

**Faith Lutheran Church**  
**Board of Directors Minutes**

**December 18, 2023**

Present: Pastor Bierman, Scott Hans, Tim Miller, Chris VanLandeghem, Sam Seigel, Phil Whitmer, Deb Lund, Matt Guinn, Kevin Holleboom, Corrine Walworth and Marcy Montez.

Absent: Stephany Hall and Leslie Stratton

Guest: Pastor Hein, Pastor Scott and Pastor Kasper

Meeting opened with prayer at 7:03 p.m.

**Secretary's Report – Tim Miller**

Minutes for the November meeting were motioned for approval by Deb with support from Corrine. Minutes were approved with no changes.

**Pastor's Report - Pastor Biermann**

Attendance continues on a positive increase and has included many guest each weekend.

Staff has been plugging along doing what they do best. Reaction to Pastor leaving was met with well wishes and that he'll be missed. There has been discussion on moving forward with a plan to keep the ministry moving forward until a new pastor is called.

**Intentional Interim Pastor Program – Pastor Dr. Kasper**

Pastor Kasper gave an overview of the Intentional Interim Pastor Program to the Board. Discussion followed with regards to how the program works.

**President's Report - Scott Hans**

Scott thanked Pastor Bierman for all that he has done during his call at FLC and the Board concurred the same.

Pastor Hein and Pastor Dr. Kasper will attend the upcoming forum where the Interim Pastor Program will be presented.

**V.P. Property & Maintenance – Sam Seigel**

Heins Hall roof top unit had \$5000 in repairs to the furnace

Repairs to the canopy to be completed the week of December 18<sup>th</sup>.

**V.P. Salary & Personnel – Chris VanLandeghem**

Housing allowance and HSA forms were presented to the Board in the form of a motion by Marcy with support from Matt. Motion was approved.

**V.P. Finance & Stewardship – Phil Whitmer**

Line of Credit from CEF was approved and received by the Board.

November financials were discussed.

A motion was made by Tim to pay off the outstanding balance of the mortgage at the end of the fiscal year from the CTNG fund with support from Matt. Discussion took place on the benefits of doing so in the next fiscal year. The Board approved the motion.

Board to review investment opportunities in January.

The 2024/2025 Budget was discussed by the Board.

A motion was made to award a 3% wage increase for the 2024/2025 Budget to all paid staff except for Pastor Bierman from Chris with support from Matt. The motion was approved with Tim abstaining from the vote.

January 14<sup>th</sup> there will be a farewell event for Pastor Bierman and Heather with BCM hosting the event.

Due to the length of the meeting, Board reports were delayed to next month.

Next meeting January 15, 2023

Meeting closed with prayer by Scott at 9:45 p.m.

Respectively submitted,

Tim Miller