



Church: 2021 W SR 426, Oviedo FL 32765
407-365-3408 slcs.org
School: 2025 W SR 426, Oviedo FL 32765
407-365-3228 stlukeslutherschool.org

VOTERS' MEETING AGENDA

3rd Quarter - Ending March 2025

April 27, 2025 – 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 26, 2025
 - 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
 - i. Goods and Grace
8. Financial Reports:
 - a. Treasurer: Church/School
9. Unfinished Business
 - a. none
10. New Business
 - a. 2025-26 Budget
 - b. Bylaw Update - Audit Frequency
 - c. 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 27, 2025

Voters' Meeting: January 26, 2025

Meeting Location: Meeting Rooms 1 & 2

Voter Count: 60

Of which new voters: 2

The meeting was called to order at 12:15pm by congregational president, Paula Brumback.

An opening prayer was given by Pastor Tige.

The new voter was introduced to the congregation:

- Christine Bredholt
- Phillipp Norman

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 Quarterly Voters' Meeting minutes of Nov 10, 2024.

MMSA

A **motion** was made to receive the Board of Directors' Meeting minutes of October 19, 2024.

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

Bryan Doyle, the treasurer of the congregation, gave an overview of YTD financials.

- School Bottom line of \$449K YTD.
 - \$148K YTD ahead of budget of \$300K.

- School Income \$67K ahead of budget.
 - The number of enrolled students is close to budget.
 - Preschool enrollment is at 244 students compared to the budget of 240.
 - K-8 enrolment is at 634 students compared to the budget of 632.
- School Expenses \$82K less than budget.

- Church Bottom line \$105K YTD
- Church Income \$196K less than budget
- Church Expenses \$163K less than budget

2024 Consolidated Financial Surplus

- Church \$105,000
- School \$449,000
- Non-Operating Income \$116,000
- Combined \$670,000

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:
 - Church Organ is ordered!
 - Designing a new stage for Founders' Hall
- Spiritual Formation:
 - Men's Retreat was last month with a great turnout.
 - Family Confirmation Retreat just finished up and gets this year's confirmands ready for confirmation.
 - Re-organizing staff to ensure all activities are covered under Pastor Sam. Deaconess Emily is now working full time for the church and helping in this area. We are applying for a DCE intern for 2025-26.

- Community Connections:
 - Welcome! Pastor Scott Coerber has joined our team and will help with communications and missions.
 - Goods and Grace Ministry secured its first two wholesaler suppliers to ensure sustainability.
 - Honduras Offering from the congregation was generous. \$110,000 will go a long way there.
 - Sharing Center – Brown Bag collections
 - St. Luke’s Lutheran School and Preschool – our largest community connection ministry

School Update

- National Lutheran Schools Week kick-off with 1800 Lutheran schools across the country. Lots of activities at school this week including fundraising for charities in Haiti and for Cancer, service projects, and a Fun Run fundraiser.
- The Science Fair was held on Jan 15th with lots of entries. 16 students qualified to go to the Seminole County competition at the county fair on Feb 1st.

Ministry Updates

- Board of Directors
 - Retirement of Pastor Brian Roberts
 - Upcoming Retirement Celebration for Pastor Arp on March 2
- SELC District Convention – Pastor Arp was elected 1st VP of the district (*3 year term*) and Pastor Tige will continue to serve on the board.
- Hurricanes Helene and Milton – our LERT team has supported recovery in both areas.
- Awakening Hearts
 - Freedom, Joy, Sacrifice, Renewal

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

The meeting was closed with the singing of the common doxology.

Meeting adjourned at 12:40pm.

Minutes submitted by Karen Clapsaddle, Secretary

Board of Directors Meeting Minutes

January 7, 2025

Board members present:

Paula Brumback, Michael Begey, Karen Clapsaddle, Bryan Doyle, George McAllan, Stephen Shaffer, Tom Cotton

Non-voting members present:

Pastor Tige Culbertson, Senior Pastor
Rod Jackson, School Superintendent

Guests present:

Steve Lehenbauer, CAO, Pastor Sam Shick

Board members absent:

Doug Taylor, Jeff Schultz

The meeting was called to order at 6:27 am by congregational president, Paula Brumback.

An opening devotion was provided by Paula Brumback

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

Consent Agenda: **MMSA**

- o Approve Oct BOD Minutes,
- o October 30 Virtual Mtg Minutes
- o November Voters Meeting Minutes
- o Email votes (Housing Allowance) Will update for new staff.
- o SELC District Assessment (3%, included in approved budget)

STRATEGIC PLANNING

Pastor Sam Shick provided a report about Spiritual Formation activities. He highlighted these items in addition to his written report.

Shifts in Programs away from LOL (5th and 6th) and JAM (7th 8th) to one middle school youth group (6th to 8th). More consistent group of mentors including 8th graders.

Deaconess Emily McLean has moved to full-time – Women’s, Marriage, and Milestone ministries. Much lesser role at the Lutheran Haven. She also has Member Care.

We have sunset programs: Mothers of Preschoolers (MOPS), and Gingerbread Bash.

We are building a Lighthouse Ministry for members kids’ College Students for bible study.

Pastor Sam has created modular studies for Explorations – 6 recorded lessons will be available to supplement live sessions for those who can't make it to Wednesday nights. Review the basics of the faith.

Pastor Sam wants to put a Spiritual Formation map so everyone can easily see where they and their children can get involved and see the big picture.

Catalyst leaders are competent – and Pastor Sam will be focused on starting up a few more this year and get more people involved to promote the value of fellowship with other Christians.

Pastor Sam asks for our prayers for the Spiritual Formation programs to come together.

NEW BUSINESS

Approval of Foundation Disbursement

Last year we did not transfer 5% to St. Luke's Lutheran Church due to our financial health. Bryan asked what we'd use the funding for? The foundation recommends that 5% be moved to St. Luke's Lutheran Church. Discussion on what we would do with the funds if transferred. Board elects to not transfer the 5% this year. **MMSA**

Upcoming Retirement of Pastor Arp (March 2, 2025)

Carolyn Duda, Paula Brumback, and Jill Mudge will plan a celebration event to honor Pastor Arp.

Nominating Committee

George is working on compiling a list of nominees for the upcoming Board of Directors election. 2 positions – Michael Begey and Stephen Shaffer positions will need to be filled. George McAllan is eligible to be reelected.

OLD BUSINESS

Master Planning Committee

Doug Taylor will provide an update at the next board meeting.

Slavia Road Status

Trustees approved John Herbert to work on the intersection. Combine five properties we purchased into one. Discussions are on-going about where the driveway will be placed.

16 Acre Land Purchase

Owner came back to us in November to see if we are still interested in purchasing the property. Paula proposed we wait until the Master Planning committee comes back with a plan to determine if we want to make another offer. We are still interested but the price is more than we are willing to pay.

Tom Cotton will consult with a business associate to get another perspective on what the property may be worth. He will report back to the board.

Genesis Project

Strong interest in HS by the parent population. Report on feedback from the congregation will be discussed with the committee this month. Rod Jackson will report results to the Board in March and potentially share with the school family in May in coordination with the Master Planning team.

INFORMATIONAL ITEMS

Staffing Updates

Pastor Tige recommends we don't pursue any additional staffing until Pastor Sam and Pastor Scott settle in. Church workers are getting fewer and fewer while salaries are going up - well above the synodical pay scale. We will assess staffing needs again later, while focusing on increasing volunteerism at St. Luke's.

Liaison Updates

Paula and George will meet with the Elders regularly. Spiritual Formation check-in in the Spring. Early Summer, Paula and Jeff will talk with Eric Coomer.

Honduras Updates

We exceeded our goal to donate \$110K. Pastors Tige and Scott will visit Honduras in February.

Pastor Coerber

Pastor Scott started this week and is Pastor Roberts old office. His family will be joining him full time after the school year ends.

Audit Frequency

Audit cost has increased 25%. Lisa Prusak is in the process now; it is a full-time effort. The Board needs to decide by April if we want to make a change in the audit frequency. Bryan Doyle will propose language changes to the by-laws for the board to review.

Review of Strategic Plan and 90 Day Objectives

Paula suggests a voluntary gathering in April or May for the board to review the Strategic Plan and 90 Day Objectives again.

Tom Cotton will give the devotion at our March 8, 2025 board meeting.

Motion made to adjourn. **MMSA**

The meeting was closed with the benediction.

Meeting adjourned at 8:30 PM

Meeting minutes submitted by Karen Clapsaddle, Board Secretary

Board of Directors Meeting Minutes

March 8, 2025

Board members present:

Paula Brumback, Michael Begey, Karen Clapsaddle, Bryan Doyle, George McAllan, Stephen Shaffer, Tom Cotton, Doug Taylor, Jeff Schultz

Non-voting members present:

Tige Culbertson, Senior Pastor
Rod Jackson, School Superintendent

Guests present:

Steve Lehenbauer, CAO
Scott Coerber, Pastor

Board members absent:

The meeting was called to order at 8:30 am by congregational president, Paula Brumback.

An opening devotion was provided by Tom Cotton.

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

Consent Agenda: MMSA

- o Approve Jan BOD Minutes,
- o Receive Nov, Dec, Jan, Financials
- o Jan Voters Meeting Minutes
- o Email votes (Housing Allowance, Nominating Committee)

STRATEGIC PLANNING

Community Connection report by Pastor Scott Coerber.

Pastor Scott is working with Pastor Tige and reviewing existing programs and looking at what is already being done in each area.

Board members expressed support for Pastor Scott and asked how to support Pastor Scott's goals and perspectives, and focused on recruiting, training, and deploying volunteers.

Action item for Pastor Scott: Return in 4-6 months with more details around a Community Connection framework to share with the board

NEW BUSINESS

Nominating Committee

The Nominating Committee met to comprise a slate of candidates for Board approval at our April meeting. Currently there are 22 potential candidates for both boards. The final nominations will be approved at the April Board Meeting.

Haven Request

Pastor Tige presented a request for St. Luke's to loan the Lutheran Haven \$385,000 at 4.5% with a balloon payment due in 2 years. This will replace a loan currently held by Fairwinds Credit Union that has a building requirement. **MMSA**

OLD BUSINESS

Master Planning Committee

The RFP for a master planning consultant is back out and we expect to hear from 3 or more companies in a few weeks. Deadline for proposals in three weeks and Doug Taylor will report out at our April meeting.

Genesis Project

Rod Jackson distilled the 45-page report down to a summary for the board. Rod will provide a full report upon email request.

The goal is a gradual expansion plan to accommodate an increased number of students and qualified teachers to preserve the culture.

Preschool Options:

Build new or retrofit existing building, to preserve big tree, and outdoor area by raising floors above flood level (e.g.; renovate vs eliminate.)

K-8 Option:

Build new building for middle school, free-up space in the existing K-8 building to add new grades/classes and other needs.

High School Options:

Strong interest in High School. Families may be leaving before middle school to position them for acceptance into High School (e.g. Master's Academy). One option is to add modular classrooms temporarily.

Board suggested prioritizing efforts in this order:

1. Entrance/Slavia Road light/vehicle flow
2. K-8 expansion
3. Preschool rebuild
4. High school

Monies will be raised to build a new school in a capital campaign and increased tuition. We will need someone to come in and design a financial strategy.

16 Acre Land Purchase

Board agrees that there is value and benefit to acquire the property for the future use of St. Luke's church and school.

Board made a motion to work with our negotiating team (Paula, Steve, Mike) to work with our Broker to make an offer on the property, including soil issue and easement issue. **MMSA**

Audit Frequency & Bylaw Changes

Bryan Doyle proposed we adopt a Bylaw change as follows:

5.10.1.2. Oversee the annual audit of the congregation's financial records **unless a lesser review, compilation, or no audit is approved by the Board of Directors before or within Q1 of the audit year. Q1 exception is permitted for FY24-25 audit.**

5.10.1.3. An annual audit is required at least every 3 years in which the Board of Directors cannot approve a lesser review, compilation, or no audit.

Motion to accept the language as written, with the addition of limiting no audit to no more than 3 years. **MMSA**

This will be proposed at the April Voter's Meeting and approved at the August Voter's Meeting.

INFORMATIONAL ITEMS

Honduras Updates

Pastor Tige reported that FOROS is maturing to a partnership and working together on initiatives. They now have housing for traveling pastors to stay over. The first 2 baptisms and 8 confirmations have happened on site and one young man is interested in training to be a pastor. Worship at La Paz is packed with young people and kids and noise and there is excitement in the church leadership. Growth!

Horizon Storyline 24-25

Programs are underway (new stage in Founders Hall, new organ for sanctuary, new videos with Pastor Sam for Explorations class, and staff transitions (Pastor Arp, Pastor Roberts, Pastor Coerber, Megan Skelton).

A comprehensive list of programs and analysis tied back to the three strategies will help and identify which ones to strengthen, transition, or discontinue.

Pastor Tige and Pastor Sam have refreshed a lot of spiritual formation programs to align things.

We need to determine the next 90-day objectives by the July meeting to gain buy-in from the new board members. (e.g.; connect people with volunteer opportunities. Generous L.I.F.E, Community Connection)

Pastor Arp Gift

Recommendation that the board recognize Pastor Arp on his retirement. **MMSA**

Elders

Pastor Tige is now leading the Elders and the board will help and support as needed.

Jeff Schultz will give the devotion at our April 1, 2025 board meeting.

Motion made to adjourn. **MMSA**

The meeting was closed with the benediction.

Meeting adjourned at 11:40 AM

Meeting minutes submitted by Karen Clapsaddle, Secretary

St. Luke's Lutheran Church - Oviedo, FL			Statistical Report				
Baptized	Confirmed	MEMBERSHIP RECAP	For the Period from January 1 to March 31, 2025				
4383	3501	Membership per December 2024 Report					
25	28	Adult Confirmation					
14	11	Transfer In					
1	1	Affirmation of Faith					
-3	-3	Transfer Out					
		Released					
21		Baptisms					
-10	-10	Deaths					
4431	3528	Total Current Membership					
Baptized	Confirmed	Name	Family Members	Church / Location	Synod	Pastor	Member
		Adult Confirmation					
1	1	Caleb Santiago					
1	1	David Bless					
1	1	Diane Bless					
1	1	Kenny Burns					
1	1	Nicole Burns					
1	1	Nelson Coll					
1	1	Craig Cortes					
1	1	Jean Cortes					
1	1	Rhett Cox					
1	1	Jill Cox					
1	1	Earvin Delgado					
1	1	Michael Dion					
	1	Kristen Fine					
1	1	Christina Harbuck					
1	1	John Harbuck					
1	1	Stephen Kennedy					
1	1	Katherine Kennedy					
	1	Deborah Ressa					
1	1	Kelley Riccard					

St. Luke's Lutheran Church - Oviedo, FL			Statistical Report			
Baptized	Confirmed	MEMBERSHIP RECAP	For the Period from January 1 to March 31, 2025			
1	1	Anthony Riccard				
1	1	Lynda Saunus				
1	1	Jon Thornton				
1	1	Elaine Tracy				
1	1	Elizabeth Tracy				
1	1	Meagan Whitcomb				
	1	Michael Whitcomb				
1	1	Nicholas Winn				
1	1	Michael Zarzour				
25	28	Subtotal Adult Confirmation				
		Transfer In				
2	2	Ronald & Linda Ferwerda		Faith Lutheran, Punta Gorda, FL	LCMS	
3	2	Brandon & Amanda Tech	Reese Tech	Woodlands Lutheran, Montverde, FL	LCMS	
2	2	Lauren Kerbelis	Zachary Kerbelis	Our Redeemer Lutheran, Augusta, GA	LCMS	
1	1	Matthew Kerbelis		Our Redeemer Lutheran, Augusta, GA	LCMS	
4	2	Nolan & Brandi Teel	Addison & Audrey	Living Word Lutheran, Galena, OH	LCMS	
2	2	Rev. Wallace & Alvina Becker		St Johns Lutheran, Arnold, MO	LCMS	
14	11	Subtotal Transfer In				
		Affirmation of Faith				
1	1	Jerry "JJ" Jones	reinstated			
1	1	Subtotal Affirmation of Faith				
		Transfer Out				
-2	-2	John & Roxanne Kramer, Sr.		Shepherd of the Hills Lutheran, Rathdrum, ID	LCMS	
-1	-1	Rebecca Bracey	Jeff Bracey	Trinity Lutheran Church, Tryon, NC	LCMS	
-3	-3	Subtotal Transfer Out				

St. Luke's Lutheran Church - Oviedo, FL			Statistical Report			
Baptized	Confirmed	MEMBERSHIP RECAP	For the Period from January 1 to March 31, 2025			
		Released				
0	0	Subtotal Released				
		Baptisms				
1		Fiona Pearl Furniss			SAS	Yes
1		Amber Nicole Furniss			SAS	Yes
1		Christian Jacob Alfonso			SAS	Yes
1		Harper Rose Tomljenovich			SAS	Yes
1		Olivia Kelley Riccard			SAS	Yes
1		Anthony William Riccard, Jr.			SAS	Yes
1		Clara Joyce Riccard			SAS	Yes
1		Dean Evan Castro			SAS	Yes
1		Nora Willow Castro			SAS	Yes
1		Hugo Da Silva, Jr.	Adult		SAS	Yes
1		Hugo Da Silva, III			SAS	Yes
1		David Walter McAlexander			JME	Yes
1		Aubrey Kay Gomez			TAC	Yes
1		Blakely Michelle Zweg			TAC	Yes
1		Deborah Garrett Ressa	Adult		SMC	Yes
1		Scottie Caroline Clark			SAS	Yes
1		Atticus Patrick Hansen			SAS	Yes
1		Elliott Daniel Hansen			SAS	Yes
1		Kristen Elizabeth Fine	Adult		SAS	Yes
1		Michael David Whitcomb	Adult		SAS	Yes
1		Ezra James Whitcomb			SAS	Yes
21	0	Subtotal Baptisms				

St. Luke's Lutheran Church - Oviedo, FL			Statistical Report			
Baptized	Confirmed	MEMBERSHIP RECAP	For the Period from January 1 to March 31, 2025			
		Deaths				
-1	-1	William Edward Czaplewski			WMA	Yes
		Pedro Jose Rivera			SAS	No
-1	-1	Richard Doyle Moorhead			WMA	Yes
-1	-1	Dr. Edwin Earl O'Neal			JME	Yes
-1	-1	Anna Dorthea Vetter			JME	Yes
-1	-1	Barbara Anne McCloskey			WMA	Yes
-1	-1	Rev. Dr. Paul Frederick Foelber			TAC	Yes
		Michael Barnes			WMA	No
-1	-1	Cynthia Ruppel			TAC	Yes
-1	-1	Janice Wynn		no service		Yes
-1	-1	Rev. Dr. Robert T. Kuhn			Rev Harrison /TAC	Yes
-1	-1	Eleanor Demcak Estok			JME	Yes
-10	-10	Subtotal Deaths				
4431	3528	Total Current Membership				
		Marriages				
		Kathryn Michelle Peterson/Tyler Paul Jones			WMA	No/Yes

Board of Education - Spiritual Formation Pastor Shick

Be! Women's Ministry: Women's Retreat had 140 participants! Remaining plans for the year are a tea party and wine tasting. There are multiple bible studies going simultaneously.

Marriage Retreat: Planned for Nov. 6-9, taking a cruise. One of the pastors and his wife are joining us.

Milestones: Kindergarten had their milestone and blessing event on service. The confirmation retreat had 16 kids in attendance. The First Communion milestone is in April!

-Deaconess Emily McLean

Family Confirmation: Family confirmation had their annual confirmation retreat with 12 students in attendance. It was a super special experience for the students to bond and take steps into faith ownership. We completed our spring session of classes, having the group hear lessons from Pastor Tige, Pastor Scott, Pastor Sam, Vicar Eddie and Deaconess Emily. We love that they get to know all of our ministry staff! This May we will confirm 21 students.

GLOW: We had 2 GLOW services this semester so far. The first we heard from Deaconess Alex, she shared her story and walk into ministry and that was a meaningful topic for our students. Each student prayed for a student from word on the street homeless ministries, Rhonda shared a little about her ministry serving them at Christmastime. The next one we did was a Pastor Panel, we had middle school students submit questions and the Pastors answered. They ranged anywhere from, "Lebron James or Michael Jordan?" to "Where did dinosaurs come from?" This showcased the availability of our pastoral staff to our school kids, it was so fun! 3 kids shared testimonies at these two GLOWs :)

School Ministry: Annalisa began teaching the "Young Peacemakers" curriculum in the 6th grade again to build relationships with our middle schoolers. Pastor Sam, Vicar Eddie, and Deaconess Emily, teamed up to teach through the 10 commandments in 8th grade. Pastor Scott spent a week with the 8th grade covering revelation. Continued presence at all chapels and activities keeps us busy interacting with our school families.

VBS: Vacation Bible school registration opened! Karen Jackson is taking the lead role this year alongside Annalisa. We are excited to offer 2 weeks of VBS this year using the Group's curriculum True North. Registration so far has about 250 of 400 spots filled for K-5 VBS and about 65 of 120 for Middle School VBS. We are looking forward to many volunteers coming together to make this another amazing year!

-Annalisa Fitzsimons

High School Youth: HSY exists to empower young people to lead Christ filled lives. Our High School youth continues to meet and grow. In the Spring semester we have continued to engage around 30 students every week in deep conversations about the faith, and we even got to exercise it. As 15 of our students participated in a clean-up day at Christian Help in February.

Lighthouse College Ministry: Our lighthouse college ministry just kicked off a Bible study for those students who are going to school locally. We are really excited to see how these young people are growing to more fervently pursue Christ on their college campuses.

Faith on Tap: Faith on Tap is planning a get together on April 12th to kick-off their Catalyst group.

Men of St. Luke's: The Men of St. Luke's launched another huddle on Monday nights in January. They had an awesome retreat in January as they continue to guide the Men of St. Luke's into transformative relationships that lead toward lives of freedom, joy, sacrifice, and renewal.

Explorations: The explorations class finished its spring cycle in March of this year. Pastor Tige led 35 students through the basics of the Christian faith. At the conclusion of this time together 50 new members were received through this class and transfers.

Catalyst Groups: We began the process of launching three new Catalyst groups in conjunction with the end of explorations. We are looking forward to how they will engage some new members and energize some members who have been here.

Generations: Our Generations community continues to grow in depth of relationship and engagement. Our average attendance this quarter has been 230 (15 ahead of last year), and families are engaging in after-service activities and spiritual formation groups with much larger frequency.

Preschool Ministry: Aubrey Rathke, our DCE intern, has done a great job engaging with our preschool students this year. This year we offered Ashes to our students at Ash Wednesday chapel and Aubrey and I sent communication to classrooms and parents to help them appreciate the death and resurrection symbolized in Ash Wednesday at a Preschool level.

MSY: MSY exists to awaken students to their identity in Christ and empower them to participate in the community of faith. Annalisa and Aubrey have continued to lead this group to discuss biblical principles rooted in their identity as children of God to these students. In April they look forward to joining the High School Youth for their Spring Family work day.

Board of Elders Don Helenthal

With the retirement of Pastor Arp, Pastor Culbertson is the new Pastoral liaison to the Elders of St. Luke's. We welcome him and look forward to working with him as we continue to serve our Church membership and continue to grow our Lead Elder program for each individual service.

Board of Evangelism

No report submitted.

Board for Human Care

No report submitted.

School Board Rod Jackson

In **January**, the School Board received a briefing from Superintendent Jackson on the Genesis Project. The final report from the consultant is due to us soon. Superintendent Jackson also provided the board with an overview of the re-accreditation process which begins this year and culminates in an accreditation validation team visit in the spring of 2026. The board also reviewed and ratified existing policies on enrollment and evaluation of professional staff.

In **February**, the School Board received, reviewed, and discussed a summary of the recently completed Genesis Project report. This report will also be reviewed by the Board of Directors. The School Board will be using this report as they begin a process to address possible school expansion.

In **March**, the School Board received updates from Superintendent Jackson on the following topics:

- Elevator repair and the facility maintenance escrow fund.
- Middle school servant day and the Florida-Georgia music festival
- Genesis Project initiative on possible school expansion

The board also reviewed and ratified existing policies on faculty, staff, and administration contracts and calls and graduation requirements.

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.

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 of Stewardship Doug Taylor

- The Generous LIFE program is excited to share that the church will be launching a crucial initiative this summer around our Life of Sacrifice strategic measure. This program is called the *Summer of Generosity* (and financial gifts are only a fraction of what will be discussed).
- LIFE Service Grants - our Catalyst Service Grants were a positive success! Be watching for how you can take advantage of our new LIFE Service Grants track that financially empowers smaller teams to make community specific impacts with the love of Christ! Catalyst Service Grants are still available if you are interested. Contact Doug Taylor in Stewardship.
- On June 22nd, St. Luke's will be 'giving something away' so you can bless others with it. Make sure you are in a service that Sunday. More details to follow.
- Part of being a good steward is being wise with the resources the Lord has given you. Coming up in May, the Transfer the Blessings program will be hosting a **free Cyber Crime Prevention** class. Our experts will show you how to prevent being scammed and what to do when you are contacted by a scammer.
- Also in May, we are hosting a Major Gift Planning workshop. We've partnered with the LCMS Foundation, Thrivent, and Rummell Financial to share strategies that will help you make major gifts to God's work at St. Luke's. If you are feeling led to save on taxes, transfer appreciable assets, or you have questions about your QCD/RMD, or creating a personal endowment, this free class is for you. Come discover how you can Give Now, Give Later, or even Give and Get.
- The SJM Memorial Classic Golf Tournament is Friday, Oct 10th, 2025. Sponsorships go live in May. Individual player registration begins July 4th.

Board of Trustees Gary Hickey

The Board of Trustees held their regular meeting on January 28. They reviewed this year's budget and made suggestions for the 2025-26 budget. We are seeing an increase in the use and reservations for columbariums for burial. Staff will bring options and costs to the next meeting. Drawings are finalized for the work on a new driveway at the Slavia Road intersection. These will be submitted to a pre-permit process at Seminole County for their review and comments. Discussion about changes to the Founders' Hall Stage were made and we will continue to pursue the best solutions for updating.

Maintenance Report January - April 2025

- Undecorated campus from Christmas and put everything away
- Repaired cemetery irrigation
- Repaired cemetery well pump for watering plants
- New chiller delivered, installed, and operational
- Replaced 2 classroom circulating fans in K-8 school
- Setup and Cleanup of Music Festival
- Setup and Cleanup of Pastor Arps' Retirement Reception
- Replacing parking lights as the dim/die
- Outside sconce lights on Gymnasium were replaced.
- Replaced lights in Gymnasium
- Rekeyed 7 locks to help secure campus (minimizing key access)
- Replaced classroom sconce lights in K-8 building
- Steam cleaned all bathrooms in K-8 building
- Painted 2nd floor bathrooms top to bottom
- Pressure cleaned and painted chiller and dumpster walls for mural paintings
- Painted Emily McLean's office and replaced wall base
- Repaired leaks in sanctuary and replaced damaged/discolored ceiling tiles
- Semi-Annual fire inspection completed
- Quarterly fire sprinkler inspection completed
- Repaired/replaced A/C electrical components damaged by power surge in K-8 building
- Set up and clean up LWML Lent dinner (x2)
- 2 pressure washers repaired
- Cleared back of PreK office for cabinet installation
- Replaced 6 K-8 playground wobble disks
- Continuing to replace T8 fixtures with LEDs in K-8 building as needed
- K-8 elevator serviced, repaired, and back into operation
- Removed Bees from Chapel and Repaired areas where hive was located
 - Bees were not harmed and have been relocated to a nearby farm

Easter Preparations

- Cleaned Chapel brick and mortar
- Trimmed trees on cemetery drive, trimmed shrubs, lifted trees in cemetery
- Cemetery Chapel Repairs made
- Multiple Campus setups and cleanups for Holy Week services
- Setup Crosses outside of Sanctuary for Lent

Board for Worship Debbie Cecchetti

January 2025: Members discussed the 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. It was discussed to better label the Christmas Eve services at 3:00 and 4:30 as “family services” rather than children’s services and the 6:00 Fuel service as praise band led. The members discussed issues with the handheld advent candles and decided to buy new holders, rather than continuing to recycle them. Steve Cecchetti thanked the Christmas decorating team for the wonderful job in making the worship areas so inviting and celebratory. Eric stated he was delighted with the music throughout the Advent and Christmas season and was very appreciative of all the musicians. He reported that the organ construction began, and that installation is anticipated in 6 to 7 months. Pastor Tige reported that the organ building fund has been growing and that he plans to reach out to individuals for further contributions. Discussions were held regarding the implementation of family acolytes for the 9:30 sanctuary service. Members volunteered to serve the first six weeks to introduce the program, and Pastors would make announcements after services to encourage congregation members to volunteer and serve. Pastor Tige reported the sermon series for the Epiphany season is “Renew Me, O Eternal Light.” He also shared that March 2nd we will observe Transfiguration Sunday and Pastor Arp’s retirement. The 11:00 sanctuary and Fuel Service will be combined in the sanctuary, and we will celebrate Pastor Arp’s service following the 11:00 service, followed by a reception in the large gym.

February 2025: Members discussed the needs for upcoming worship services in February, Transfiguration Sunday and Ash Wednesday. In order to involve more congregation members in the worship service, the communion set up for the Generations service has been changed to accommodate a communion assistant. Nikki Peters reported that the Concert Series concerts continue to be well attended. Pastor Elliott reported the Worship Team is planning to encourage people to wear name tags and to order the same if they do not yet have one. He also stated that he would like to have special music periodically at the new worship space for the Haven worship services. He noted that new broadcasting equipment is being installed at the Haven which will incorporate emergency broadcasting announcements.

March 2025: Members discussed the needs for upcoming worship services in March and midweek Lenten services. Final preparations were discussed for Ash Wednesday services. Paul Heintzen reported that the tech team has prepared a generic slide for the sanctuary screens for weddings. Jane Reed reported she has created new banners for the Lenten seasons and for Palm Sunday. Eric reported that all music ensembles are working on music for Holy Week and Easter. Rob Bursch reported he has updated the usher roster to reflect those currently serving and he will forward changes to Nikki when changes occur. Members discussed the family acolyte program and ways in which to encourage further participation. Pastor Elliott noted that Rev. Dr. Kuhn’s memorial service is scheduled for March 14th and that invitations have been extended to District and Synod Pastors.

Goods & Grace

With the blessing of St Luke's Board, Pastor Tige has stepped down as the President (Corporate Manager) of Goods & Grace and Pastor Scott Coerber has been appointed to this position.

Goods and Grace has moved away from purchasing inventory from Wal Mart and is now ordering from a wholesale grocer that has a very large selection of items to choose from and they deliver to us. This allows the store to continue to offer many items at savings to the ALICE population and we now break even on each sale.

The Board of Goods & Grace is looking for a new location that would allow us to lower our rent cost.

Election Biographies

Board of Directors

George McAllan

I have had the pleasure of serving on the SLLCS Board of Directors and Board of Elders for the past five years. Currently, I serve as the Vice President of the congregation.

My wife Kristin and I are lifelong Lutherans and are very active at St. Luke's. We have been fortunate to worship in various churches in the LCMS as we moved from Michigan to Indiana and Central Florida. We have been blessed with three children, two of whom have married in the last two years.

I am still working and have the pleasure of serving as the Chief Growth Officer for Sonny's Franchise Company, the franchisor of Sonny's BBQ. Yes, I get paid to eat BBQ!

If elected, this would be my final term on the board due to term limits. I look forward to the next three years of continuing to facilitate the leadership staff transitions we have been working on, developing the next generation of leadership, guiding the Genesis Project, and bringing to life our three pillars so that all members of St. Luke's can see, feel, and participate in them.

Our future is very exciting, and it is energizing to witness all that is being accomplished in our midst.

Marc Stasik

I am originally from Frankenmuth, Michigan, and previously attended St. Lorenz Lutheran Church and School. After high school, I graduated from the University of Michigan (Ann Arbor) then spent about three years working at a small business in Chicago, Illinois. Next, I earned an MBA from Northwood University's DeVos Graduate School of Management (Midland, MI). From there, I began my career as a Financial Advisor, helping clients make smart decisions by simplifying financial advice.

My wife, Lisa, is also from Frankenmuth. We have two children at St. Luke's: Gwendolyn (age 9) and Warner (age 7). We relocated to Oviedo in August 2023. I am a Financial Advisor at Rummel Wealth Management.

I was elected Treasurer at St. Lorenz and served in that role for several years before moving to Oviedo. I also volunteered on the Connect setup team (similar to the Fuel service at St. Luke's), and spent three years coaching church league basketball for the high school youth ministry. At St. Luke's, I volunteer at the SJM Memorial Golf Classic and am currently helping with the flag football team.

I would welcome the opportunity to serve and would hopefully be able to use what I have learned previously to further the St. Luke's mission of Awakening Hearts in every generation to the power of life in Christ. With my past experience, I have an interest in foundation work. I've also enjoyed the Men's ministry and athletics programs at St. Luke's.

When we made the decision to move to Florida, we found Oviedo by first finding St. Luke's. We are so happy to be part of this community, and are eager to learn and grow at St. Luke's.

Jenn Zabel

I have been a member of St. Luke's since moving to Florida about 20 years ago. I am a mom of three who were all raised within the St. Luke's community. My hometown is Stuttgart, Germany.

I am the Director of Rehabilitation Services for Arnold and Winnie Palmer Hospitals in Orlando. In this role I am responsible for financial health, operational effectiveness and optimizing clinical quality through the creation and management of innovative programs and the development of professional clinicians while fostering a psychologically healthy and collaborative culture.

The community of St. Luke's has been an incredible blessing to myself and my family. God has powerfully demonstrated his goodness, faithfulness and provision. I am passionate about sharing Jesus' love and kindness to our church family and non-church goers in a way that extends invitation and fosters connection. I started the women's retreat about 20 years

ago, have served as head of that ministry, and am excited to see it thriving. I am currently part of a Catalyst small group and look forward to serving as a mentor for the National Youth Gathering this summer.

I would love for my skills in leadership, communication and developing culture to add value to the board as it works to operationalize the mission of St. Luke's for our community and beyond.

School Board

Laura Blank

"I was born and raised in the beautiful state of Colorado. I had the opportunity to attend Lutheran schools in elementary, high school, and college. I graduated from Concordia University in Seward, NE, in 2011 with a degree in Middle Level Education and a Minor in Theology. I did my student teaching at St. Luke's during my senior year, where I had the opportunity to meet my husband, David. But before he got me to move to warmer weather, I taught for two years at a Lutheran School in Clinton Township, MI.

David and I have been married for almost 12 years. We have two children, Christian (8 years old in 2nd grade) and Lucy (6 years old in K), who have both attended St. Luke's since they were two years old. I enjoy spending time with my family and friends, running, and decorating cakes, and I have recently jumped on the pickleball craze.

I am the Development Coordinator for Lutheran Counseling Services, a nonprofit mental health office serving Central Florida. I work on fundraising campaigns, writing grants, and other development aspects. At St. Luke's, I have been a part of the Be! Women's Committee since 2015, have served as a Homeroom Parent for my kids' classes several times, and David and I have led a Catalyst Group.

1. Commitment to Faith and Education: David and I are very grateful to be able to send our kids to a school where the teachers and staff care for them and all students on not just an academic level but a spiritual level, too. Faith is woven into so many aspects of the school day. Blending faith and academic excellence provides a well-rounded environment for the students of St. Luke's to grow academically and spiritually.
2. Community Engagement and Outreach: It's been great to see all the different ways that St. Luke's has gotten into the community over the past ten years. The ministry of the church and school does not stay contained within the campus or even the country, which shows a desire to make a difference.

3. Emphasis on Lifelong Faith Formation: It is clear that St. Luke's has a desire to nurture a strong and lasting relationship with Christ. I think it's important to start showing kids of all ages that their faith is something they carry with them forever, and St. Luke's provides several opportunities for kids and adults to grow and nurture their faith.

Marci Helenthal

Married to Chad, we have 2 daughters – Evelyn is in 6th grade and Lillian in 3rd - both girls attend St. Luke's School. I am Florida born and raised – grew up in Lakeland and attended UF.

Our family life revolves around the church and school - we attend Fuel service on Sundays and actively participate in school activities/sports/events throughout the week.

I am a Project Manager with Deloitte – working with Pharmaceutical M&A clients.

I am the current Chair of the School Board and would gladly like to continue in this role if re-elected. Would be honored to serve another term. I have an excellent rapport with the administration, staff, and families of our school.

1. The students at SLLS are immersed each day in Christ's love. The exceptional teachers and staff show this love of Christ in every aspect of the school day.
2. We continue to find ways to strengthen the church and school connection. By nurturing relationships with the families at school, listening and reacting to needs, and allowing for open and intentional leadership from the Board and administrators - the ministry at SLLS will continue to thrive.
3. Lots of families want to come to St. Luke's! Interest in the school is at an all-time high. The School Board has to remain focused on providing leadership and direction that aligns our core values and mission to serving the students each day.

Thank you for this opportunity to serve.

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 manger 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.

Meridith Swanson

I was born in Marietta, GA, lived there until I was 6. My dad is a Lutheran pastor so we moved whenever he took a call. In 1990 I attended school at St. Luke's Lutheran from Kindergarten through most of 4th grade. My dad then took another call to Grace Lutheran in St. Petersburg, FL where I finished my elementary and middle school education. It was also at Grace where I learned and remember learning the core values of having Jesus as my personal Savior. I was confirmed at Grace and went through both middle and high school youth there.

In 2005 I moved back to Orlando and was a nanny for 2 families for a few years before I began work in fundraising at The Leukemia & Lymphoma Society. In 2007 I married the love of my life, Chad, and in 2009 I became a mom to our son Lukas. In 2009 I began working at Trinity Lutheran Child Development Center, Orlando, FL. I worked as a teacher, teacher aide, and at the front desk in my time at Trinity. My two daughters were born, Molly in 2011 and Madi in 2014. All 3 of my children attended preschool at Trinity and now have transitioned over to St. Luke's.

In 2019 I took a leap of faith into the world of communications at Prince of Peace Lutheran Church, Orlando. Chad and I were members at PoP from 2010-2023. I was in charge of communications and contemporary worship the last 3 years of our time there. We have been worshipping at St. Luke's now since 2023 and it feels like we came home. Serving at St. Luke's is natural and we know God is doing powerful work through us! I am the Communications Coordinator for the Florida-Georgia District Office, LCMS.

At St Luke's I served on the recent DCE Call Committee. I volunteer often for Middle School Youth and I serve as a mentor for High School Youth. My husband and I lead a catalyst group with another couple. I help in St. Luke's athletics as much as possible and take pictures throughout the school year wherever possible to help with marketing and sharing the mission of our school.

At previous churches, I have volunteered on worship teams (lead singer), organized volunteers for church/school events.

1. St. Luke's cares about the spiritual health of their members and actively works to improve and make paths available for all ages to continue in their growth.
2. I love that every staff person on our campus wants to be involved with daily activities each day so that every person that comes on campus feels the love of Jesus.
3. St. Luke's is always looking to the future and how they will continue to spread Christ's love and compassion but how they will do it most effectively.

St. Luke's Lutheran Church and School

Balance Sheet

As of March 31, 2025

	<u>1</u>	<u>2</u>	<u>3</u>
	<u>Current Year</u>	<u>Prior Year</u>	<u>Change</u>
<u>Assets</u>			
1 Cash	8,420,120	8,459,904	(39,784)
2 Assets Held by Foundation	1,235,379	1,194,354	41,025
3 Accounts Receivable	23,455	36,648	(13,193)
4 Fixed Assets	13,048,420	13,350,574	(302,154)
5 Other Assets	148,817	72,304	76,513
6 Total Assets	<u>22,876,191</u>	<u>23,113,784</u>	<u>(237,593)</u>
<u>Liabilities</u>			
7 Unapplied Cash	11,945	24,693	12,749
8 Deferred Revenue	284,115	224,571	(59,545)
9 Other Liabilities	306,705	369,809	63,104
10 Total Liabilities	<u>602,766</u>	<u>619,073</u>	<u>16,307</u>
<u>Net Assets</u>			
11 Undesignated Non-Cash Assets	12,617,926	12,840,453	(222,527)
12 Undesignated Cash (After Liabilities)	2,235,779	2,266,523	(30,744)
13 Undesignated Cash (For Liabilities)	602,766	619,073	(16,307)
14 Designated Church	4,651,094	4,454,167	196,927
15 Designated School	217,303	120,063	97,241
16 Restricted	1,607,594	1,905,555	(297,961)
17 PTL Reserve	340,962	288,877	52,085
18 Total Net Assets	<u>22,273,425</u>	<u>22,494,711</u>	<u>(221,286)</u>
19 Net Assets and Liabilities	<u>22,876,191</u>	<u>23,113,784</u>	<u>(237,593)</u>

St. Luke's Lutheran School									
Income and Expenses									
As of 3/31/2025									
	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	659,459	655,035	4,424	5,271,049	5,238,280	4,774,843	32,769	496,206	6,548,350
2 Pre-School-Tuition & Other P/S F	151,846	145,633	6,213	1,309,490	1,276,544	1,264,279	32,946	45,211	1,630,000
3 Registration	-	-	-	344,156	350,000	349,638	(5,844)	(5,482)	350,000
5 Extended School Ca	12,687	9,440	3,247	94,035	98,251	95,459	(4,216)	(1,424)	125,000
7 Field Trips	838	-	838	163,716	147,970	141,244	15,746	22,472	148,000
8 Financial Aid	11,000	11,000	-	88,000	88,000	73,404	-	14,596	110,000
9 Transfers from Des	-	-	-	-	-	-	-	-	-
10 Other	19,022	12,770	6,252	185,880	152,801	190,603	33,079	(4,723)	223,800
11 TOTAL INCOME	854,852	833,878	20,974	7,456,326	7,351,846	6,889,470	104,480	566,856	9,135,150
EDUCATION EXPENSES									
12 Field Trips	45,402	35,674	(9,728)	141,243	124,170	157,516	(17,073)	16,273	166,000
13 School Counseling Services	4,844	5,000	156	45,210	45,000	41,950	(210)	(3,260)	50,000
14 Special Education Program	7,225	7,250	25	57,800	58,000	40,804	200	(16,996)	72,500
15 Literacy Festival	-	-	-	-	-	5,453	-	5,453	5,000
16 Curriculum	108	1,000	892	137,318	118,000	50,898	(19,318)	(86,420)	120,000
17 Technology	13,617	7,533	(6,084)	61,433	74,300	92,607	12,867	31,174	93,400
18 Athletics	4,426	8,334	3,908	55,124	54,747	53,739	(377)	(1,385)	60,000
19 Outdoor Classroom	-	292	292	1,798	2,625	4,035	827	2,237	3,500
20 Preschool Education	1,814	2,025	211	54,101	51,225	45,411	(2,876)	(8,690)	73,300
21 Tuition/Bad Debt	-	-	-	-	-	-	-	-	4,000
22 Transfer to Designated	1,667	1,667	-	15,060	15,000	11,250	(60)	(3,810)	20,000
23 Other	8,285	5,071	(3,214)	188,515	177,249	178,874	(11,266)	(9,641)	231,500
24 TOTAL EDUCATION EXPENSES	87,388	73,846	(13,542)	757,602	720,316	682,537	(37,286)	(75,065)	899,200
ADMINISTRATION EXPENSES									
25 Administration Expense	28,293	31,125	2,832	161,893	165,625	157,216	3,732	(4,677)	206,000
26 PS Administration Expense	190	1,042	852	6,511	10,375	11,849	3,864	5,338	13,500
27 TOTAL ADMINISTRATION EXPENSES	28,483	32,167	3,684	168,404	176,000	169,065	7,596	661	219,500
PLANT OPERATIONS EXPENSE									
28 Utilities	13,213	12,487	(726)	127,175	148,302	144,966	21,127	17,791	205,000
29 Contracted Cleaning	12,327	11,667	(660)	97,972	105,000	95,636	7,028	(2,336)	140,000
30 Insurance/Bldg. & P	9,244	9,167	(77)	83,196	82,500	78,750	(696)	(4,446)	110,000
31 PS - Plant Operations	10,984	13,042	2,058	126,867	144,340	121,074	17,473	(5,793)	191,000
32 Transfer to Designated	14,167	14,167	-	127,500	127,500	120,000	-	(7,500)	170,000
33 Other	13,831	12,833	(998)	120,009	125,500	148,936	5,491	28,927	194,000
TOTAL PLANT OPERATIONS	73,766	73,363	(403)	682,719	733,142	709,362	50,423	26,643	1,010,000
34 Payroll K-8	431,513	437,305	5,792	3,900,945	3,931,015	3,587,911	30,070	(313,034)	5,245,280
35 Payroll Preschool	126,023	127,721	1,698	1,181,727	1,195,961	1,105,690	14,234	(76,037)	1,596,716
36 TOTAL EXPENSES	747,173	744,402	(2,771)	6,691,397	6,756,434	6,254,565	65,037	(436,832)	8,970,696
37 INC/DEC SCHOOL OPER	107,679	89,476	18,203	764,929	595,412	634,905	169,517	130,024	164,454

St. Luke's Lutheran Church Income and Expenses As of 3/31/2025									
	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	271,717	273,000	(1,283)	2,297,438	2,531,936	2,479,311	(234,498)	(181,873)	3,255,000
2 Transfers	1,944	1,667	277	19,762	20,000	34,064	(238)	(14,302)	30,000
3 Other	9,781	1,125	8,656	55,805	48,745	44,673	7,060	11,132	61,620
4 TOTAL INCOME	283,442	275,792	7,650	2,373,005	2,600,681	2,558,048	(227,676)	(185,043)	3,346,620
EXPENSES									
5 Communications	1,290	1,417	127	6,521	12,750	8,526	6,229	2,005	17,000
6 Administration	11,040	9,437	(1,603)	115,562	106,053	88,345	(9,509)	(27,217)	136,450
7 Maintenance	31,645	35,280	3,635	324,575	350,213	315,991	25,638	(8,584)	509,800
8 Pastoral	396	975	579	16,120	14,775	15,062	(1,345)	(1,058)	17,700
9 Community Connections	20,010	32,175	12,165	195,306	236,076	195,210	40,770	(96)	304,600
10 Spiritual Formations	7,337	6,404	(933)	117,565	123,628	109,481	6,063	(8,084)	153,596
11 Worship Expenses	5,939	7,931	1,992	44,136	76,193	71,461	32,057	27,325	105,850
14 Elders	2,297	2,160	(137)	8,358	7,540	6,562	(818)	(1,796)	9,700
15 Stewardship Expenses	14,000	14,183	183	20,261	17,124	15,350	(3,137)	(4,911)	20,500
16 Payroll	187,515	187,875	360	1,494,051	1,624,757	1,494,163	130,706	112	2,174,843
17 TOTAL EXPENSES	281,469	297,837	16,368	2,342,455	2,569,109	2,320,151	226,654	(22,304)	3,450,039
18 INCREASE/DECREASE CHURCH	1,973	(22,045)	24,018	30,550	31,572	237,897	(1,022)	(207,347)	(103,419)

St. Luke's Lutheran Church & School Consolidated Income and Expenses As of 3/31/2025									
19 Increase/Decrease Church	1,973	(22,045)	24,018	30,550	31,572	237,897	(1,022)	(207,347)	(103,419)
20 Increase/Decrease School	107,679	89,478	18,201	764,930	595,413	634,905	169,517	130,025	164,454
21 Consolidated Increase/Decrease	109,652	67,433	42,219	795,480	626,985	872,802	168,495	(77,322)	61,035
NON-OPERATING INCOME & EXPENSE									
22 Transfer from Designated/Restrict	-	-	-	-	-	-	-	-	-
23 Other	-	-	-	1,427	-	5,542	1,427	(4,115)	-
24 Interest and other Non-Operating I	20,634	10,833	9,801	172,358	97,500	137,816	74,858	34,542	130,000
25 Transfer	-	-	-	-	-	-	-	-	-
26 CHURCH & SCHOOL RESULTS	130,286	78,266	52,020	969,265	724,485	1,016,160	244,780	(46,895)	191,035

St. Luke's Lutheran Church and School

Fund Balance Analysis

As of 3/31/2025

		1	2	3	4	5
		"Owner"	Beginning	Income	Expense	Ending
<u>PTL</u>			261,734	191,280	112,052	340,962
<u>Designated-Church</u>						
1	Church Memorial	TC	10	5,734	-	5,744
2	Future Campus Expansion	TC	1,679,922	20,000	23,500	1,676,422
3	Facility Maintenance	SL	2,813,750	349,900	590,390	2,573,260
4	Insurance Deductible Account	SL	60,584	-	-	60,584
5	Non-Designated Bequests	TC	58,000	4,288	-	62,288
6	Special Funds/SLLC Grants	TC	146,381	-	122,110	24,271
7	Honduras Missionaries	TC	19,000	-	2,125	16,875
8	Technology Escrow Fund	HL	880	-	-	880
9	Latvia Mission	TC	13,279	-	-	13,279
10	Supplemental Compensation	TC	25,949	-	-	25,949
11	Mission Development	TC	3,000	-	112	2,888
12	Evangelism/Outreach	TC	19,233	-	-	19,233
13	Worship Development	EC	4,369	-	-	4,369
14	Worship Escrow Fund	EC	21,730	5,250	-	26,980
15	National Youth Gathering	SS	40,345	28,133	7,500	60,978
16	Staff Misc	TC	2,965	14,175	9,755	7,385
18	Copier Purchase	SL	86,424	3,000	22,215	67,209
19	Instrument Purchase	EC	2,500	-	-	2,500
20	ALICE/Community Outreach	TC	-	-	-	-
21	LERT	SL	-	-	-	-
22	Subtotal - Designated Church		4,998,321	430,480	777,707	4,651,094
<u>Designated-School</u>						
23	School Legal Expense Escrow	RJ	10,000	-	-	10,000
24	School Special Purchases	SA	1,728	-	-	1,728
25	School Designated from Thrivent	RJ/TC	29,888	4,669	12,670	21,887
26	School Special Funds	RJ	5,556	14,175	3,970	15,760
27	Non-Designated Bequests/Gifts	RJ	9,661	-	1,784	7,877
28	School Memorial	RJ	10,893	12,855	-	23,748
29	Middle School	RJ	8,444	1,209	660	8,993
30	PreSchool Designated	IB	141,398	-	62,877	78,521
31	Cheerleading Funds	RJ	1,164	1,020	-	2,184
32	Fine Arts Middle School	RJ	6,318	1,684	990	7,012
33	Student Council	RJ	1,014	1,066	1,299	781
34	Cheer	JM	12,531	1,060	1,568	12,023
35	Extended Care	RJ	1,788	-	-	1,788
36	Technology	HL	9,577	44,165	28,742	25,000
37	Subtotal -Designated School		249,960	81,903	114,560	217,303

<u>Restricted</u>	<u>"Owner"</u>	<u>Ending</u>	<u>Income</u>	<u>Expense</u>	<u>Ending</u>	
38	Metcalf Scholarship	RJ	10,341	77,765	83,552	4,554
39	Organ Fund	EC	100,000	124,199	26,000	198,199
40	Adopt-A-Student	RJ	219,198	175,137	88,000	306,335
41	ACE	RJ	551	-	-	551
42	School Classroom Music	EC	107	1,000	-	1,107
43	Children Of Love	TC	25	86	86	25
44	F & A Duda Scholarship	RJ	164	-	-	164
45	School Special-Birthday Book Club	RJ	5,220	1,040	-	6,260
46	Chuluota Gifts	TC	7,960	-	-	7,960
47	Bus/Van Maintenance	SA	2,871	-	-	2,871
48	Cemetery	TC	218,559	34,706	6,113	247,153
49	Cemetery Chapel	TC	4,358	-	1,657	2,701
50	School Library	SA	6,384	-	-	6,384
51	Altar	EC	4,710	1,900	-	6,610
52	Bereavement	TC	12,461	500	93	12,868
53	Woman to Woman	TC	1,512	-	-	1,512
54	Men's Bible Study	TC	851	-	-	851
55	Chemo Tote Bags	TC	1,145	-	-	1,145
56	LWML Morning Group	TC	395	8,450	1,551	7,294
57	Benevolence	TC	46,277	35,336	58,901	22,712
58	Human Care Ministries	TC	2,675	-	233	2,442
59	Summer Chamber Music Series	EC	20	-	-	20
60	Concert Series	EC	62,727	44,077	44,971	61,833
61	Lutheran Cantata Choir	EC	451	-	-	451
62	Church Music Program	EC	11,016	311	-	11,327
63	Orchestra Fund	EC	4,508	-	-	4,508
64	School Track	RJ	3,566	-	-	3,566
65	Preschool	IB	53,062	36,032	13,270	75,823
66	Boyscout Troop	RJ	17,308	26,373	24,275	19,405
67	Boyscout Pack	RJ	2,575	2,732	1,305	4,002
68	Roboom	SS	2,713	-	2,500	213
69	Archive Funds (Book Sales)	TC	14,136	667	1,296	13,507
70	AV	EC	2,180	-	-	2,180
71	Chuluota Land	TC	5,215	-	-	5,215
72	Rose	TC	3,947	-	-	3,947
73	Bowling Scholarship	RJ	807	10,130	10,130	807
74	AAS Endowment	RJ	-	92,795	72,265	20,530
75	Hearing Impaired	RJ	5,180	-	-	5,180
76	Cotton Scholarship	RJ	178	-	-	178
77	WMA USE		6,130	-	6,130	-
78	Honduras Missionaries	TC	41,195	161,349	65,749	136,795
80	Honduras Mission Trip	TC	5,658	1	-	5,659
81	Latvia Mission Trip	TC	14,243	5,740	2,100	17,883
82	Evangelism/Outreach	TC	16,677	3,240	7,500	12,417
83	Hope Helps	TC	150	-	-	150

Restricted (Con't)

		"Owner"	Ending	Income	Expense	Ending
84	School Instrumental	EC	6,572	2,500	-	9,072
86	Handbells	EC	2,080	-	-	2,080
87	Media Ministry	EC	4,133	90	-	4,223
88	England Mission Trip	TC	2,880	9,180	-	12,060
89	K - 8 Outdoor Classroom	RJ	14,828	-	47	14,781
90	School Chapel	RJ	-	10,970	10,068	903
91	School Annual Fund	RJ	25,787	7,927	28,500	5,214
92	Military Troop Support	TC	16,155	4,268	17,000	3,423
93	Eagles Wings	TC	258	-	-	258
94	Tender Hands	TC	851	-	-	851
95	Health Ministry - Parish	TC	3,295	-	-	3,295
96	Loaves & Dishes	TC	410	-	-	410
97	Christian Resource Center	SS	3,423	500	-	3,923
98	LOL	SS	3,011	-	-	3,011
99	JAM	SS	6,485	-	159	6,326
100	Women's Retreat Scholarship	SS	1,434	-	-	1,434
101	High School Ministry	SS	70,235	6,817	2,897	74,155
102	High school Mission Trip	SS	8,253	90	53	8,290
103	FUSE	SS	8,248	-	-	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	8,109	6,500	820	13,789
107	Pastor Tige Fund	TC	70	-	-	70
108	Acts of Hope	TC	3,966	6,231	8,300	1,897
109	Funds to be moved to Foundation		-	3,141	337	2,803
110	Men's Ministry	SS	2,797	-	-	2,797
111	LERT Ministry	SL	19,380	13,377	4,243	28,514
112	Believe in Opportunity Fund	RJ	31,604	2,617	27,009	7,212
113	Bus Purchase	RJ	79,338	-	0	79,338
114	Land Purchase	TC	10,000	-	0	10,000
115	ALICE Ministry	TC	9,450	24,143	14,249	19,345
116	Comfort Dog Ministry	RJ	-	948	1,192	(244)
117	Special Education Training	RJ	3,173	10,000	6,843	6,330
118	Outdoor Classroom	RJ	1,000	-	-	1,000
119	Marriage Retreat	SS	1,000	-	-	1,000
119	Travel Group	WMA	-	19,146	3,570	15,576
120	Subtotal Restricted		1,278,548	972,011	642,964	1,607,594
121						
122	Subtotal Designated/Restricted		6,788,563	1,675,674	1,647,283	6,816,953

**St. Luke's Lutheran Church and School
2025/2026 Proposed Budget Narrative**

SCHOOL BUDGET ASSUMPTIONS

Income

- Enrollment is budgeted for K to 8 at 634 students and for 2024/2025 we have 633 students. Due to rising costs we have increased tuition for next year by 8%. As a reminder, a large portion of tuition is paid for by the Step Up Scholarship for most of our students and we also offer financial aid to families in need.
- Enrollment is budgeted for Preschool at 243 students and for 2024/2025 we have 246 students.

Educational Expenses

- We have experienced cost increases in this category as follows:
 - o Field trip costs have increased. Due to not being able to find certified bus drivers we have started to contract with bus companies to provide transportation, which is costly.
 - o As we have added more students, curriculum expenses have risen.
 - o Many other costs have risen as well and some costs are offset but revenue increases such as summer camp.

Administrative Expenses

- Costs have increased for our police detail and for our audit.

Plant Operations Expenses

- Costs have increased for utilities, insurance, cleaning service and maintenance contracts.

Payroll Expenses

- We are suggesting an overall increase in pay of 3%, in line with the national cost of living increase during the past year.
- We are budgeting a 6% increase in health insurance costs and retirement expenses are being increased for the next several years by Concordia Plan Services.

CHURCH BUDGET ASSUMPTIONS

Income

- Offerings have decreased by \$182k from this time last year. We hope this will turn around soon, but for budget purposes we have decided to be cautious and are budgeting \$3,050,000 for offerings, which is \$205k less than our 24/25 budget.

Maintenance Expenses

- Costs have increased for insurance, and we are planning on increasing what we spend on professional fees as we look at our master plan for land and buildings.

Spiritual Formation Expenses

- This budget is increasing by \$18k for the year due to more participation in youth groups.

Payroll Expenses

- We are suggesting an overall increase in pay of 3%, in line with the national cost of living increase during the past year.
- We are budgeting a 6% increase in health insurance costs and retirement expenses are being increased for the next several years by Concordia Plan Services.
- The church payroll budget is less than 2024/2025 due to retirements and reorganization of duties.

**St. Luke's Lutheran Church and School
 Consolidated Proposed Budget
 2025/2026**

	Budget 2025-2026	Annual Budget 2024 - 2025
Church	-\$239,895	-\$103,419
School	\$74,135	\$164,454
Other Income (Interest)	\$140,000	\$130,000
	-\$25,760	\$191,035

**St. Luke's Lutheran School
Proposed Budget 2025/2026**

**25/26 Enrollment K - 8 = 634
25/26 Enrollment Preschool = 243**

	Proposed Budget 2025-2026	Budget 2024-2025
INCOME	\$ 9,817,815	\$ 9,135,150
EXPENSES		
Education	\$ 929,200	\$ 825,900
Administrative	\$ 238,050	\$ 206,000
Maintenance	\$ 861,500	\$ 819,000
Payroll K to 8th	\$ 5,654,193	\$ 5,245,280
Preschool Education	\$ 83,000	\$ 73,300
Preschool Administrative	\$ 13,500	\$ 13,500
Preschool Maintenance	\$ 205,500	\$ 191,000
Payroll Preschool	\$ 1,758,737	\$ 1,596,716
Total Expenses	\$ 9,743,680	\$ 8,970,696
School Surplus/Deficit	\$ 74,135	\$ 164,454

**St. Luke's Lutheran Church
Proposed Budget 2025/2026**

	Proposed Budget 2025-2026	Budget 2024-2025
I N C O M E		
Offerings	\$ 3,050,000	\$ 3,255,000
Spiritual Formation Income	\$ 85,370	\$ 61,620
Other Income	\$ 30,000	\$ 30,000
INCOME TOTAL	\$ 3,165,370	\$ 3,346,620
EXPENSES		
Communications	\$ 21,550	\$ 17,000
Administration	\$ 137,856	\$ 136,450
Maintenance	\$ 540,800	\$ 509,800
Pastoral	\$ 17,700	\$ 17,700
Community Connections	\$ 303,800	\$ 304,600
Spiritual Formations	\$ 171,716	\$ 153,596
Worship	\$ 107,350	\$ 105,850
Elders	\$ 9,700	\$ 9,700
Stewardship	\$ 26,500	\$ 20,500
Payroll	\$ 2,068,293	\$ 2,174,843
TOTAL CHURCH EXPENSES	\$ 3,405,265	\$ 3,450,039
CHURCH SURPLUS/DEFICIT	\$ (239,895)	\$ (103,419)