



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

1st 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 10th 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 5th 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. 15th. Closing is scheduled for October 10th.

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 29th 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 10th.

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

St. Luke's Lutheran Church - Oviedo, FL			Statistical Report						
Baptized	Confirmed	MEMBERSHIP RECAP	For the Period from July 1 to September 30, 2025						
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					

		Transfer Out					
-1	-1	Holly S. Leonard		St John's Lutheran, Grand Haven, MI	LCMS		
-1	-1	Subtotal Transfer Out					
		Released					
0	0	Subtotal Released					
		Baptisms					
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	Subtotal Baptisms					

		Deaths					
-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	Subtotal Deaths					
4441	3527	Total Current Membership					
		Marriages					

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 29th, 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 22nd to 29th and the choir will be performing a concert on Saturday, October 25th 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 11th and 12th 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 5th, and the congregation will be encouraged to visit the Ministry Fair on October 19th 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

**ST. LUKE'S LUTHERAN CHURCH & SCHOOL
CHURCH OFFERING INCOME NARRATIVE
9/30/25**

St. Luke's has been experiencing a decline in offering income over the past couple of years and we are continuing to see this trend for the first quarter of the 2025/2026 year. Offering income is important as this income makes it possible the church to pay for the following:

- Youth and adult ministry activities
- Music equipment
- Payroll
- Church building expenses (utilities, cleaning, repairs, etc.)
- Support of local and world ministries
- Support of the SELC district

Our offering income amount does not include donations to restricted ministries/causes such as Adopt-A-Student, mission trips, comfort dog ministry, etc. Though those donations are appreciated and often needed they are restricted for a certain purpose and cannot be used to pay for normal church expenses. Many in our congregation donate to these restricted ministries/causes.

Here is a summary of offerings for the past five years.

Year	Offering Income	% Change from Previous Year
24/25	\$2,967,000	(5.5%)
23/24	\$3,139,000	1.4%
22/23	\$3,095,000	.9%
21/22	\$3,066,325	3.9%
20/21	\$2,952,000	

As you can see we took in 5.5% less offering income last year than the year before.

Then looking at the first quarter of 2025/2026, we also have fallen behind last year's offerings by 7%.

1st		% Change
Quarter	Offering	from Previous
<u>of Year</u>	<u>Income</u>	<u>Year</u>
25/26	\$613,000	(7.0%)
24/25	\$658,000	.4%
23/24	\$656,000	1.5%
22/23	\$646,000	(.6%)
21/22	\$650,000	2.6%
20/21	\$634,000	

The decrease in offering income in 2024/2025 resulted in the church ending the year with a \$74,000 deficit. And for the current year we have budgeted a loss.

We are sharing this information with you because we don't want to operate the church at a deficit and don't believe God wants that for St. Luke's either. As a result of this we ask you take some time to look at what you are giving to St. Luke's and what you are giving specifically to "Offerings".

St. Luke's Lutheran Church and School

Balance Sheet

As of September 30, 2025

	1	2	3
	<u>Current Year</u>	<u>Prior Year</u>	<u>Change</u>
<u>Assets</u>			
1 Cash	7,094,707	7,085,358	9,349
2 Assets Held by Foundation	1,351,187	1,260,804	90,383
3 Accounts Receivable	11,516	(247)	11,763
4 Fixed Assets	13,048,420	13,350,574	(302,154)
5 Other Assets	599,081	267,736	331,345
6 Total Assets	22,104,911	21,964,226	140,686
<u>Liabilities</u>			
7 Unapplied Cash	14,933	18,841	3,908
8 Deferred Revenue	468,401	394,769	(73,632)
9 Other Liabilities	359,507	337,620	(21,887)
10 Total Liabilities	842,841	751,230	(91,612)
<u>Net Assets</u>			
11 Undesignated Non-Cash Assets	12,816,176	12,866,834	(50,657)
12 Undesignated Cash	1,083,689	1,069,384	14,305
13 Undesignated for Liabilities	842,841	751,230	91,612
14 Designated Church	4,814,646	4,855,716	(41,069)
15 Designated School	122,522	91,950	30,571
16 Restricted	1,337,857	1,288,995	48,863
17 PTL Reserve	244,338	288,888	(44,550)
18 Total Net Assets	21,262,070	21,212,996	49,074
19 Net Assets and Liabilities	22,104,911	21,964,226	140,686

CASH BREAKDOWN

Unrestricted	1,083,689
Unrestricted Set Aside for Liabilities	842,841
Church Designated	3,612,090
School Designated	122,522
Restricted	1,189,227
PTL	244,338
TOTAL CASH	7,094,706

*Funds are also being held for the church in the Foundation

St. Luke's Lutheran School
Income and Expenses
As of 9/30/2025

	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 K - 8 Tuition	715,487	708,962	6,525	1,430,510	1,416,724	1,317,836	13,786	112,674	7,088,420
2 Pre-School-Tuition & Other P/S f	151,742	151,042	700	394,089	400,933	393,485	(6,844)	604	1,727,345
3 Registration	1,350	-	1,350	340,388	342,750	340,106	(2,362)	282	342,750
5 Extended School Ca	15,154	15,000	154	28,379	27,000	30,216	1,379	(1,837)	122,000
7 Field Trips	30,209	47,120	(16,911)	71,485	80,382	70,203	(8,897)	1,282	167,500
8 Financial Aid	12,000	12,000	-	24,000	24,000	22,000	-	2,000	120,000
9 Transfers from Des	-	-	-	-	-	-	-	-	-
10 Other	10,234	19,212	(8,978)	55,763	51,029	59,391	4,734	(3,628)	249,800
11 TOTAL INCOME	936,176	953,336	(17,160)	2,344,614	2,342,818	2,233,237	1,796	111,377	9,817,815
EDUCATION EXPENSES									
12 Field Trips	14,796	15,831	1,035	22,367	23,831	19,756	1,464	(2,611)	202,500
13 School Counseling Services	4,844	5,250	406	11,302	10,500	16,146	(802)	4,844	52,500
14 Special Education Program	7,700	7,700	-	15,400	15,400	14,450	-	(950)	77,000
15 Literacy Festival	-	-	-	-	-	-	-	-	5,000
16 Curriculum	2,372	-	(2,372)	128,631	136,000	121,503	7,369	(7,128)	136,000
17 Technology	7,206	8,452	1,246	41,532	42,822	22,380	1,290	(19,152)	103,100
18 Athletics	4,628	2,413	(2,215)	6,404	5,347	6,906	(1,057)	502	60,000
19 Outdoor Classroom	-	375	375	3,129	1,125	135	(2,004)	(2,994)	4,500
20 Preschool Education	9,580	13,793	4,213	35,071	36,986	29,923	1,915	(5,148)	83,000
21 Tuition/Bad Debt	-	-	-	-	-	-	-	-	-
22 Transfer to Designated	2,083	2,083	-	6,250	6,250	5,060	-	(1,190)	25,000
23 Other	7,650	17,993	10,343	112,325	120,594	108,121	8,269	(4,204)	263,600
24 TOTAL EDUCATION EXPENSES	60,859	73,890	13,031	382,411	398,855	344,380	16,444	(38,031)	1,012,200
ADMINISTRATION EXPENSES									
25 Administration Expense	18,598	22,589	3,991	44,721	42,889	54,080	(1,832)	9,359	238,050
26 PS Administration Expense	1,982	1,125	(857)	9,720	3,375	4,397	(6,345)	(5,323)	13,500
27 TOTAL ADMINISTRATION EXPENSES	20,580	23,714	3,134	54,441	46,264	58,477	(8,177)	4,036	251,550
PLANT OPERATIONS EXPENSE									
28 Utilities	18,609	21,865	3,256	47,871	54,360	55,580	6,489	7,709	215,000
29 Contracted Cleaning	10,887	12,500	1,613	32,660	37,500	31,709	4,840	(951)	150,000
30 Insurance/Bldg. & P	8,974	10,167	1,193	26,922	30,500	27,732	3,578	810	122,000
31 PS - Plant Operations	12,120	21,570	9,450	39,647	56,716	51,121	17,069	11,474	205,500
32 Transfer to Designated	14,167	14,167	-	42,500	42,500	42,500	-	-	170,000
33 Other	4,920	12,208	7,288	46,273	49,125	33,633	2,852	(12,640)	204,500
TOTAL PLANT OPERATIONS	69,677	92,477	22,800	235,873	270,701	242,275	34,828	6,402	1,067,000
34 Payroll K-8	465,282	472,459	7,177	1,359,443	1,399,221	1,285,375	39,778	(74,068)	5,654,193
35 Payroll Preschool	148,454	147,280	(1,174)	414,735	430,695	387,410	15,960	(27,325)	1,758,737
36 TOTAL EXPENSES	764,852	809,820	44,968	2,446,903	2,545,736	2,317,917	98,833	(128,986)	9,743,680
37 INC/DEC SCHOOL OPER	171,324	143,516	27,808	(102,289)	(202,918)	(84,680)	100,629	(17,609)	74,135

St. Luke's Lutheran Church
Income and Expenses
As of 9/30/2025

	1	2	3	4	5	6	7	8	9
	-----Monthly-----			-----Year-to-Date-----					
			Variance				Variance	Variance	
	Actual for	Budget for	Actual to	Actual	Budget	Actual YTD	Actual to	YTD Actual	Annual
	Month	Period	Budget	YTD	YTD	Prior Year	Budget	to Prior	Budget
INCOME									
1 Offerings	210,643	207,600	3,043	612,693	660,600	658,605	(47,907)	(45,912)	3,050,000
2 Other	3,173	3,392	(219)	8,823	10,175	7,910	(1,352)	913	50,700
3 Spiritual Formations	11,490	14,912	(3,422)	16,303	20,240	24,870	(3,937)	(8,567)	64,670
4 TOTAL INCOME	225,306	225,904	(598)	637,819	691,015	691,385	(53,196)	(53,566)	3,165,370
EXPENSES									
5 Communications	1,352	1,796	444	1,947	5,387	4,386	3,440	2,439	21,550
6 Administration	17,403	8,890	(8,513)	37,979	42,421	40,753	4,442	2,774	137,856
7 Maintenance	31,312	39,797	8,485	103,545	121,353	100,667	17,808	(2,878)	540,800
8 Pastoral	3,637	975	(2,662)	5,169	2,925	7,335	(2,244)	2,166	17,700
9 Community Connections	20,969	23,097	2,128	61,084	62,456	77,583	1,372	16,499	303,800
10 Spiritual Formations	12,644	13,031	387	18,642	21,624	24,789	2,982	6,147	171,716
11 Worship Expenses	9,354	8,468	(886)	16,847	25,829	12,584	8,982	(4,263)	107,350
14 Elders	341	-	(341)	1,899	1,669	1,630	(230)	(269)	9,700
15 Stewardship Expenses	2,750	540	(2,210)	3,718	2,852	1,860	(866)	(1,858)	26,500
16 Payroll	159,757	167,535	7,778	478,753	502,343	496,673	23,590	17,920	2,068,293
17 TOTAL EXPENSES	259,519	264,129	4,610	729,583	788,859	768,260	59,276	38,677	3,405,265
18 INCREASE/DECREASE CHURCH	(34,213)	(38,225)	4,012	(91,764)	(97,844)	(76,875)	6,080	(14,889)	(239,895)

St. Luke's Lutheran Church & School Consolidated
Income and Expenses
As of 9/30/2025

19 Increase/Decrease Church	(34,213)	(38,225)	4,012	(91,764)	(97,844)	(76,875)	6,080	(14,889)	(239,895)
20 Increase/Decrease School	171,325	143,518	27,807	(102,290)	(202,917)	(84,680)	100,627	(17,610)	74,135
21 Consolidated Increase/Decrease	137,112	105,293	31,819	(194,054)	(300,761)	(161,555)	106,707	(32,499)	(165,760)
NON-OPERATING INCOME & EXPENSE									
22 Transfer from Designated/Restrict	-	-	-	-	-	-	-	-	-
23 Other	-	-	-	200	-	305	200	(105)	-
24 Interest and other Non-Operating	15,981	11,667	4,314	47,048	35,000	62,242	12,048	(15,194)	140,000
25 Transfer	-	-	-	-	-	-	-	-	-
26 CHURCH & SCHOOL RESULTS	153,093	116,960	36,133	(146,806)	(265,761)	(99,008)	118,955	(47,798)	(25,760)

St. Luke's Lutheran Church and School

Fund Balance Analysis

As of 9/30/25

		1 "Owner"	2 Beginning	3 Income	4 Expense	5 Ending
<u>PTL</u>			351,531	53,654	160,846	244,338
<u>Designated-Church</u>						
1	Church Memorial	TC	11,145	1,821	220	12,746
2	Future Campus Expansion	TC	1,676,422	2,600	26,293	1,652,729
3	Facility Maintenance	SL	2,687,284	158,817	28,563	2,817,538
4	Insurance Deductible Account	SL	60,584	-	-	60,584
5	Non-Designated Bequests	TC	62,288	-	-	62,288
6	Special Funds/SLLC Grants	TC	11,435	-	1,529	9,907
7	Honduras Missionaries	TC	16,875	-	-	16,875
8	Technology Escrow Fund	HL	880	-	-	880
9	Latvia Mission	TC	13,279	-	-	13,279
10	Supplemental Compensation	TC	11,015	-	11,015	0
11	Mission Development	TC	2,888	-	-	2,888
12	Evangelism/Outreach	TC	19,233	-	-	19,233
13	Worship Development	EC	4,369	-	-	4,369
14	Worship Escrow Fund	EC	28,730	1,750	400	30,080
15	National Youth Gathering	SS	46,489	2,500	41,310	7,679
16	Staff Misc	TC	33,023	-	17,068	15,955
17	Designated Surplus	TC	44,700	-	-	44,700
18	Copier Purchase	SL	40,877	-	-	40,877
19	Instrument Purchase	EC	2,500	-	-	2,500
20	ALICE/Community Outreach	TC	-	-	-	-
21	LERT	SL	-	-	461	(461)
22	Subtotal - Designated Church		4,774,016	167,488	126,857	4,814,646
<u>Designated-School</u>						
23	School Legal Expense Escrow	RJ	10,000	-	-	10,000
24	School Special Purchases	SA	1,308	-	-	1,308
25	School Designated from Thrivent	RJ/TC	23,790	50	-	23,840
26	School Special Funds	RJ	13,874	-	3,074	10,800
27	Non-Designated Bequests/Gifts	RJ	27,877	-	-	27,877
28	School Memorial	RJ	23,798	170	-	23,968
29	Middle School	RJ	3,235	228	-	3,463
30	PreSchool Designated	IB	54,113	-	51,428	2,685
31	Cheerleading Funds	RJ	2,184	-	-	2,184
32	Fine Arts Middle School	RJ	7,012	-	-	7,012
33	Student Council	RJ	781	-	450	331
34	Cheer	JM	11,469	-	166	11,303
35	Extended Care	RJ	1,788	-	20	1,768
36	Technology	HL	30,000	6,250	40,269	(4,019)
37	Subtotal -Designated School		211,230	6,698	95,406	122,522

	<u>Restricted</u>	<u>"Owner"</u>	<u>Ending</u>	<u>Income</u>	<u>Expense</u>	<u>Ending</u>
38	Metcalf Scholarship	RJ	7,485	19,474	2,321	24,638
39	Organ Fund	EC	3,555	7,126	10,631	50
40	Adopt-A-Student	RJ	229,617	70,160	24,000	275,777
41	ACE	RJ	551			551
42	School Classroom Music	EC	1,107			1,107
43	Children Of Love	TC	25			25
44	F & A Duda Scholarship	RJ	164			164
45	School Special-Birthday Book Club	RJ	6,820	340		7,160
46	Chuluota Gifts	TC	7,960			7,960
47	Bus/Van Maintenance	SA	2,871			2,871
48	Cemetery	TC	238,360	12,811	3,433	247,738
49	Cemetery Chapel	TC	2,701			2,701
50	School Library	SA	6,384			6,384
51	Altar	EC	6,910			6,910
52	Bereavement	TC	12,530	425	-	12,955
53	Woman to Woman	TC	1,512			1,512
54	Men's Bible Study	TC	851		160	691
55	Chemo Tote Bags	TC	1,145			1,145
56	LWML Morning Group	TC	975	2,774		3,749
57	Benevolence	TC	14,872	8,446	3,066	20,253
58	Human Care Ministries	TC	2,442			2,442
59	Summer Chamber Music Series	EC	20			20
60	Concert Series	EC	69,501	20,938	11,936	78,503
61	Lutheran Cantata Choir	EC	451			451
62	Church Music Program	EC	11,327			11,327
63	Orchestra Fund	EC	4,508			4,508
64	School Track	RJ	3,566			3,566
65	Preschool	IB	75,254		9,890	65,364
66	Boyscout Troop	RJ	20,540		4,672	15,868
67	Boyscout Pack	RJ	2,663	1,460	1,771	2,352
68	Roboom	SS	7,713			7,713
69	Archive Funds (Book Sales)	TC	12,979	40	324	12,695
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			807
74	AAS Endowment	RJ	-	112		112
75	Hearing Impaired	RJ	5,180			5,180
76	Cotton Scholarship	RJ	178			178
77	WMA USE		-			-
78	Honduras Missionaries	TC	142,197	8,989	11,181	140,006
80	Honduras Mission Trip	TC	5,659			5,659
81	Latvia Mission Trip	TC	15,743	2,840	5,231	13,352
82	Evangelism/Outreach	TC	10,918	981	1,250	10,649
83	Hope Helps	TC	150			150

<u>Restricted (Con't)</u>		"Owner"	Balance	Income	Expense	Balance
84	School Instrumental	EC	9,072	150		9,222
86	Handbells	EC	2,080			2,080
87	Media Ministry	EC	4,253	20		4,273
88	England Mission Trip	TC	5,913			5,913
89	K - 8 Outdoor Classroom	RJ	14,781			14,781
90	School Chapel	RJ	294	3,023	2,500	817
91	School Annual Fund	RJ	6,649	1,435		8,084
92	Military Troop Support	TC	3,428	610		4,038
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	3,923			3,923
98	LOL	SS	3,011		750	2,261
99	JAM	SS	6,485			6,485
100	Women's Retreat Scholarship	SS	1,434			1,434
101	High School Ministry	SS	76,542	3,313	3,272	76,583
102	High school Mission Trip	SS	8,320	30	500	7,850
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	12,453		21	12,432
107	Pastor Tige Fund	TC	120			120
108	Acts of Hope	TC	1,913	2,753	1,200	3,466
109	Funds to be moved to Foundation		-	458		458
110	Men's Ministry	SS	2,797		425	2,372
111	LERT Ministry	SL	13,611	658	225	14,044
112	Believe in Opportunity Fund	RJ	7,251	39		7,290
113	Bus Purchase	RJ	79,338			79,338
114	Land Purchase	TC	10,000			10,000
115	ALICE Ministry	TC	21,415	555	21,974	(3)
116	Comfort Dog Ministry	RJ	-	2,151	216	1,935
117	Special Education Training	RJ	4,886		363	4,523
118	Outdoor Classroom	RJ	1,000			1,000
119	Marriage Retreat	SS	-			-
119	Travel Group	WMA	15,576		3,000	12,576
120	Subtotal Restricted		1,290,058	172,111	124,312	1,337,857
121						
122	Subtotal Designated/Restricted		6,626,834	399,951	507,421	6,519,363