinate purchase and assembling of the palm branches and palm crosses for Palm Sunday. Paul Heintzen reported that the tech team is installing new antennae in the Narthex for better sound during baptisms. Jane Reed reported she is working on new banners for Easter. Don Helenthal reported the new Elder Program start date has been delayed until after Easter. Nikki Peters reported the last 2023/2024 Concert Series concert is scheduled for April. She stated she is thankful for all the opportunities to welcome and embrace community members on site, as well as in the community. Pastor Tige reported the Easter Sermon Series is entitled “Resurrection Power,” and will focus on the power to Awake, to Believe, to Understand, that Protects, that Abides, to Love, and to Worship and Witness the resurrection power in our lives.

BIOGRAPHICAL SKETCHES – April 2024 Elections

Board of Directors

Tom Cotton



I am a second generation Orlando resident and a lifelong St Luke's member (*except for a few years at Trinity Downtown*). I graduated from Florida State University and have been married to Kathy for 38 years. We have three children and 1 grandson.

I am a commercial property and casualty insurance broker. I currently serve as president of AssuredPartners office in Orlando.

At St. Luke's, I have served as an usher for 20 years, spent three prior terms on the board, as well as served on the construction committee, stewardship and finance chair, Foundation trustee, and chairman of the last fundraising campaign in 2014-15.

Three aspects of St. Luke's that inspire me are our priorities for membership growth, small group development, and maintaining our schools' financial health.

Jeff Schultz



I was born in California but grew up in Minnesota where I graduated from the University of MN. My wife, Shirley, and I met while working at a Lutheran summer camp and we have been married for 42 years. We joined St. Luke's when we moved to Orlando in 2000, and Shirley serves as a 2nd grade teacher here. We have three adult children who attended St. Luke's school.

I am a chemical engineer and worked the first half of my career designing, building, and commissioning chemical plants. Since 2000, I have worked for Siemens Energy where I manage engineering design for the construction of electric power plants. I

have worked in the business planning side of industry and am familiar with financial plans and long-range planning.

During my membership at various Lutheran churches, I have served as usher, youth leader, Board of Stewardship, Financial Secretary, and Elder. I currently serve on the Board of Directors for St. Luke's and would be glad to continue this service.

St. Luke's has been a blessing to our family. It is wonderful to be part of a church where God's word is clearly preached each Sunday and where that message of His love is put into action in so many ways.

Some of the ministries at St. Luke's that inspire me are:

- Our social outreach programs such as the food pantry collection program and the recent opening of the Goods & Grace ministry, which directly impact our community.
- The mission programs that St. Luke's supports in Honduras, Latvia, the UK and other places which give our members the opportunity to impact the lives of others around the world.
- Our school that helps our students learn about Christ and His love for us.

Doug Taylor



Originally from the mecca of the LCMS (St. Louis, MO), I've done a bit of traveling for work between Orlando, Miami, South Miami, San Antonio, and back to Orlando. Accompanying me on this journey is my wife of 18 years, Jessica, and my two children Emma (16) and Adelyn (14). Both of my girls have attended St. Luke's School. I graduated from Missouri State University with a degree in Construction Management. In my spare time, I enjoy long distance running, bowling, woodworking, and reading. I also spend a lot of time on home improvement activities.

Originally christened as a Catholic, my family was non-practicing. I've always had the internal drive to explore my faith, leading to some time in the Presbyterian church. I found the Lutheran Church when I met my bride, and discovered more than just the love of my life. I was accepted as a member of the LCMS church in 2006. My particular faith focus is on building a sound theological base to engage in loving conversations with non-believers on the major issues of our day.

I am a Senior Estimator with an international commercial construction company, Hensel Phelps. I engage with subcontractors, owners, and architects/engineers to assemble proposals, negotiate contracts, and manage project financials. I collaborate with company executives to develop long range plans in conjunction with company objectives, market trends, and political events.

Since 2015, I've served St. Luke's as an Elder and Usher. I've served on the Board of Directors since 2018 and have held the offices of President, Vice President and Treasurer. My wife and I are co-leaders of a Catalyst Small Group.

1. For me, the most inspirational aspect of St. Luke's is its multi-generational potential. With the school at the young age range, and the Haven at the older age range, St. Luke's has the potential of serving the entire faith life cycle for people.
2. The Concert Series that St. Luke's hosts is another inspiring aspect as it demonstrates its commitment to both the local community and the Fine Arts. I think this ministry of community engagement is also a huge potential for the church.
3. The Church model is changing and St. Luke's is positioning itself to be a nexus for disciple-making, creating vocational ministers propelled by their faith to bring God's love into the world where it's needed. I'm inspired by the focus that we have to keep evolving, keep growing, and keep responding to the needs of the world around it.

Jennifer Zabel



I grew up as a middle child, LCMS pastor's daughter and Army brat. Despite this triple whammy, I grew up to be relatively normal and have been a member of St. Luke's since moving to Florida about 20 years ago. I love reading, cooking, gardening and paddleboarding. My parents are from Kansas, but my "home" would be Stuttgart Germany, where I spent most of my growing up years and graduated from high school. I graduated from college in San Antonio Texas and became an occupational therapist.

I am a mom of three children who grew up within the St. Luke's community. Jack is now 24, UF grad, software engineer and rock climber who is getting married in June. Robert is 22, FSU grad, an intelligence analyst and musician. Chloe is a freshman at Oviedo High School, soccer player and learning the guitar. All three of my children attended both St. Luke's school and public school over their years. For most of their lives, I have raised my children as a single parent with the incredible help and love here at St. Luke's. I've been blessed that my mom moved down from Kansas about 7 years ago to help me after my Dad was admitted to memory care. She has also been welcomed into the St. Luke's family, volunteering for Banners, the Library and the Wednesday bible study.

I am the Director of Rehabilitation Services for Arnold and Winnie Palmer Hospitals in Orlando. I started the women's retreat about 20 years ago and have served as head of that ministry in the past. I have been involved in various ministries in the past but not held a formal leadership position. The community of St. Luke's has been an incredible blessing to myself and my family. Through it, God has powerfully demonstrated his goodness, faithfulness and provision. I would love to be involved in literally anything that preserves and builds the sense of community I have found here and extends that out to all non-St. Luker's. I am passionate about sharing Jesus' love and kindness to non-church goers in a way that extends invitation and fosters connection. I love women's ministry and supporting parents.

Can't say it enough- I'm incredibly grateful for the love and support I've found at St. Luke's

School Board

Tom Hultgreen



I am 67 years old, born and raised in different parts of Florida, but I would say Daytona Beach is where I grew up. I enjoy woodworking and surfing (*not very good at either*) but mostly talking about Jesus. I am married to my wonderful wife Marian. I have two grown kids Sarah and Cody. And three grandchildren, Henleigh, Hayden, and Caden. My son Cody attended St. Luke's school some years ago.

I am a retired Florida State Trooper (*interdiction officer, drugs, warrants and weapons*).

I am an Elder at St. Luke's and have been since 2010. I have taught Sunday school classes for middle schoolers and high schoolers off and on in several churches throughout the years including at our Chuluota church. I am currently a mentor with our high school youth and will be getting involved with the J.A.M. Kids occasionally so that when they step up to high school youth, they'll have another familiar face.

The warmth and love that I feel from the congregation and staff is wonderful. The true message of Jesus' love, grace and mercy. The growth and planning for more growth in a time when many churches are struggling if not closing because of a lack of attendance speaks volumes to the message at St. Luke's.

Kathy Mills

I am a native Floridian born and raised in Orange County. I graduated from Luther High School (AKA Orlando Lutheran Academy.) I went on to get my degree in Elementary Education at the University of Florida. I am married to my high school sweetheart, Corey, going on 25 years this year. I am mom to two beautiful girls (one former Wildcat and one finishing off her 8th grade year).

I am a former elementary school teacher. I taught first grade for nine years and then was a reading intervention teacher for 3rd-5th grade. I decided to take a different career path when my children came along. I am the office manager of our company, Mills Design Group.

I have served at St. Luke's as a Sunday School Teacher and VBS volunteer. I am in awe of the work St. Luke's does in educating students. Seeing first hand the love for and understanding of Christ that my children have is amazing.

David Norton



My name is David Norton and I have been a member of St Luke's Lutheran Church since 2007, when my wife Kelly and I were married at St Luke's. I was born in Lake Charles Louisiana and moved to Florida, in the Tampa area, while still in school. I attended college at the University of Central Florida and have a degree in Biomedical Sciences. Kelly and I have 4 children who all currently attend St. Luke's Lutheran School. Kendall (7th), Logan Kate (4th), Landen (2nd) and Caroline (Preschool). Our family has called Oviedo home for over 20 years.

- I am currently leading Distribution, Supply Chain and Access for a small biotech pharmaceutical company focused on pediatric oncology. We manufacture life altering medications, and provide them all over the world to patients currently being treated for cancer.
- I have not served in a leadership position to date but look forward to offering services to our family's church and school home.
- St. Luke's is our "Home Town" private school and provides top notch education to many students along with a Christ centered approach to all aspects of the children's day. When people ask us where our kids go to school, the St. Luke's answer is given with pride, and we love its respected reputation throughout the area.
- I am very proud of the overall push for high school readiness that exceeds expectations. This foundation not only builds academic skills, but social skills beginning in elementary grades and continues throughout middle school. Children coming from St. Luke's are fully prepared and have a great reception into our area high schools.
- St. Luke's has a reputation for not only preparing our students to succeed in high school, but also preparing them to succeed in athletics. The introduction of middle school competition, while still in elementary school, provides students with the opportunity to excel in sports while also learning how to excel in the classroom and adjust to middle school.

I am very honored to be asked to serve on the St. Luke's school board and look forward to working with the entire membership to further improve St. Luke's Lutheran Church and School. My children are right in the middle of their St. Luke's journey, and I hope that I can contribute to the continued success of St. Luke's for future families.

St. Luke's Lutheran Church and School

Balance Sheet

As of March 31, 2024

	1		2		3
	<u>Current Year</u>		<u>Prior Year</u>		<u>Change</u>
<u>Assets</u>					
1 Cash	\$ 8,459,904	\$	6,856,086	\$	1,603,818
2 Assets Held by Foundation	\$ 1,194,354	\$	1,076,144	\$	118,209
3 Accounts Receivable	\$ 36,648	\$	17,409	\$	19,239
4 Fixed Assets	\$ 13,350,574	\$	13,511,297	\$	(160,723)
5 Other Assets	\$ 72,304	\$	61,227	\$	11,076
6 Total Assets	<u>\$ 23,113,784</u>	<u>\$</u>	<u>21,522,163</u>	<u>\$</u>	<u>1,591,620</u>
<u>Liabilities</u>					
7 Unapplied Cash	\$ 24,693	\$	14,313	\$	(10,381)
8 Deferred Revenue	\$ 224,571	\$	498,889	\$	274,318
9 Other Liabilities	\$ 369,809	\$	365,455	\$	(4,354)
10 Total Liabilities	<u>\$ 619,073</u>	<u>\$</u>	<u>878,657</u>	<u>\$</u>	<u>259,584</u>
<u>Net Assets</u>					
11 Undesignated Non-Cash Assets	\$ 12,840,453	\$	12,711,277	\$	129,177
12 Undesignated Cash (After Liabilities)	\$ 2,266,523	\$	2,236,704	\$	29,820
13 Undesignated Cash (For Liabilities)	\$ 619,073	\$	878,657	\$	(259,584)
14 Designated Church	\$ 4,454,167	\$	3,232,788	\$	1,221,378
15 Designated School	\$ 120,063	\$	122,160	\$	(2,097)
16 Restricted	\$ 1,905,555	\$	1,279,673	\$	625,882
17 PTL Reserve	\$ 288,877	\$	182,248	\$	106,628
18 Total Net Assets	<u>\$ 22,494,711</u>	<u>\$</u>	<u>20,643,507</u>	<u>\$</u>	<u>1,851,204</u>
19 Net Assets and Liabilities	<u>\$ 23,113,784</u>	<u>\$</u>	<u>21,522,163</u>	<u>\$</u>	<u>1,591,620</u>

St. Luke's Lutheran School									
Income and Expenses									
As of 3/31/2024									
	1	2	3	4	5	6	7	8	9
	-----Monthly-----			-----Year-to-Date-----					
	Actual for	Budget for	Variance	Actual	Budget	Actual YTD	Variance	Variance	Annual
	Month	Period	Actual to	YTD	YTD	Prior Year	Actual to	YTD Actual	Budget
			Budget				Budget	to Prior	Budget
INCOME									
1 K - 8 Tuition	596,988	574,032	22,956	4,774,843	4,588,254	4,352,665	186,589	422,178	5,736,317
2 Pre-School-Tuition & Other P/S F	152,600	143,618	8,982	1,264,279	1,182,301	1,214,075	81,978	50,204	1,529,279
3 Registration	-	-	-	349,638	340,480	330,736	9,158	18,902	340,480
5 Extended School Ca	9,172	10,000	(828)	95,459	93,000	94,298	2,459	1,161	120,000
7 Field Trips	1,773	-	1,773	141,244	119,000	105,684	22,244	35,560	119,000
8 Financial Aid	9,176	18,000	(8,824)	73,404	144,000	112,930	(70,596)	(39,526)	180,000
9 Transfers from Des	-	-	-	-	-	-	-	-	-
10 Grant Income	-	-	-	-	-	-	-	-	-
11 Other	16,450	15,629	821	190,603	146,320	144,242	44,283	46,361	210,000
12 TOTAL INCOME	786,159	761,279	24,880	6,889,470	6,613,355	6,354,630	276,115	534,840	8,235,076
EDUCATION EXPENSES									
13 Field Trips	15,383	16,183	800	157,516	131,000	126,291	(26,516)	(31,225)	131,000
14 School Counseling Services	4,550	4,700	150	41,950	42,300	35,705	350	(6,245)	47,000
15 Special Education Program	6,304	6,900	596	40,804	48,300	-	7,496	(40,804)	69,000
16 Literacy Festival	-	-	-	5,453	5,000	5,000	(453)	(453)	5,000
17 Curriculum	155	4,500	4,345	50,898	76,500	75,884	25,602	24,986	85,000
18 Technology	4,944	6,650	1,706	92,607	89,850	73,898	(2,757)	(18,709)	109,800
19 Athletics	4,062	4,426	364	53,739	52,706	55,861	(1,033)	2,122	55,000
20 Outdoor Classroom	-	208	208	4,035	1,875	3,196	(2,160)	(839)	2,500
21 Preschool Education	2,522	4,236	1,714	45,411	45,571	34,649	160	(10,762)	61,500
22 Tuition/Bad Debt	-	-	-	-	-	-	-	-	-
23 Transfer to Designated	1,250	1,250	-	11,250	11,250	11,250	-	-	15,000
24 Other	6,961	3,897	(3,064)	178,874	146,719	146,411	(32,155)	(32,463)	199,900
25 TOTAL EDUCATION EXPENSES	46,131	52,950	6,819	682,537	651,071	568,145	(31,466)	(114,392)	780,700
ADMINISTRATION EXPENSES									
26 Administration Expense	19,050	17,208	(1,842)	157,216	160,081	180,151	2,865	22,935	200,700
27 PS Administration Expense	390	600	210	11,849	10,400	10,261	(1,449)	(1,588)	12,200
28 TOTAL ADMINISTRATION EXPENSES	19,440	17,808	(1,632)	169,065	170,481	190,412	1,416	21,347	212,900
PLANT OPERATIONS EXPENSE									
29 Utilities	12,206	14,583	2,377	144,966	131,250	120,467	(13,716)	(24,499)	175,000
30 Contracted Cleaning	10,525	10,000	(525)	95,636	90,000	83,062	(5,636)	(12,574)	120,000
31 Insurance/Bldg. & P	8,750	7,083	(1,667)	78,750	63,750	61,254	(15,000)	(17,496)	85,000
32 PS - Plant Operations	10,526	12,208	1,682	121,074	120,875	104,239	(199)	(16,835)	158,000
33 Transfer to Designated	13,333	13,333	-	120,000	120,000	112,500	-	(7,500)	160,000
34 Other	17,426	5,583	(11,843)	148,936	106,750	99,286	(42,186)	(49,650)	137,500
TOTAL PLANT OPERATIONS	72,766	62,790	(9,976)	709,362	632,625	580,808	(76,737)	(128,554)	835,500
35 Payroll K-8	399,431	408,731	9,300	3,587,911	3,662,485	3,197,928	74,574	(389,983)	4,888,381
36 Payroll Preschool	119,338	120,527	1,189	1,105,690	1,069,301	969,758	(36,389)	(135,932)	1,414,894
37 TOTAL EXPENSES	657,106	662,806	5,700	6,254,565	6,185,963	5,507,051	(68,602)	(747,514)	8,132,375
38 INC/DEC SCHOOL OPER	129,053	98,473	30,580	634,905	427,392	847,579	207,513	(212,674)	102,701

St. Luke's Lutheran Church Income and Expenses As of 3/31/2024									
	1	2	3	4	5	6	7	8	9
	-----Monthly-----			-----Year-to-Date-----					
	Actual for Month	Budget for Period	Variance Actual to Budget	Actual YTD	Budget YTD	Actual YTD Prior Year	Variance Actual to Budget	Variance YTD Actual to Prior	Annual Budget
INCOME									
1 Offerings	274,758	308,546	(33,788)	2,479,311	2,456,604	2,374,657	22,707	104,654	3,175,000
2 Transfers	1,350	1,350	-	17,150	17,150	12,500	-	4,650	21,200
3 Other	2,100	2,017	83	61,598	45,510	34,244	16,088	27,354	67,900
4 TOTAL INCOME	278,208	311,913	(33,705)	2,558,059	2,519,264	2,421,401	38,795	136,658	3,264,100
EXPENSES									
5 Communications	15	1,000	985	8,526	12,000	10,536	3,474	2,010	15,000
6 Administration	9,580	10,108	528	88,345	104,225	91,788	15,880	3,443	136,300
7 Maintenance	30,704	32,858	2,154	315,991	315,725	302,040	(266)	(13,951)	444,300
8 Pastoral	1,176	375	(801)	7,077	3,375	6,805	(3,702)	(272)	4,500
9 Evangelism	1,174	3,533	2,359	25,543	44,900	45,001	19,357	19,458	62,500
10 Christian Ed Expense	2,904	5,808	2,904	104,481	110,875	69,564	6,394	(34,917)	143,700
11 Worship Expenses	6,913	8,254	1,341	71,461	79,987	59,230	8,526	(12,231)	103,250
12 Benev./Missions	17,703	17,591	(112)	174,667	175,325	165,415	658	(9,252)	228,100
13 Human Care	97	400	303	7,985	9,600	8,075	1,615	90	10,800
14 Elders	1,600	433	(1,167)	6,562	5,900	6,344	(662)	(218)	7,200
15 Stewardship Expenses	635	1,250	615	15,350	18,750	16,067	3,400	717	20,000
16 Payroll	174,411	198,461	24,050	1,494,163	1,639,240	1,384,700	145,077	(109,463)	2,207,916
17 TOTAL EXPENSES	246,912	280,071	33,159	2,320,151	2,519,902	2,165,565	199,751	(154,586)	3,383,566
18 INCREASE/DECREASE CHURCH	31,296	31,842	(546)	237,908	(638)	255,836	238,546	(17,928)	(119,466)

St. Luke's Lutheran Church & School Consolidated Income and Expenses As of 3/31/2024									
CONSOLIDATED CHURCH & SCHOOL									
19 Increase/Decrease Church	31,296	31,842	(546)	237,908	(638)	255,836	238,546	(17,928)	(119,466)
20 Increase/Decrease School	129,053	98,471	30,582	634,905	427,391	847,579	207,514	(212,674)	102,701
21 Consolidated Increase/Decrease	160,349	130,313	30,036	872,813	426,753	1,103,415	446,060	(230,602)	(16,765)
NON-OPERATING INCOME & EXPENSE									
22 Transfer from Designated/Restrict	-	-	-	-	-	-	-	-	-
23 Other	-	-	-	5,542	-	978,609	5,542	(973,067)	-
24 Interest and other Non-Operating I	3,076	3,750	(674)	137,816	33,750	45,084	104,066	92,732	45,000
25 Transfer	-	-	-	-	-	-	-	-	-
26 CHURCH & SCHOOL RESULTS	163,425	134,063	29,362	1,016,171	460,503	2,127,108	555,668	(1,110,937)	28,235

St. Luke's Lutheran Church and School

Fund Balance Analysis

As of 3/31/2024

	1	2	3	4	5	
<u>PTL</u>	"Owner"	Beginning	Income	Expense	Ending	
		234,882	206,944	152,949	288,877	
Designated-Church						
1	Church Memorial	TC	27,361	917	29,167	(889)
2	Future Campus Expansion	TC	915,271	503,051	5,900	1,412,422
3	Facility Maintenance	SL	2,329,890	371,344	122,869	2,578,366
4	Insurance Deductible Account	SL	59,179	1,405	-	60,584
5	Non-Designated Bequests	TC	-	122,500	64,500	58,000
6	Special/SLLC Grants/ERC Funds	TC	899,065	331,300	1,114,737	115,628
7	Hondruas Missionaries	BDR	15,000	-	-	15,000
8	Technology Escrow Fund	HL	880	-	-	880
9	Latvia Mission	BDR	13,999	-	720	13,279
10	Supplemental Compensation	TC	25,949	-	-	25,949
11	Mission Development	BDR	6,000	-	3,000	3,000
12	Evangelism/Outreach	BDR	19,233	-	-	19,233
13	Worship Development	EC	4,369	-	-	4,369
14	Worship Escrow Fund	EC	20,593	5,250	5,863	19,980
15	National Youth Gathering	SS	30,345	7,500	-	37,845
16	Staff Misc	TC	19,084	-	12,076	7,007
18	Copier Purchase	SL	105,070	7,537	30,808	81,799
19	Instrument Purchase	EC	2,500	-	-	2,500
20	ALICE/Community Outreach	TC	-	-	-	-
21	LERT	SL	300	-	1,085	(785)
22	Subtotal - Designated Church		4,494,088	1,350,804	1,390,725	4,454,167
Designated-School						
23	School Legal Expense Escrow	RJ	10,000	-	-	10,000
24	School Special Purchases	SA	49	507	2,333	(1,777)
25	School Designated from Thrivent	RJ/TC	27,243	5,498	4,465	28,275
26	School Special Funds	RJ	7,791	4,842	2,245	10,388
27	Non-Designated Bequests/Gifts	RJ	9,661	-	-	9,661
28	School Memorial	RJ	12,993	-	2,100	10,893
29	Middle School	RJ	6,955	1,439	340	8,054
30	PreSchool Designated	IB	1,975	-	680	1,294
31	Cheerleading Funds	RJ	144	1,020	-	1,164
32	Fine Arts Middle School	RJ	9,366	2,231	3,241	8,356
33	Student Council	RJ	1,117	2,125	2,093	1,148
34	Cheer	JM	15,762	-	999	14,763
35	Extended Care	RJ	1,788	-	-	1,788
36	Technology	HL	15,000	11,250	10,196	16,054
37	Subtotal -Designated School		119,844	28,912	28,693	120,063
Restricted						
38	Metcalfe Scholarship	RJ	9,251	68,719	69,682	8,288
39	Organ Fund			100,000		100,000
40	Adopt-A-Student	RJ	281,248	126,626	73,404	334,471
41	ACE	RJ	551	-	-	551
42	School Classroom Music	EC	107	-	-	107
43	Children Of Love	BDR	25	63	63	25
44	F & A Duda Scholarship	RJ	164	-	-	164
45	School Special pre 2002)	RJ	6,348	-	-	6,348
46	Chuluota Gifts	BDR	7,960	-	-	7,960
47	Bus/Van Maintenance	SA	2,871	-	-	2,871
48	Cemetery	BDR	180,715	35,653	4,006	212,362
49	Cemetery Chapel	BDR	4,358	-	-	4,358
50	School Library	SA	6,384	-	-	6,384
51	Altar	EC	3,610	900	-	4,510
52	Bereavement	BDR	12,907	300	895	12,311
53	Woman to Woman	BDR	1,512	-	-	1,512
54	Men's Bible Study	BDR	1,380	-	-	1,380
55	Chemo Tote Bags	BDR	1,145	-	-	1,145
56	LWML Morning Group	BDR	570	7,560	831	7,298

<u>Restricted (Con't)</u>		"Owner"	Ending	Income	Expense	Ending
57	Benevolence	BDR	65,531	34,784	48,306	52,010
58	Human Care Ministries	BDR	2,675	-	-	2,675
59	Summer Chamber Music Series	EC	20	-	-	20
60	Concert Series	EC	48,357	45,631	37,342	56,646
61	Lutheran Cantata Choir	EC	451	-	-	451
62	Church Music Program	EC	10,657	350	272	10,734
63	Orchestra Fund	EC	4,508	-	-	4,508
64	School Track	RJ	3,566	-	-	3,566
65	Preschool	IB	42,071	29,067	7,055	64,083
66	Boyscout Troop	RJ	9,883	18,126	6,891	21,119
67	Boyscout Pack	RJ	3,218	5,100	4,681	3,637
68	Roboom	SS	(2,287)	10,000	5,000	2,713
69	Archive Funds (Book Sales)		15,260	89	1,124	14,225
70	AV	EC	2,180	-	-	2,180
71	Chuluota Land	BDR	5,215	-	-	5,215
72	Rose	TC/BDR	3,947	-	-	3,947
73	Bowling Scholarship	RJ	807	4,948	4,948	807
74	AAS Endowment	RJ	-	715,110	208,148	506,962
75	Hearing Impaired	RJ	5,180	-	-	5,180
76	Cotton Scholarship	RJ	178	-	-	178
77	WMA USE	WMA	6,130	-	-	6,130
78	Honduras Missionaries	BDR	20,914	26,146	43,423	3,637
80	Honduras Mission Trip	BDR	5,648	9	-	5,657
81	Latvia Mission Trip	BDR	20,279	4,925	13,442	11,761
82	Evangelism/Outreach	BDR/TC	15,906	9,184	7,500	17,591
83	Hope Helps	BDR	150	-	-	150
84	School Instrumental	EC	6,973	2,500	2,063	7,410
86	Handbells	EC	2,080	-	-	2,080
87	Media Ministry	EC	3,913	190	-	4,103
88	England Mission Trip	BDR	2,000	17,100	-	19,100
89	K - 8 Outdoor Classroom	RJ	5,529	10,000	383	15,146
90	School Chapel	RJ	1,449	8,172	8,192	1,430
91	School Annual Fund	RJ	18,705	5,536	-	24,240
92	Military Troop Support	BDR	6,962	7,066	-	14,028
93	Eagles Wings	BDR	258	-	-	258
94	Tender Hands	BDR	851	-	-	851
95	Health Ministry - Parish	BDR	3,295	-	-	3,295
96	Loaves & Dishes	BDR	410	-	-	410
97	Christian Resource Center	SS	4,514	-	-	4,514
98	LOL	SS	3,011	-	-	3,011
99	JAM	SS	6,485	-	-	6,485
100	Women's Retreat Scholarship	SS	1,434	-	-	1,434
101	High School Ministry	SS	70,975	6,792	7,014	70,754
102	High school Mission Trip	SS	23,431	4,555	6,246	21,741
103	FUSE	SS	8,553	-	305	8,248
104	Youth Mission Scholarship	SS	9,416	-	-	9,416
105	Older Adult Ministry	SS	1,500	-	-	1,500
106	Superintendent's Fund	RJ	3,617	5,000	1,625	6,992
107	Acts of Hope	TC	850	5,475	5,200	1,125
108	Funds to be moved to Foundation		-	3,577	175	3,402
109	Men's Ministry	SS	2,797	-	-	2,797
110	LERT Ministry	SL	22,518	392	3,566	19,345
111	Believe in Opportunity Fund	RJ	29,003	4,568	4,006	29,565
112	Bus Purchase	RJ	79,338	-	0	79,338
113	Land Purchase	TC	10,000	-	0	10,000
114	ALICE Ministry	TC	-	44,690	36,788	7,902
115	Comfort Dog Ministry	RJ	3,205	2,688	6,258	(365)
116	Special Education Training	RJ	(209)	10,500	4,118	6,173
117	Outdoor Classroom	RJ	5,134	1,500	5,634	1,000
118	Marriage Retreat	SS	1,000	-	-	1,000
119	Subtotal Restricted		<u>1,150,549</u>	<u>1,383,593</u>	<u>628,587</u>	<u>1,905,555</u>
120						
121	Subtotal Designated/Restricted		<u>5,999,363</u>	<u>2,970,253</u>	<u>2,200,954</u>	<u>6,768,661</u>

**St. Luke's Lutheran School
2024/2025 Proposed Budget Narrative**

Here are the bottom-line results of the proposed 2024/2025 budget:

School	\$164,454
Church	(\$103,419)
Interest Income	<u>\$130,000</u>
TOTAL	\$191,035

SCHOOL BUDGET ASSUMPTIONS

Income

- Enrollment is budgeted for K to 8 at 632 students, which is the max we can have based on our class counts. We currently have 629 students enrolled for the 2024/2025 school year. This is up from our actual 2023/24 enrollment of 625 students.
- Enrollment is budgeted for Preschool at 240 students, which is considered capacity.
- Tuition for K to 8 is increased by 5% for the 2024/25 school year and for Preschool is increased 3%.

Expenses

Education Expenses

- Rising costs have affected some of our education cost areas such as software and classroom supplies.
- Field trip expenses are budgeted \$31k more than projected for the current year due to higher enrollment for next year, especially for the 8th grade Washington DC field trip. However, the income associated with this is also budgeted at a higher amount.

Plant/Maintenance Expenses

- Maintenance Expenses have been greatly impacted by the current economy. We are budgeting a \$76k increase over the current projection and \$142k over the current budget. Increases include utility rates, property and liability insurance costs, and contracted cleaning expenses.

Payroll Expenses K to 8

- Health Insurance is assumed to increase 9%.
- We are proposing an overall 6% faculty/staff pay increase.

Preschool Plant/Maintenance Expenses

- As stated above, Maintenance Expenses have increased so we are showing an increase of \$33k from the current budget and \$18k more than the projection.

Preschool Payroll Expenses

- Health Insurance is assumed to increase 9%.
- We are proposing an overall 6% faculty/staff pay increase.

CHURCH BUDGET ASSUMPTIONS

Income

- Assuming a 2.5% increase in offerings over the current budget and current projection.

Expenses

Plant/Maintenance Expenses

- Maintenance Expenses have been greatly impacted by the current economy. We are budgeting a \$66k increase over the current budget and a \$36k increase over the projections for this year.

Community Connections Expenses

- We have combined what used to be Evangelism Expenses with Benevolence to come up with what falls under the Community Connections Department starting this coming year.

Human Care Expenses

- These expenses will fall under Pastoral Expenses beginning in 2024/2025

Payroll Expenses Church

- Compensation for a Director of Community Connections has been added to this budget.
- Health Insurance is assumed to increase 9%.
- We are proposing an overall 6% pay increase.

**St. Luke's Lutheran School
Proposed Budget 2024/2025**

**24/25 Enrollment K - 8 = 632
24/25 Enrollment Preschool = 240**

	Proposed Budget 2024-2025	Budget 2023/2024
INCOME		
K to 8th Tuition	\$ 6,548,350	\$ 5,736,317
Preschool Tuition & Other P/S Income	\$ 1,630,000	\$ 1,529,279
Registration	\$ 350,000	\$ 340,480
Extended School Care	\$ 125,000	\$ 120,000
Field Trips	\$ 148,000	\$ 119,000
Financial Aid	\$ 110,000	\$ 180,000
Other	\$ 223,800	\$ 210,000
Total School Income	\$ 9,135,150	\$ 8,235,076
EXPENSES		
Education	\$ 825,900	\$ 719,200
Administrative	\$ 206,000	\$ 200,700
Maintenance	\$ 819,000	\$ 677,500
Payroll K to 8th	\$ 5,245,280	\$ 4,888,381
Preschool Education	\$ 73,300	\$ 61,500
Preschool Administrative	\$ 13,500	\$ 12,200
Preschool Maintenance	\$ 191,000	\$ 158,000
Payroll Preschool	\$ 1,596,716	\$ 1,414,894
Total Expenses	\$ 8,970,696	\$ 8,132,375
School Surplus/Deficit	\$ 164,454	\$ 102,701

**St. Luke's Lutheran Church
Proposed Budget 2024/2025**

	Proposed Budget 2024-2025	Budget 2023/2024
I N C O M E		
Offerings	\$ 3,255,000	\$ 3,175,000
Spiritual Formation Income	\$ 61,620	\$ 52,900
Other Income	\$ 30,000	\$ 36,200
INCOME TOTAL	\$ 3,346,620	\$ 3,264,100
EXPENSES		
Communications	\$ 17,000	\$ 15,000
Administrative	\$ 136,450	\$ 136,300
Maintenance	\$ 509,800	\$ 444,300
Pastoral	\$ 17,700	\$ 4,500
Community Connections	\$ 304,600	\$ 62,500
Spiritual Formations	\$ 153,596	\$ 143,700
Worship	\$ 105,850	\$ 103,250
Benevolence	\$ -	\$ 228,100
Human Care	\$ -	\$ 10,800
Elders	\$ 9,700	\$ 7,200
Stewardship	\$ 20,500	\$ 20,000
Payroll	\$ 2,174,843	\$ 2,207,916
TOTAL CHURCH EXPENSES	\$ 3,450,039	\$ 3,383,566
CHURCH SURPLUS/DEFICIT	\$ (103,419)	\$ (119,466)
Interest/Dividends Earned	\$ 130,000	\$ 45,000
CHURCH SUPPLUS PLUS INTEREST	\$ 26,581	\$ (74,466)