

Faith Lutheran Church  
Board of Directors Minutes  
September 16th, 2019

**Present:** Pastor Biermann, Bruce Trevithick, Marcia Gauthier, Matt Guinn, John Crawford, Jennifer Hocken, Laura Mulligan, Laurie Crawford, Sam Siegel, Stephany Hall, Scott Hans

**Absent:-** Suzanne Perrault, Andy Priestap

Meeting was called to order at 7:01 p.m. with devotion from Pastor Biermann from the book of Matthew. He described that we are *made right* by Jesus Christ because He made us righteous. Being *made right* is not done by our own good.

**Special Presentation:** Pastor Glenn Grant from Kirkridge Presbyterian and Deacon Denny Pennell from Holy Family presented a slide show about GBAFCO (Grand Blanc Area Faith Community Outreach) to the board. A brochure (attached) was distributed and a question and answer period followed.

**Secretary's Report:** Bruce Trevithick (for Marcia Gauthier)

- Minutes from the August 2019 meeting were presented and reviewed. A motion to approve the minutes was made by John, seconded by Matt. Motion was passed.

**Pastoral Report/Notes:** Pastor Biermann

- Reviewed the August Parochial Report. There was a slight decrease in attendance for August 2019 compared to August 2018. Scott requested a review of the definition of *self-exclusion*. There was a good number in attendance at the September Second Sunday Celebration on September 8th (Joel Zander's installation) and at opening day of Sunday School on September 15th. Pastor reminded everyone about two events coming up: 1) the Faith Fall Festival on September 22nd and 2) Staff training on October 15th (all board members are invited).
- Summarized Ethiopia trip from August 2019 and described the next step in training district representatives there. He will leave January 20, 2020 for approximately 10 days and his expenses will be paid for by Concordia Center for the Family. Heather may go as well and the additional cost of approximately \$1500 for flight and lodging was discussed. A motion to support the trip for Heather using remaining funds in the designated "Mission Trips" fund was made by Jenny and seconded by Stephany. Motion passed. Scott asked if granting pastor permission to go to Ethiopia on behalf of Faith was an item for Elders' approval or Board of Director's approval. Answer: Elders'.
- Pastor will be present for the Annual Forum in January of 2020, if one is needed, but absent for the Annual Congregational meeting the last Sunday of January, 2020. Pastor Scott will be asked to cover the meeting in Pastor Biermann's absence.

**President's Report:** Bruce Trevithick

- Discussed the need for a strategic plan for Faith. Asked: Have we ever done one? Do we have a capital improvements budget? Is it usually just in the way of a forum?
- The forum is really just brainstorming without an organized plan to follow through with the list of items discussed.
- Pastor explained the Executive Committee which includes the President, Vice-Presidents, Chairman of Elders and Senior Pastor. This group would be very involved in a strategic plan.

**V.P. Property & Maintenance:** Sam Siegel

- We are having projector problems in the sanctuary for the second time. Parts have been ordered.
- Maintenance cost has increased over the last ten years.
- Preschool had 12 new diffusers installed.
- Biggest member complaints about property and maintenance are:

1. carpet (approximate cost to replace is \$120,000)
  2. parking lot (approximate cost to fix is \$20,000-40,000) The optometry business next door uses Faith's south drive every day. Sam does not feel as though this is contributing to the problem.
- Bigger screens may be needed in the sanctuary for greatly improved visibility and clarity. A discussion occurred as to how many people use the screens vs. using their bulletins. Maybe fewer bulletins need to be printed.

**V. P. Salary & Personnel:** Scott Hans

- Provided handout of current salary and personnel actions (attached).
  1. Implementation of new BCN HMO for the Biermann and Zander families.
  2. A Concordia Retirement Plan and an Optum Bank HSA for Joel Zander were started.
  3. Active work taking place on job descriptions for all paid positions at Faith.
  4. Planning to have HR files more consistent within next 30 days.

**V. P. Finance & Stewardship:** John Crawford

- Reviewed financial report and stated that there is a total of 4.5-4.75 months of operating cash on hand. We have used 58% of the budget during the first 7 months of the year.
- Reviewed each board's budget on a percentage basis.
- Asked boards to start thinking of their preliminary budget plans for 2020.
- Offerings have been down approximately \$9,000/month. May, July and August are the worst months for offerings.
- Memorial Funds, Restricted Savings and Scholarship Funds need established guidelines. John read a personal statement of his opinion and ideas/thoughts/concerns regarding these funds. (attached) Sam asked about the rules established in the past, where they are recorded and why we are not using them. Do the guidelines for amounts awarded for scholarships come from the seminaries? Scott believes the rules established were for the Concordia under-graduate church worker students, not for those attending seminaries to become pastors or deaconesses. The Board of Congregational Ministry (BCM) has a \$2,000 budget for Concordia University church worker students only. Who should control seminary funds (not necessarily BCM)? Where did the money come from for Christie Hansard's tuition?
- Shared a statement from Concordia Seminary in St. Louis regarding the John Heins endowment fund of \$40,721. Interest is drawn from this fund by the seminary and given as a grant to a seminary student annually. Before we draw from our own pastoral education endowment fund, we would like at least \$40,000 in the fund. Then the interest could be drawn out and given as a grant(s) annually as needed for one of our members studying to become a LCMS pastor.
- Faith has been making premium payments on Robert Longroy's insurance policy. Upon his death in August the policy was worth \$25,000. Did he have any wishes for this money? This could be another item for a strategic plan. How do we spend this gift?

**BOARD REPORTS/REQUESTS:**

**Elders:** Matt Guinn

- Elders met on September 9th-
  - An All Saints board/display design was voted on and is hoped to be finalized by 11/1/19.
  - Brainstormed regarding parking lot issues
  - Voted to keep the current Elder robes
  - Discussed outreach opportunities
- Some Elders and Pastor Biermann helped the Zander family move into their new home the second week of September.
- There were not as many transfers and releases in August as there were in July.
- Pastor Biermann mentioned our current prayer list concerns and some ideas were discussed. Should the lists be more visible? (slides, email) Comments and thoughts should be brought to the attention of Matt.

**Outreach & Evangelism:** Suzanne Perreault, absent

- A Wave Grant for CPR training equipment was applied for and awarded to Christie Hansard.
- Money for more corn and beans was sent to Guatemala for the 4th or 5th time since 2018.

**Worship:** Laurie Crawford

- No report

**Communication & Publicity:** Laura Mulligan

- No report

**Congregational Ministry:** Jennifer Hocken

- Faith Fall Festival is planned for 9/22/19 after the 10:45 a.m. service. Approximately 60 people are signed up so far. BCM would like the number to be higher. There is also a cake-walk planned (30 cakes).
- October 18th is Trunk-or-Treat.
- People are needed to help with coffee hour.
- Volunteers are needed to help in the nursery. A plan is still in the works and there are a lot of questions to be answered. Should we hire a non-member so members can attend service? There are not many children in the nursery.

**Social Ministry:** Stephany Hall

- No report

**Youth Board:** Andy Priestap, absent

- No report

**NEW BUSINESS:**

**ROUNDTABLE:**

- Marcia asked for an update on a member for whom the dog policy was initiated.
- Pastor shared how he and his family helped the Zanders move into their new home over the weekend.

**ANNOUNCEMENTS:**

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Closing with prayer by Pastor Biermann. Meeting adjourned at 9:04 p.m.  
Next meeting is 10/21/19 at 7:00 p.m. in the library.

Respectfully submitted,  
Marcia Gauthier, Secretary