

**Risen Christ Board of Director Minutes**  
**August 6, 2025**

**Attendance:**

John Blessing, Barry Eyring, Bill Godbey, Francine Kassouf Pastor Keinath, Sean O'Connor, and Chuck Philbeck

John Blessing opened meeting with devotion "Seek God's Guidance in Every Church Decision"

- Minutes from the previous BoD meeting was read, amended and approved.
- Approved minutes of the BoD meetings will be released to the congregation via email. John Blessing will check with Sue Johnson if there is a way that they can be privately posted via the website.

Skipped through the written agenda to Staffing and Enrollment to allow Sean, Principal, to leave

- Reviewed current school status in regards to staffing and enrollment. Teachers report back on Monday, August 11. Students return on August 18.
  - As of 8/6/25 there are 52 children enrolled in the CDC
  - As of 8/6/25 there are 67 students enrolled in the school K-12
- Procedure on hiring new employees were discussed. Sean will seek out possible candidates, present information on potential candidates, he and pastor (superintendent) will interview, and all information will be presented to the board before hiring takes place.
- Re the current vacancy - Sean had 6 possible candidates. He narrowed it down to one possible candidate.
- Discussion followed.
- The following motion was presented and passed with 4-1 majority:
  - Principal will contact Southeastern District office for a list of possible candidates throughout the synod from Lutheran colleges. Principal will review candidate(s) and present to superintendent for review. Candidate(s) will be presented to the BOD electronically for approval due to timing.
- The Pastor Relations and Policy as well as Principal Relations and Policy from the BoD Policy Guidelines was reviewed while Sean was present.
- It was noted that "The Sr. Pastor shall also serve as the superintendent of Risen Christ Academy, overseeing both spiritual & education aspects of the school."
- Sean asked if there will be a new procedure for awarding scholarship funds to families in need with the formation of the new BoD.
  - A motion was presented and passed unanimously to keep the current policy in place.

- Sean reported he recently discovered after a severe thunderstorm water was leaking into the main school building hallway.
- The BoD Policy was reviewed. Corrections were noted (see attached)
- There was a discussion on three-line items in the school budget totaling \$70,000 for advertising. It was suggested that \$25,000 of that money be allocated for increase in teacher's salaries and the \$45,000 balance be placed in a contingency fund. It was noted that these funds might be for the ad campaign taken out several months ago. A motion was approved 4-1 to table this issue until we can get clarification as to what this \$70,000 is specifically allocated for. It was decided that the board will do a deeper dive into the school budget at the next meeting.
- We briefly discussed the need for an accountant/bookkeeper and/or human resources person(s), as well as the need for an attorney/law firm. Bill provided Pastor with a list of items for this position. Bill is taking lead on this.
- It was noted that a job description was generated last spring for this position.
- Pastor was asked to find out if teachers have signed contracts and to provide the board with a breakdown of salaries, compensation, etc. of each employee.
- HVAC - It was reported that two companies have submitted bids on replacement of the HVAC in the church. One company, Air Mechanical, said it would take 6-8 weeks to get equipment. Pastor was asked to get the cost for a 16-seer commercial split heat pump system would be. The need for a dehumidifier as also discussed as well as the possibility of a backup heat system for winter morning.
- Bill spoke with a visiting pastor about how his church communicates directly with their online viewers. He asked Pastor Josh to see if he could speak to this pastor and get more information on this. It was noted that Randy is working on changing our online streaming capabilities.
- We would like to have a special recognition for all the volunteers that have served our congregation over the previous years. It was decided that we will have a Volunteer Recognition during the Sunday service on the Sunday of the church picnic.
- Next BoD meeting will be Wednesday, August 20, at 10 am

Pastor closed the meeting in prayer