



Leading People into a growing relationship with Jesus Christ, His followers, and His world

St. John's Lutheran Church Board of Directors Meeting Minutes

Feb 20, 2025

Present: Bob DeYoung, Ron Johnson, Dick Lemin, Martin Meissenhalter, Tyler Roberts, Judi Rock
Paula Schweiger, Gail Vandeburg, Pastor Mike | **Absent:**, Dennis Arnett

Time	Topic / Presenter(s)	Desired Outcome
7:00 pm	Opening Prayer/Devotion – Pastor Mike	<ul style="list-style-type: none">Romans 13 tells us we live in two kingdoms simultaneously - Right/Left or Grace/Law. God rules over both and it is our challenge to live out His grace in this tension.
	2/20/25 Agenda Approval - Gail	<ul style="list-style-type: none">Ron motioned to accept tonight's agenda. Dick seconded. Approved.
	BOD Meeting Minutes of 1/16/25 - Gail	<ul style="list-style-type: none">Ron motioned to accept the BOD minutes. Dick seconded. Approved.
	Lead Pastor Report – Pastor Mike	<ul style="list-style-type: none">Hiring/Calling Updates: <u>Business Administrator</u> - Howard Scully will work with Tim beginning 3/3 until Tim's retirement 4/30/25. <u>Maintenance Technician</u> - We will be making an offer to a qualified candidate soon. <u>Church Office Manager</u> – We are in discussions with an interested qualified candidate that hopefully will result in a formal offer. <u>Third Grade Teacher</u> – We are forming a search committee and getting names from the district and congregation. <u>School Music Director</u> – We are in discussions with interested parties.School Ministry - St. John's students did very well at <u>Lutheran Elementary School Tournament (LEST)</u> this year coming away with many team and individual awards. This speaks well of our students and our dedicated staff who work so hard preparing and coordinating our involvement. The <u>Accreditation visitation</u> will be 3/23-26. It will be a dual accreditation this year-National Lutheran School Accreditation (NLSA) and Western Association of Schools and Colleges (WASC). Also, the NLSA accreditation includes Early Childhood.Athletic Field – The project and funding is moving along nicely.Financial Update – Due to Tim's illness, financial reports are delayed. They will be emailed to BOD as soon as available. <u>Lighting estimates</u> are a ball park \$100K. This includes replacing current lighting with LED lights, installing new lighting in chancel area, replacing main camera in back of sanctuary and integrating lighting controls in the tech booth. Development of the <u>2025-2026 Budget</u> will be particularly challenging this year due to increased expenses from personnel transitions – Business Administrator position went from PT to FT, Business Administrator and Church Office Manager now require Health insurance, and the new position of Maintenance Technician.

Old Business		
	Michael Thomas Bequest – Pastor Mike	<ul style="list-style-type: none"> Uses of the funds was discussed. It was previously decided that some of the funds will be set aside for pastoral transition, SJL mortgage balance was paid (~180K) and it was discussed some will be used for the lighting project. Pastor Mike will provide the Board that preliminary budget and projected expenses.
	Pastoral Call Committee - Tyler	<ul style="list-style-type: none"> Tyler is getting more names from the District and other sources.
New Business		
	Memo of Understanding with Lutheran Braille Workers – Pastor Mike	<ul style="list-style-type: none"> Since the MOU only formalizes our existing partnership and does not change anything, the motion was made to sign it. Approved.
	Employee handbook review and adoption – Pastor Mike	<ul style="list-style-type: none"> Our lawyer has updated the handbook bringing us into compliance with California Employment Law. Changes discussed. The Motion was made and passed to adopt it.
	2025-2026 Ministry Emphases - Pastor Mike	<ul style="list-style-type: none"> Draft ministry emphases were presented and discussed. They include: 1) Reach out to unchurched families, 2) Improve Campus Security, 3) Improve Campus Maintenance. 4) Call an Associate Pastor (potential future Lead Pastor)
	BOD Nominations - Paula	<ul style="list-style-type: none"> Three positions will be open. 🗳️ BOD encouraged to think of who would be willing to serve. Ballot will be finalized at May meeting.
	Review of Board Policy 4.3 Financial Condition and Activities	<ul style="list-style-type: none"> In compliance.
8:15 pm	Adjournment	<ul style="list-style-type: none"> 🗳️ Next BOD meeting: 3/20/25 – In Person
8:30 pm	Closing Prayer	The Lord Bless and Keep You!

Respectfully submitted, Gail Vandeburgt