



**Church:** 2021 W SR 426, Oviedo FL 32765  
407-365-3408 [slcs.org](http://slcs.org)  
**School:** 2025 W SR 426, Oviedo FL 32765  
407-365-3228 [stlukeslutherschool.org](http://stlukeslutherschool.org)

## **VOTERS' MEETING AGENDA**

1<sup>st</sup> Quarter - Ending September 2025

November 2, 2025 – 12:15 pm

1. Opening Prayer
2. Presentation of New Voters
3. Presentation of Agenda
4. Meeting Minutes
  - a. Quarterly Voters' Meeting - August 24, 2025
  - b. Board of Directors' Meetings
5. Membership:
  - a. Statistical Reports
6. 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
7. Financial Reports
  - a. Treasurer: Church/School
8. Unfinished Business
  - a. None
9. New Business
  - a. None
10. Information Items:
  - a. Ministry Update
  - b. School Update
11. Adjournment

*Please bring this packet to the Voters' Meeting on November 2, 2025*

# Voters' Meeting: August 24, 2025

Meeting Location: Meeting Rooms 1 & 2

Voter Count: 117

Of which new voters: 4

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

The new voter was introduced to the congregation:

- Marc Peterson
- Felicia Peterson
- David Benson
- Sam Klaff

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 April 27, 2025 Quarterly Voters' Meeting minutes. **MMSA**

A **motion** was made to receive the April 1, 2025 Board of Directors' Meeting minutes.  
**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 Year End financials.

- School Bottom line of \$286K Year End
  - \$122K Year End ahead of budget of \$165K.
- School Income \$108K ahead of budget.
  - Enrolled students is close to budgeted students.
    - Preschool enrollment is at 244 students compared to budget of 240.
    - K-8 enrolment is at 634 students compared to budget of 632.
- School Expenses \$13K less than budget.

- Church Bottom line -\$72K Year End
- Church Income \$283K less than budget
- Church Expenses \$317K less than budget

#### 2025 Consolidated Financial Surplus

- School \$286,000
- Church -\$72,000
- Non-Operating Income \$233,000
- Combined \$447,000

#### Allocation

10% Tithe

90% Undesignated

A **motion** was made to receive the financial reports. **MMSA**

#### **Unfinished Business**

- Bylaw Update

Bryan Doyle reported an update to the Audit frequency giving the Board the authority to bypass or lessen annual audits while maintaining a requirement to audit minimally every three years. Any such decisions will be reflected in Board and Voter Meeting minutes.

After discussion, a paper ballot was taken. The Bylaws update passed by 73% vote. **MMSA**

#### **New Business**

- Peaceful Release from Megan Skelton was received (DCE). **MMSA**
- Called approved for Teckla Coerber as Preschool Teacher. Ratified Call. **MMSA**
- Master Planning update was provided by Doug Taylor. Surveys are complete, data organized, and interviews underway in response for professional consultant for master planning. Process will likely take 6-9 months.
- Land Purchase update was also provided. Approval of a contract for \$1,350,000 for the purchase of the 16.5+ acre parcel to the east of our campus was presented. (2015 & 2017 W SR 426, Oviedo). **MMSA**

#### **Informational Items**

#### **Ministry Updates**

Pastor Tige provided an update on our Horizon Storyline and goals (starting in July annually):

- 3-year goals including: Master Planning and Campus Expansion, Capital Campaign, Every Generation Ministry, and Active Faith Family in Key Strategies.

- 1-year goal includes Connecting Our People.
- 90-day goals include Summer of Generosity, Determine Connection Baseline, Engaging Members in Ministry, and Empowering Members to Share Their Faith.

Pastor requested input from the congregation regarding potentially consolidating some of our services to reduce the seven weekly services to a smaller, fuller schedule.

### **School Update**

Rod Jackson reported the new school year welcomed 234 preschoolers and 637 K-8 students. This year's theme is Lord Teach Us to Pray. Scholarship campaigns, Adopt-A-Student and Oct 10<sup>th</sup> Metcalf golf tournament, are upcoming to help generate funds for needy students. This an accreditation year (every 5 years) for St. Lukes.

A motion was made to adjourn. **MMSA**  
Meeting adjourned at 1:16 pm.

Minutes submitted by Karen Clapsaddle, Secretary

# **Board of Directors Meeting Minutes**

**August 16, 2025**

### **Board members present:**

Paula Brumback, Karen Clapsaddle, Bryan Doyle, Doug Taylor, Jeff Schultz, Jen Zabel, Mark Stasik

### **Non-voting members present:**

Tige Culbertson, Senior Pastor  
Rod Jackson, Superintendent

### **Guests present:**

Steve Lehenbauer, CAO  
Eric Coomer, Worship Gathering

### **Board members absent:**

George McAllan, Tom Cotton

The meeting was called to order at 8:30 am by congregational president, Paula Brumback. An opening devotion was provided by Jeff Schultz.

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

## Consent Agenda

Receive June Board meeting minutes  
Ratify Board Officer Elections  
Receive May, June Financials  
Updated Housing Allowance (emp #106575)

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

## STRATEGIC PLANNING

### Worship

Eric Coomer presented a Worship Gathering report including updates on the September 5<sup>th</sup> Concert to dedicate the new organ, plans for a temporary stage in Founders' Hall, assessing and tracking volunteers of ensembles, expanding the opportunities to get more people involved as Sunday greeters ahead of services, and setting up Help Desks for visitors.

### Awakening Hearts Review

Pastor Tige recapped the history of The Horizon Storyline and goals, and growth of the congregation in understanding of our mission statement: *Awakening hearts, in every generation, to the power of life in Christ*. Summer of Generosity is having a positive impact as stories are coming in.

## NEW BUSINESS

### Decision Making Protocols

Board members reviewed the document for awareness. No changes.

### Foundation Disbursement

St. Luke's Lutheran Church and School Foundation, Inc. informed the Board of Director of funds available for distribution. The Board determined that no disbursement of funds is needed at this time. **MMSA**

### Surplus Disposition

Board discussed disposition of this year's surplus including a 10% Tithe. The Tithe Team will convene to determine the disbursements of the tithe. The remaining 90% will remain as Undesignated Cash for future needs. **MMSA**

The Finance Committee was requested to provide an analysis and recommendation at the next BOD meeting for a proper funding level for Undesignated Cash based on St. Luke's operating model.

## **School Expansion**

Rod Jackson provided an outline and action steps for St. Luke's School Expansion. The school is at full enrollment with significant enrollment pressure to accommodate more applicants, particularly for kindergarten. Various options and target dates were reviewed for the Board's awareness.

## **OLD BUSINESS**

### **Superintendent Search Committee**

Pastor Tige met with a search company (Vanderbloemen). The Search Committee is interviewing several candidates and will review information once all interviews are complete to determine next steps.

### **Master Planning Committee**

Doug Taylor provided an update on committee progress. They are interviewing two architect companies for Master Planning Services. They will also obtain an updated survey of the entire St. Luke's campus. The Master Planning Committee efforts will then be complete and leadership of the components of this expansion project will need to be identified.

### **16 Acre Land Purchase**

A contract was signed to purchase the acreage and the congregation will be informed at the next Voters Meeting on August 24, 2025. We are completing an Environmental Study – the deadline for inspections is Sept. 15<sup>th</sup>. Closing is scheduled for October 10<sup>th</sup>.

### **Bylaws**

Jeff S reported that the change to Audit frequency will be presented at the Voters Meeting for approval by Brian D.

Jeff S, in consultation with Pastor Tige, will form a committee to review and potentially amend the church bylaws and constitution. The committee will include representatives from Trustees, Elders, Staff, Congregation and School Board.

## **Pastor Tige Report**

### **Staffing**

Pastor Elliot will take a 6-week sabbatical in September/October. He will be studying best practices for ministering to those facing death and to family members of those who have died, and for self-care.

### **Call Process**

Information about the call of Pastor Scott's wife, Teckla Coerber, will be included in the August Voters Meeting.

## Informational Items

Dashboard

Voters Meeting Agenda

Installation of Board members on Aug 24, 2025 at 11am Fuel Service.

Jen Zabel will give the devotion at our September 2025 board meeting.

Motion made to adjourn. **MMSA**

The meeting was closed with the benediction.

Meeting adjourned at 11:30 AM

Meeting minutes submitted by Karen Clapsaddle, Board Secretary

## Board of Directors Meeting Minutes

September 16, 2025

### Board members present:

Paula Brumback, George McAllan, Karen Clapsaddle, Bryan Doyle, Doug Taylor, Jen Zabel, Mark Stasik, Tom Cotton

### Non-voting members present:

Rev. Tige Culbertson, Senior Pastor

Rod Jackson, Superintendent

### Guests present:

Steve Lehenbauer, CAO

Michael Johnson, Master Planning Committee

### Board members absent:

Jeff Schultz

The virtual meeting was called to order at 6:30 pm by congregational president, Paula Brumback.

An opening devotion was provided by Jenn Zabel.

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

## Agenda

### Master Planning Committee Report

Doug Taylor and Michael Johnson provided a Final Report, Recommendations, and a proposal from LandDesign to provide Master Planning Services.

The Master Planning Committee makes three (3) recommendations:

- (1) accepting the proposal from LandDesign
- (2) seek proposals for comprehensive surveying, and

- (3) appoint a new Chairperson. Michael Johnson, for the Committee to begin overseeing next phases of this project.

A motion was made to accept the committee's report and approve the three recommendations. **MMSA**

### **Annual Audit Cycle**

The Board ratifies the email vote for No Audit in FY 2024-25.

Treasurer proposes No Audit in FY 2025-26. This decision can be revisited in the event the church needs change. **MMSA**

### **School Superintendent Update**

Board members shared their impressions of candidate Sam Seefeld. A second candidate will be on campus September 29<sup>th</sup> for interviews.

### **Campus Security Review**

In light of recent events, a member asked if we are going to review and potentially increase our security plans and measures. Steve Lehenbauer provided an overview of all the Campus Security measures in place. An annual review of our safety plan was recommended.

### **16-Acre Update**

Paula provided updates from the environmental study. Steve reported that a previous soil sample has come back clean. We continue towards a closing date of October 10<sup>th</sup>.

### **Slavia Intersection Update**

Steve reports that we will be going on the agenda for Seminole County; paperwork is complete for a special exception hearing with the community. Our school has expanded in size with 875 kids on campus, and we need an updated permit from the county.

### **Surplus Distribution**

Karen will provide an update at the October Board meeting.

George McAllan will give the devotion at our October 11, 2025 8am board meeting.

Motion made to adjourn. **MMSA**

Meeting adjourned at 7:30 PM

Meeting minutes submitted by Karen Clapsaddle, Secretary

| <b>St. Luke's Lutheran Church - Oviedo, FL</b> |           |                                 | <b>Statistical Report</b>                               |  |  |  |  |  |  |
|------------------------------------------------|-----------|---------------------------------|---------------------------------------------------------|--|--|--|--|--|--|
|                                                |           |                                 |                                                         |  |  |  |  |  |  |
| Baptized                                       | Confirmed | MEMBERSHIP RECAP                | <b>For the Period from July 1 to September 30, 2025</b> |  |  |  |  |  |  |
| 4433                                           | 3534      | Membership per June 2025 Report |                                                         |  |  |  |  |  |  |
|                                                |           |                                 |                                                         |  |  |  |  |  |  |
|                                                |           | Adult Confirmation              |                                                         |  |  |  |  |  |  |
| 2                                              | 2         | Transfer In                     |                                                         |  |  |  |  |  |  |
|                                                |           | Affirmation of Faith            |                                                         |  |  |  |  |  |  |
| -1                                             | -1        | Transfer Out                    |                                                         |  |  |  |  |  |  |
|                                                |           | Released                        |                                                         |  |  |  |  |  |  |
| 15                                             |           | Baptisms                        |                                                         |  |  |  |  |  |  |
| -8                                             | -8        | Deaths                          |                                                         |  |  |  |  |  |  |
|                                                |           |                                 |                                                         |  |  |  |  |  |  |
| 4441                                           | 3527      | Total Current Membership        |                                                         |  |  |  |  |  |  |

| Baptized | Confirmed | Name                          | Family Members | Church / Location                 | Synod | Pastor | Member |
|----------|-----------|-------------------------------|----------------|-----------------------------------|-------|--------|--------|
|          |           |                               |                |                                   |       |        |        |
|          |           | Adult Confirmation            |                |                                   |       |        |        |
|          |           |                               |                |                                   |       |        |        |
|          |           |                               |                |                                   |       |        |        |
| 0        | 0         | Subtotal Adult Confirmation   |                |                                   |       |        |        |
|          |           |                               |                |                                   |       |        |        |
|          |           | Transfer In                   |                |                                   |       |        |        |
| 2        | 2         | John & Sandy Starr            |                | Trinity Lutheran, Summerfield, FL | LCMS  |        |        |
|          |           |                               |                |                                   |       |        |        |
| 2        | 2         | Subtotal Transfer In          |                |                                   |       |        |        |
|          |           |                               |                |                                   |       |        |        |
|          |           | Affirmation of Faith          |                |                                   |       |        |        |
|          |           |                               |                |                                   |       |        |        |
|          |           |                               |                |                                   |       |        |        |
| 0        | 0         | Subtotal Affirmation of Faith |                |                                   |       |        |        |
|          |           |                               |                |                                   |       |        |        |

|    |    |                              |  |                                     |      |     |     |
|----|----|------------------------------|--|-------------------------------------|------|-----|-----|
|    |    | <b>Transfer Out</b>          |  |                                     |      |     |     |
| -1 | -1 | Holly S. Leonard             |  | St John's Lutheran, Grand Haven, MI | LCMS |     |     |
|    |    |                              |  |                                     |      |     |     |
| -1 | -1 | <b>Subtotal Transfer Out</b> |  |                                     |      |     |     |
|    |    |                              |  |                                     |      |     |     |
|    |    | <b>Released</b>              |  |                                     |      |     |     |
|    |    |                              |  |                                     |      |     |     |
|    |    |                              |  |                                     |      |     |     |
| 0  | 0  | <b>Subtotal Released</b>     |  |                                     |      |     |     |
|    |    |                              |  |                                     |      |     |     |
|    |    | <b>Baptisms</b>              |  |                                     |      |     |     |
| 1  |    | Caroline Solack              |  |                                     |      | SMC | Yes |
| 1  |    | Connor Solack                |  |                                     |      | SMC | Yes |
| 1  |    | Cassidy Solack               |  |                                     |      | SMC | Yes |
| 1  |    | Grayson Alexander Patton     |  |                                     |      | TAC | Yes |
| 1  |    | Hudson Frederic Marshall     |  |                                     |      | TAC | Yes |
| 1  |    | Harrison William Brunck      |  |                                     |      | TAC | Yes |
| 1  |    | Llewellyn Harriet Weinberg   |  |                                     |      | SAS | Yes |
| 1  |    | Joseph Anthony Moylan        |  |                                     |      | SAS | Yes |
| 1  |    | Cristian Jay Berrios         |  |                                     |      | SMC | Yes |
| 1  |    | Mac Anthony Clarke           |  |                                     |      | SAS | Yes |
| 1  |    | Madison Rose Fenimore        |  |                                     |      | SAS | Yes |
| 1  |    | Taylor Michael Marz          |  |                                     |      | TAC | Yes |
| 1  |    | Brayden Jonathan Mitchell    |  |                                     |      | TAC | Yes |
| 1  |    | Aryanna Marie Mitchell       |  |                                     |      | TAC | Yes |
| 1  |    | Miles Michael Moore          |  |                                     |      | TAC | Yes |
|    |    |                              |  |                                     |      |     |     |
| 15 | 0  | <b>Subtotal Baptisms</b>     |  |                                     |      |     |     |
|    |    |                              |  |                                     |      |     |     |

|             |             |                                 |  |                                 |  |         |     |
|-------------|-------------|---------------------------------|--|---------------------------------|--|---------|-----|
|             |             | <b>Deaths</b>                   |  |                                 |  |         |     |
| -1          | -1          | Arlene Schroeder                |  | Service at Hope Lutheran Church |  |         | Yes |
|             |             | Makhi Louis Hernandez           |  |                                 |  | JME/SAS | No  |
|             |             | Martha "June" Saine Level       |  | Service at Lutheran Haven       |  | JME     | No  |
|             |             | Patricia Backus                 |  |                                 |  | TAC     | No  |
|             |             | Carmen Maritza Rivera Robles    |  |                                 |  | SAS     | No  |
| -1          | -1          | Doris Eleanor Braucksieker      |  |                                 |  | JME     | Yes |
| -1          | -1          | Jean Audrey Karres              |  |                                 |  | SAS     | Yes |
| -1          | -1          | Linda Margaret Wiegert          |  |                                 |  | JME     | Yes |
|             |             | Susan J Stanko                  |  | Graveside                       |  | SAS     | No  |
| -1          | -1          | Lillian Woodman                 |  |                                 |  | SAS     | Yes |
| -1          | -1          | Mary Martha Ockrassa            |  |                                 |  | SAS     | Yes |
| -1          | -1          | Dorothea Hilda Foelber          |  |                                 |  | TAC     | Yes |
| -1          | -1          | David Warner Blackwood, Sr.     |  |                                 |  | SAS/TAC | Yes |
|             |             |                                 |  |                                 |  |         |     |
| -8          | -8          | <b>Subtotal Deaths</b>          |  |                                 |  |         |     |
|             |             |                                 |  |                                 |  |         |     |
| <b>4441</b> | <b>3527</b> | <b>Total Current Membership</b> |  |                                 |  |         |     |
|             |             |                                 |  |                                 |  |         |     |
|             |             | <b>Marriages</b>                |  |                                 |  |         |     |
|             |             |                                 |  |                                 |  |         |     |

## Board of Education - Spiritual Formation Pastor Shick

**Be! Women's Ministry:** Our women's ministry continued to meet in various bible studies and fellowship groups. Bible studies are: Tuesdays at 6:30 pm, Wednesdays at 10:45 am, Thursdays at 9 am, and Sundays at 9:30 am, engaging various teachers. The Women's Retreat is planned for mid February in Daytona Beach. A group of 13 women are hard at work planning it.

**Marriage Retreat:** Planned for Nov. 6-9, taking a cruise. Pastor Tige is our speaker again this year. 36 people (18 couples) are signed up. Ages range from 39-74 years old.

**Milestones:** The 3 year old Milestone class met in August, and the 4 year old milestone is underway currently. Baptism milestone is scheduled for Oct. 14th. The remaining milestones will happen throughout November and January.

**Family Confirmation:** 77 students are signed up for our Family Confirmation class. We are enjoying learning about Law and Gospel and going through the commandments. Students are now required to participate one Sunday in the fall and spring in the following areas: altar guild/acolyte/tech/usher. We added a portfolio system to organize their work and are always looking for ways to help families engage their children and pass on the faith.

-Deaconess Emily McLean

**GLOW:** We had a GLOW middle school chapel experience in August and September. In August two girls shared their testimony and Annalisa gave the message on getting a fresh start. In September our DCE intern Mickey sang, and gave the message! We also had 2 boys and 2 girls share their testimony. We talked about comparison.

**VBS:** The VBS team is taking a well deserved break until they buy next years curriculum :)

**Generations:** Our Generations community continues to grow in depth of relationship and engagement Annalisa has taken over the role of Generations lessons. In August we did the big drop, where we drop everything (literally off the roof) to follow Jesus! It was an amazing event with a ton in attendance and an easy way to invite friends to church!!

**Preschool Ministry:** Annalisa has taken over preschool ministry. In August we started chapels on Tuesdays for our 1s and 2s, and our big chapels in the Sanctuary for the rest of the preschool. Every other week we do chapel for a class that only does Thursday Friday classes. The spiritual formation department had a big presence on the first days of school getting to spend time with families.

**MSY:** Our middle school youth group met over the summer and in July did their annual Christmas in July. The back to school kick off party had 80 kids in attendance and was such a special time in small groups growing in faith with friends. We had a full day team building event in September where we played, got ice cream and did some service at the church.

**412:** We kicked off a new ministry for k-5th grade students led by Katey Battreal and a team of teachers and volunteers. It is modeled after 1 Timothy 4:12, setting an example even when you are young. It is a true introduction to youth group, giving kids a positive experience with their peers at church. Their first event had 50 in attendance!

-Annalisa Fitzsimons

**High School Youth:** HSY exists to empower young people to lead Christ filled lives. Our High School youth continue to meet on Sunday Nights at 6 pm. This summer, we had a great time getting to go to the National Youth Gathering in New Orleans! As we move into the Fall, we continue to have a great presence of students who show up eager to have fun and learn more about Jesus. For the remainder of the fall, we will be focusing on some important topics such as looking through a Christian lens at the different kinds of relationships we have in our lives, our personal faith walks, and more.

**LCMS Youth Gathering:** This past July, we took 45 youth and 11 adults to New Orleans for the National Youth Gathering. It was a BLAST! We had a great time in fellowship with other students from all over the country, went to incredible sessions, and learned about what it looks like to endure in faith. Additionally, we spent some time getting out in the city when our students got to experience beignets in the French Quarter of New Orleans and while we served in the community.

**Lighthouse Young Adult Ministry:** Lighthouse Lutheran Ministries is a group who passionately reaches out to young adults to connect them to each other, the greater church, and Jesus. In the last few months, our ministry has grown! Our group has enjoyed getting time to fellowship with one another and enjoyed different topical studies as our young adults navigate the different joys and challenges of being Christians coming into their own in the world.

-Mickey Curl

**Men of St. Luke's:** The Men of St. Luke's continue to meet for their morning huddle on Sunday mornings at 9:45, and Monday nights at 7 p.m. The Men of St. Luke's are also piloting a program to mentor the young men of St. Luke's. They are gearing up for their retreat on campus this year on January 16th and 17th. Be ready for more details at their cornhole tournament at 2 p.m. on November 16th.

**Small Groups:** We currently have 15 active small groups and are aiming to launch three more this Fall to continue to lead our community deeper into lives of freedom, joy, sacrifice, and renewal.

**Explorations:** Pastor Tige led 41 disciples through our Explorations class including new members and other members who were reviewing the fundamentals of the faith. We're excited for the ways that he was able to equip our current membership to take the light of Christ to their communities.

**School Ministry:** In August, we enjoyed getting to walk alongside our school staff in their preparations for the year, especially during the Sweet Treat Social on the first day of school. We continue to celebrate baptism birthdays monthly with a gift and a card signed by our staff. We have 20 students signed up for our Baptism Class in preparation for Baptism on October 14th! Annalisa and Mickey taught lessons in kindergarten and also supported our all staff Bible study with games to break the ice. Pastor Sam continues to visit our 2nd Grade students every month.

And Mickey was able to teach some 8th grade classes. This year our school theme and focus for Chapel is, "Lord Teach us to Pray." We have been walking through the Lord's prayer, and equipping both students and staff to deepen their prayer lives.

## **Board of Elders** David Duda

### **July 2025.**

Did not meet. On July 29<sup>th</sup>, Pastor Tige informed the Elders that after consulting with Board of Directors Chair Paula Brumback, they had agreed to appoint David Duda as the new Chair of the Board of Elders. Pastor Tige also thanked outgoing Elders' Chair Don Helenthal for his faithful service as Chair over the past several years through some very substantial seasons of change at St. Luke's, and added that he had enjoyed growing in relationship with Don during Don's time in this role.

### **August 2025:**

Did not meet.

### **September 2025:**

The Elders met on September 30th. We discussed the past, and how the existing Elders' manual, which was last updated in 2016, is very out of date due to major changes over the last 10 years. We discussed the present, and how the transition away from having assigned Elders' care groups to having Lead Elders at each of the worship services is going. There was strong consensus that the program has lost some momentum and needs to be re-emphasized, especially at the 9:30 sanctuary service. And, we discussed the future and how the Elders might support not only worship gatherings but also the spiritual formation and community connections efforts at St. Luke's. This part is not exactly clear yet, so the Elders would like to schedule one-on-one time with the entire pastoral team to discuss the pastoral team's vision for the future, and tangible examples of how they would like to see the Elders' involvement in the future.

## **Board of Evangelism**

No report submitted.

## **Board for Human Care**

No report submitted.

## **School Board** Rod Jackson

In **July**, the School Board did not meet. Hey, it was summer, and everyone needed a break at the beach, right???

In **August**, the School Board reviewed and ratified their current policies on student retention and student teachers/interns. They then finished providing input on accreditation Standard 1 – Purpose led by Superintendent Jackson. The board also discussed possible school action plan goals for our upcoming reaccreditation cycle. Next the board reviewed results from the 24-25 teacher observations conducted by the administration. Finally, Superintendent Jackson reported on plans for off campus student transportation during the 25-26 school year including the purchase of three new passenger vans for school and church use.

In **September**, the School Board reviewed and ratified their current policies on transfer of student records and transportation of students. They then discussed current financial aid guidelines and procedures and possible changes in the future. Finally, Superintendent Jackson briefed the board on the current status of our school expansion ideas.

### **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 of Stewardship** Doug Taylor

No report submitted.

## **Board of Trustees** Gary Hickey

The Board of Trustees met in August. We reviewed the 24-25 budget and noted that utility costs and campus repairs are the two areas with continuing budget increases. Our insurance budget also is seeing the same pressure as everyone in Florida. The bus has been sold and replaced with three fifteen passenger vans. We are continuing to do ongoing risk assessments around our campus and are looking forward to the Master Planning Process.

Work is ongoing with Seminole County to create a driveway at the Slavia Road intersection. We are completing the paperwork for a Special Exception update for the number of students on our campus as the last update took place in 2000. We hope to complete this in the coming months.

### **Maintenance Report July - September 2025**

- Trees over parking spots lifted
- Trimmed trees in increase security camera visibility
- Installed 3 shade structures in Preschool Outdoor classroom
- Completed Annual Fire Alarm Device Inspection
- Completed Annual Fire Sprinkler Inspection
- Replaced 4 HVAC units on Sanctuary (2 Office, Vestry area, Narthex)
- Replaced 1 HVAC unit on Gymnasium
- 1 New HVAC unit installed in Pre-K classroom
- Balcony HVAC compressor replaced
- Carrier Chilled water unit Coil leak repaired
- Rebuilt Founders Hall stage for worship services
- Installed oscillating fans on K-8 carline for afternoon dismissal
- Installed screen room in Pre-K for Salsa garden and rabbit home
- Continuing supply cleaning rags to classrooms that request them
- Sanitizing and disinfecting of rooms that have had sickness present
- Completed multiple roof repairs on Sanctuary flat roof
  - Some repairs still in progress
- Completed Communication office Remodel
- Hosted and assisted with LERT basic and chainsaw training event on campus
- Setup and cleanup of Monday night Metro League Volleyball games
- Changed all Sanctuary Chandelier lightbulbs
- Repaired water leak in Field House
- Picked up refrigerator donation to replace dead one in Vicarage
- Pavers installed around new columbarium
- Started Pressure washing campus for Holiday Season
- Church office Hallway painting completed
- Completed House, Well, and Septic inspections for new property acquisition
- Replaced 9 Parking lot lighting fixtures

## **Board for Worship** Debbie Cecchetti

**July 2025:** No meeting.

**August 2025:** Members discussed needs for upcoming worship services in August. Debbie shared that a problem has developed with the eternal flame candles not burning the full seven days. This could be caused by air flow changes in the chapel due to the broken air conditioner in the narthex and changes in vents and air flow patterns in the sanctuary because of the installation of the new organ. After discussion, it was decided that Debbie would change the eternal flame candles on Wednesdays, as well as Saturdays to ensure they do not extinguish. Paul Heintzen reported the projector in the sanctuary was replaced. He praised his team for the excellent work producing videos for the Living Generously series and the National Youth Gathering. John Allen reported the stage in Founders' Hall is scheduled to be replaced in September and a protective guard installed above the equipment to protect the equipment from basketballs and volleyballs. Eric Coomer thanked the maintenance team for removal of the old organ and their help cleaning up the balcony for the installation of the new organ. He noted that an organ dedication concert is scheduled for September 5, 2025. Pastor Tige reported the Worship Team is working to develop a Welcome Team for Sunday mornings. He also shared they are assessing the worship service schedule and considering more efficient ways to use pastoral support. He informed the Board that Pastor Elliott will be on Sabbatical for six weeks in September and October.

**September 2025:** Members discussed upcoming worship needs for September. Paul Heintzen reported they have recorded invite videos for each pastor to be posted on Instagram and Facebook. Steve Cecchetti reported the purchase of new Christmas decorations for the sanctuary, North and South doors. John Allen reported the lightbulbs in the sanctuary chandeliers and ceiling will be changed and older, stained carpets in Founders' Hall will be replaced from the stockpile. Eric Coomer reported all music ensembles have resumed. He also noted we are hosting the Latvian Choir October 22<sup>nd</sup> to 29<sup>th</sup> and the choir will be performing a concert on Saturday, October 25<sup>th</sup> at 2:00 p.m. Nikki Peters reported a guest worship leader from Our Father Lutheran Church in Denver, Colorado (Pastor Abel's church) will lead worship services in Founders' Hall. She also reported that the Concert Series begins September 11<sup>th</sup> and 12<sup>th</sup> with performances by the Brass Band of Central Florida. She stated Pastor Scott has been very helpful in reestablishing a volunteer base. Pastor Sam reported the Living Generously sermon series will conclude October 5<sup>th</sup>, and the congregation will be encouraged to visit the Ministry Fair on October 19<sup>th</sup> to find ways to become involved in serving the community. Pastor Sam inquired if board members would be willing to have confirmation students shadow them on their roles on Sunday mornings. All members agreed to do so.

**Awakening Hearts in every generation  
to the power of life in Christ!**

***Freedom, Joy, Sacrifice, Renewal***