

# **IMMANUEL LUTHERAN CHURCH & SCHOOL**

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## **BOARD OF DIRECTORS**

## **MEETING MINUTES**

**DATE:** May 21, 2016

**BY:** Becky Pitman, Secretary 2016

**PRESENT:** Sharron Blalock, Board Member 2017  
Anna Brandt, Treasurer 2015  
Brandon Charter, Board Member 2018  
Kelly Colbert, Board Member 2016  
John Wadell, Board Member 2018  
Kris Schuldt, Chairman 2016  
Jason Auringer, Senior Pastor

**ABSENT:** Roger Huslage, Board Member 2018  
Justin Hurayt, Board Member 2017  
Allison Dolak, Principal

**CC:** File - Dropbox  
Website

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The following minutes express my understanding of the items discussed. Please respond within five days of receipt if any changes are required.

If any action is required, the name indicates the responsible party and the date indicates the due date.

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Meeting called to order at 8:13 a.m.

Pastor Auringer led the devotion and prayer.

The consent agenda was approved. It includes Pastor Auringer's and Allison Dolak's reports and the minutes from the 4/19/16 BOD meeting.

Anna Brandt's report is attached. Becky Pitman made a motion to approve the treasurer's report. Kelly Colbert seconded the motion and all approved.

Changes have been made to the Constitution per the February Voters' Meeting and are available on the church website and for handout at the May Voter's Meeting.

The Call Committee has received 4 names so far for the Associate Pastor position.

Discussion about the creation of ballots and any other items that may require ballots for the May 23<sup>rd</sup> Voters' Meeting.

Carrie Andrews and Erin Goris have been meeting with Pastor Auringer about VBS.

Thank you to Kris Schuldt for doing the BOD Corner in the pulse. Hopefully this is a help to all in the process of improving communication.

John Waddell made a motion to approve a change to Christine Boehme's housing allowance. Kelly Colbert seconded the motion and all approved.

The BOD did their self-review.

Becky Pitman made a motion to adjourn, Sharron Blalock seconded and all approved.

## **Senior Pastor's Report**

**BOD May 2016**

**1. Pastoral Call Committee & District Representation**

Met for our initial meeting on Tuesday, May 10.

**2. Interim Assistance**

I am meeting with a potential pastoral assistant on Monday, May 23.

**3. Business Manager**

Anna Brandt will begin on June 6!

**4. Carrie Andrews has been a huge help!**

**5. Special Offering Coming in June**

**6. Calling all shut ins!**

**7. VBS Participation June 13-17; National Youth Gathering July 16-20; Vacation July 25-August 5**

## Principal's Report

1) I have been in communication with some Synodical "higher ups" and this is what I found out about the following issues. The is from Al Freeman, the new Ed Executive at District (LC-MS)

"I am sure many of you are wondering how President Obama's new compensation plan will impact our churches and schools. The short answer from my office is, we are not yet sure and we are working on providing guidance. Peter Krege, Missouri District Finance Exec, and I were discussing this topic for the last two days and will obviously be working on it in the days to come.

Our first dissection seems to be that the teacher exemption that was in place will continue to be in place: "Teachers are exempt if their primary duty is teaching, tutoring, instructing or lecturing in the activity of imparting knowledge, and if they are employed and engaged in this activity as a teacher in an educational establishment. Exempt teachers include, but are not limited to, regular academic teachers; kindergarten or nursery school teachers; teachers of gifted or disabled children; teachers of skilled and semi-skilled trades and occupations; teachers engaged in automobile driving instruction; aircraft flight instructors; home economics teachers; and vocal or instrument music teachers. The salary and salary basis requirements do not apply to bona fide teachers. Having a primary duty of teaching, tutoring, instructing or lecturing in the activity of imparting knowledge includes, by its very nature, exercising discretion and judgment."

The document is 600 pages (teachers are covered on pages 26-28) so there is much reading to be done and guidance to be sought prior to giving a more comprehensive answer on the impact of the new FLSA to our ministries.

There will be an update and guidance provided once the legal minds and HR people have an opportunity to examine the new wage and overtime information in more detail.

b) Next, I am sure many of you are wondering about the Every Student Succeeds Act vs. No Child Left Behind. I have attached two documents that I hope will be helpful to you in gaining understanding of ESSA vs. NCLB and provide guidance for you as well. The document from the Council on American Private Education has been passed along by Terry Schmidt, and the other document is from ASCD. Perhaps the greatest impact for our Lutheran Schools will be that ESSA requires each state department of education to have an ombudsperson to serve private schools. The Missouri Council on American Private Education is actively working with DESE to get an ombudsperson in place as soon as possible. In addition, DESE has agreed to the implementation of a nonpublic schools workgroup. This workgroup should provide enhanced communication between DESE and Missouri Nonpublic Schools."

If you would like any of these handouts, I have them in email form, please let me know what you would like to receive.

2) We are currently at 295 K-8 students for the 2016-17 school year. We are full in preschool. We are so blessed.

3) Our last day of school is Tuesday at 11:30 with PTL to follow.

4) Kathy Hannon is retiring from the preschool staff.

5) We will be voting to Call a 5th grade teacher (on Monday night) and we will contract a 2nd grade teacher. Mrs. Alissa Naumann (who taught 2nd grade and 1st grade halftime, has chosen to stay in 1st grade).

6) We graduated 31 Kindergartener's on Wednesday night and 16-8th graders on Thursday night. Both were very nice celebrations.



632 E. Hwy N  
Wentzville, Missouri 63385  
(636) 327-4416 www.ilcsw.net

**To: BOD**  
**From: Anna Brandt**  
**Date: 5/21/16**

### Total Ministry

We are currently showing a profit status of \$ 236,986. The next 2 months are budgeted to lose approximately \$ 110,000 due to the decrease of school revenues and school staff payroll being based on a 12 month payment plan.

If is my suggestion to the BOD to set aside unused "buded funds" at the end of this year for future "building expansion / property purchases" and "improvements to technology for worship and/or current building improvements. Examples are parking lot will be in need of additional repairs, audio for church services; equipment repairs; new phone system etc.]

I would propose that we should make that a percentage split between these 2 categories

I did speak with the attorney handling the Zatterella Estate and they are getting no cooperation from the executor of the estate. The attorney is sending out a certified letter; if that does not get a response, they will have to file documents with the court. I do not see this being settled anytime soon.

Darlene Whited had a copy of the last "audit / review" done in 2005. I have contacted the CPA along with two other CPA firms and would recommend using the same person/company again that was used in 2005. His estimated price was less than \$ 2,000 for the same type of review. As you can see from the document that I have attached, our procedures were reviewed and suggestions made for changes in 2005. Almost 100% of those recommendations were followed. Our financial situation has changed drastically since 2005. Thanks be to God, the staff, and the members who contributed to this improvement.

### **Debt Reduction on Loan with Lutheran Church Extension Fund [LCEF]**

Debt with LCEF on all facilities [Church/School Building and All Purpose Facility] as of 5/16/16 \$ 6,488,800

During this fiscal year through May 15, 2016 we have reduced our debt by \$ 164,873

Matter of Principle Fund Raisers \$ 21,372

Dinner/Auction in September

Golf Tournament in October

Christmas Tree Lot in December

LCEF Rebate check \$ 13,703

Contributions by Members directed to Debt Reduction \$ 33,679

Principle reduction via other sources \$ 68,754

Principle reduction via monthly mortgage payments \$ 96,119

Prior fiscal year principle debt reduction

2014 / 2015 \$ 48,650

2013 / 2014 \$ 60,400