

**FAITH LUTHERAN
CHURCH
2024 Annual Report**



Faith Lutheran Church

Annual Voters Meeting

January 28,2024

Meeting was called to order at 12:05 p.m. by President Hans with devotion and prayer by Pastor Scott.

Numbers in attendance - 106

Minutes for the January 2023 meeting were motioned for approval with support. Motion was approved.

Elders Report – Matt Guinn

Report was given from the annual report of membership for 2023.

1820 baptized

1181confirmed

Motion was made to accept the membership numbers as report with support given. Motion was approved.

Covering The Next Generation – Greg Baehr

Report on CTNG was given with year-to-date numbers.

2024/2025 Budget – Phil Whitmer

An overview of the proposed 2024/2025 budget was presented to the congregation.

Elections 2024 – Scott Hans

The list of positions that will be up for election in June of 2024 was presented.

Annual Report – Scott Hans

There were no questions from the congregation on the annual report.

Senior Pastor Vacancy – Scott Hans

President Hans gave an overview of the presentation that was given at the Forum on January 20th. There are 2 options that can happen to move forward until an actual call is placed to a permanent Senior Pastor. A motion was made to have a special meeting on February 11th with the sole purpose of calling an Intentional Interim Pastor. Support was given to the motion. Discussion followed. Motion was unanimously approved.

Closing of meeting was with prayer and the doxology from Pastor Scott at 1:27 p.m.

Motion was made to adjourn.

Respectively submitted

Tim Miller - Secretary



SUMMARY REPORT – OPEN FORUM Saturday, January 18, 2025

Faith's Mission and Vision

Mission: *Faithfully and JOYFULLY living every relationship in God's way....to unite everyone with Jesus for eternity.*

Vision: Being reminded by the “Thumbs Up” illustration, in everything we do, the Faith family is *JOYFULLY* connecting disciples to **JESUS**, to **family**, to the **church** family, and to pre-believers in the **world**.

Summary Reports from the Board of Directors

Intentional Interim Pastor – Pastor Jeffrey Heimsoth
Board of Directors

Mission and Vision for Faith:

In the interim period it is important to embrace those things which define the identity of Faith, but also to be open to exploring what that identity might be – if there is not anything clearly defined. It is my assessment that the leadership of Faith did not embrace any given vision/mission identity. Thus, I have given this year to explore Faith's identity with several personal caveats:

- Understanding God's desire to bring ALL people together by grace through faith in Jesus
- Recognizing the “church” has lost its voice in the community and can only regain that by becoming more involved—helping to make Grand Blanc stronger.
- Our task is simple, to love -- to love God and to love all the people he puts around you

Highs (God has blessed us richly in 2024—Praise Him for His blessings):

- With the departure of Pastor Bierman, ministry continued on. We praise God for the blessings Faith experienced during his tenure. We are learning to appreciate the foundation of our past even as we adapt for future ministry.
- God has blessed us to maintain worship attendance during the interim and financial support of the ministry has actually increased.

- We have been intentional in building community within the body of Christ.
- The people of Faith have shown a desire to learn what it means to engage with the community.
- The leadership of Faith (staff, Boards, Call Committee, auxiliaries) is strong

Lows (Work still to be done)

- The world is still a mess (Good News—we have the solution)
- Franklin Avenue Mission is struggling (We have opportunity to help)
- We can do better as congregation/individuals to engage with unchurched/de-churched
- There is work to be done to find ways within the organization for more long range/big picture planning for ministry.
- We **MUST** find ways to engage with families with young children

Goals:

- To call a senior pastor from a position of strength
- To be intentional as we equip the next generation to be strong as the body of Christ and in our ability/passion to engage with those outside of the church with the gospel.
- To be bold in ministry innovations and still be fiscally responsible.

Office Administrator –Alicen Dub

Highs:

- Created a Policy Manual that will be given to employees at the beginning of each calendar year with ALL policies as a refresher.
- Made some updates in Realm to separate adult children into their own households to hopefully get more accurate numbers while running reports.
- Worked with Sam and Computer Assistance to update some of our computer hard drives this year to get a few more years out of them instead of having to replace them.
- Continue to learn and update OnRealm
- Had the chance to work with and get to know Pastor Heimsoth this year.

Lows:

- Some challenges we've had with the rooftop units.

Goals:

- Looking to add some new website responsibilities to the office. Mapping out what that will look like.
- Centralizing policies that have been adopted by the board over the years so they can be reviewed by the board when they need them.

Outreach & Missions - Deb Lund, Chair with Pastor Scott, Carole Schultz, Donna Nitschke (Military Communications) Katherine Swanson (Missions), Staff support with special recognition to Krissa Zander and her countless contributions, Roxanne Steffe /Amy Henderson (Welcome Center) Rebecca Survant (Guatemala Missions), Dick & Nan Gookin, Kelly Cradit (Franklin Dinners) and others, all appreciated for their gifts and service.

Highs:

- Thanks to the diligence and creativity of Roxanne Steffe, the Welcome Center has expanded and improved, staffed with Faith's contagious and smiling faces sharing the love of Christ to all who enter. Life happens, as Roxanne and Al have moved to Ada to be near family (Blessings and thank you so much!) and the Welcome Center/Greeter responsibility has been transitioned to our very talented Amy Henderson.

- The Welcome Center continues to play an active part in providing a friendly environment for guests and members.
- Roxanne Steffe's best practices workshop provided 47 participants a tremendous opportunity to share ideas and solve problems together, emphasizing the critical nature of greeting. A recap of best practices was shared with participants and individual ideas are highlighted in periodic emails to greeters.
- Greeter name badges now identify our volunteers and thanks to Carole Schultz, updated gift bags are available for visitors. A very successful initiative.
- Faith attends GB Chamber of Commerce monthly meetings to stay engaged in the Community and local events that we can leverage. Faith is recognized by the GB Community for its presence and involvement.
- Faith hosted GB Community Cleanup Day, April 27, providing the location hub for community to gather, enjoy donuts and drinks with our policemen, firemen, community leaders and residents before jumping on buses to clean up designated areas of our community. Over 120 attendees and big improvement for our landscape with success measured by hundreds of trash bags!
- Faith also supported planting flower beds and maintenance at I75 and Holly Roads bringing more beauty into our lives. Activity noted by GB View.
- GB Student Hospitality- Faith volunteers offer Tuesday treats and chats (question of the day) with students leaving school and their drivers, builds relationships.
- Faith, through WAVE Grants, is offering exceptional opportunities available to the GB Community.
 - Well recognized Grief share course completed in 2024 with leadership of Cindy LaFonatine.
 - Way Maker's Homeschool Co-op Initiative utilizing Faith Resources lead by Heather Guinn in 2024, carry over 2025. Hugely successful.
 - Women's Divorce Care will start in Jan 2025 with Leadership of

Deaconess Christie Hansard and
Andrea August.

Faith Happenings Events

- Ziggy's Ice Cream gift cards decorated with scripture shared with 15 ice cream lovers by Faith Family members, along with a personal prayer if desired on a beautiful spring day. This was a blessing to both as most recipients requested a prayer.
- At Faith's biggest visitor and attendance services of the year, shared Easter/Christmas treats with general info bookmarks on Faith Lutheran
- Third Annual Faith Car Show and Gift Card Shower during Back to Bricks and Grand Blanc's Rollin on In event. Faith Family showed off over 15 fabulous wheels (with snacks, prizes and drive thru traffic) while other Faith Family members visited the Saginaw Street Cruising audience sharing local gift cards, discussion and prayers with them. Great turnout from the Faith Family, it was a fun event!
- Tailgate Event continues to be very popular, now described by attendees as an annual outing with impressive community participation limited by our available parking slots. Free hot dogs, candy, chips, bobcat decals, prize wheel games and fall bling. Locals loved the free parking and access to the parade route, seeing friends and neighbors, enjoying the hospitality, all the kids' games and taking family to the parade.
- GB Expo Spring Initiative Sat Mar 16 at High School to help promote Faith to the community. Shared info on Preschool, Youth, Services and Resources.
- GB Family Fun Fest Summer Initiative June 14-16. Friendly Faces to our community sharing info on Faith and free kids' games
- Outreach participated in the Ministry Fair hosted by BCM. One of the best internal events of the year, sharing what is available at Faith and encouraging involvement in area of interest.
- Military Communications - sharing cards, gifts, goodies with our service members. Lead Donna Nitschke

Lows

We always welcome more Faith Volunteers; it is rewarding to work for Jesus.

Franklin Mission Network year-end report – Pastor Scott

Lows

- 2024 proved a difficult year for the Franklin Ave. Mission. The search for a full-time pastor/shepherd to fill the vacancy left by the departure of Pastor Christian Jones continues, but with one significant change: FAM has applied to the synod for RSO status, which will permit the mission to issue a call on their own, rather than through the Michigan District. An answer to that request is expected to come through sometime early in 2025.
- In the midst of this, FAM is also facing financial difficulties. Congregational giving is down 50% and individual donations have fallen off by 75%. This decline in donations is almost certainly the result of Pastor Jones's departure, as he was the personal connection between our congregants and the mission, providing updates of the needs and progress of FAM. That personal connection is now gone. If the financial picture does not improve, FAM will be forced to close its doors within the next two years. A plea to the congregations of our circuit has been issued, to offset the current deficit. This has only served to add to the severity of the situation on Flint's East Side. Previously, there were as many as 13 organizations providing meals, food pantry and personal hygiene items, and clothes closets for these residents. Now there are only two.

Highs

- As a result, FAM has experienced an increase in attendance at the diner. One week saw as many as 167 in one night. (Almost double the number previously attending the diner.) There is also an increased need for clothing for children between the ages of two and twelve. Medical care also continues to be a problem.
- Despite all of this, Faith – Grand Blanc has continued to step-up. Faith is the only congregation that provides a team to serve on its own. We do so about every six weeks.

Kelly Cradit has done a magnificent job of overseeing the kitchen activities. Faith also has two members (Pastor Scott and Sue Hooper) who serve on the Board of Directors at the mission, and Pastor Scott, together with the others pastors of the Great Flint Tri-Circuit, alternates in leading after-dinner worship on Thursday nights.

- One significant change in 2024 occurred when Brian Baughman was elected as the Administrator for the Franklin Ave. Mission. He and the other staff members continue to keep FAM serving people and showing them the love of Jesus on a daily basis, including staffing a market place for food items, and staffing the clothing store.
- FAM faces some tough challenges going into the new year. But we have been greatly blessed by the work the Lord is doing there, nonetheless. People are being served, hearing the Word of God, and receiving His good gifts, in spite of the hardships faced by the community. And people are coming to faith, as well, as several were Baptized during the year. Please continue to pray that this good work in Jesus may continue throughout the coming year, and for many years to come.

Other Mission activities in 2024

- Faith continues \$5K donation to FAM in 2024 as well as special request collection on Dec 22. Faith supported FAM Christmas Ornament Tree to gather gifts for families and Market Place (12 families, 100 ornaments), this outstanding effort filled 17 contractor bags with “requested stuff” for kids and families.
- Faith is considering options for future support and Mission Trips (R. Survant)
- Faith donated \$1500 to Flint Carriage Town Mission year end to help our local friends in need.

Publicity & Communications – VACANT

NO REPORT

Social Ministry – Marcy Montez, Chair

Purpose Statement:

To serve those less fortunate by providing assistance and organizing parish programs, handling requests for emergency funds within the congregation and community in a responsible manner.

Ministries that we sponsor are Food Pantry, Holiday food Baskets, Christmas Angel Tree KOOL Ministry, Nursing Home Sunday Service, Home Bound member visitations, Parish Nursing, and Chilungamo Hilltop Orphanage in Malawi Africa.

Highs:

- We provided 9 Easter Baskets, 18 Thanksgiving Baskets, 25 Christmas Baskets. The Angel Tree provided 15 families Christmas gifts for a total of 45 children, that is 280 gifts wrapped and opened on Christmas morning. We also helped FAM with their Bethlehem Market place by collecting 100 gifts from their tree.
- It was our third year providing volunteers and assistance to Grand Blanc Academy. We have 2 volunteers that are helping in the classroom and be provided a cot and blankets for students that are not able to sleep at home.
- We sent 80 boxes to Samaritan Purse Operation Christmas Child.
- We also will try to provide a ride to church for those that can't drive.
- We have also been getting the word out that we have a stocked Food Pantry

LOWS:

- We have yet to start our Baby Pantry for mothers with newborns it is still something we would like to do.

GOALS:

- There are always ways to do more. With God by our side, we will get the Baby Pantry going. Also, this year we are looking into starting Cancer Companions, a program that brings God and support to cancer victims.
- I would like to do more to spread the word more that Faith Lutheran Church is here for God's people physically and spiritually.

Deaconess/Parish Nurse – Deaconess Christie

Hansard

Highs:

- Taught the “Christian Caregiving” class to deacons for the Mi District of the LCMS.
- Supported Connie Green and Christa Duetsch in reestablishing our Advent by Candlelight event, which 78 attended, many of whom were not members.
- Supported Lisa Priestap with Women’s Apples of Gold which included 20 attendees.
- Created and participated in FLC’s first Blue Christmas Service, 27 people attended.
- Provided, with the help of others, 65+ caring meals this year.
- I had 80 + home/hospital/assisted living/rehab visits this year.
- I completed my post-grad in Bioethics at CUW.
- Became certified in C.H.E. (Christian Health Evangelism).
- Became certified in Spiritual First Aid.

Lows:

- Not being able to meet all our Faith Family’s and the community’s needs within 15hr/wk.

Goals:

- To bring people closer to Christ by ministering to them through attending to their physical, emotional, and spiritual needs as part of Christ-centered whole-person ministries with Cancer Compassions, Stephen Ministries, and Spiritual First-Aid.
- To reestablish the Congregational Health and Wellness Ministry Team.
- To expand, support, and advocate for a Faithful Woman’s Ministry Team at FLC.
- Continue to be a leader as the Chair for the LCMS Parish Nurses.
- Continue to teach and educate people about Faith Community Nursing, Ministerial, and
- Congregational Health and Wellness, including Christ-centered whole-person ministries.

Board of Worship – Corrine Walworth, Chair

Highs:

- The usher team has been very busy this year. Thank you, Jim Putnam, for your leadership and service.
- Many ushers participated in the CPR/AED training class and the Greeters Best Practices Workshop.
- Additional ushers were recruited through the Faith Ministry Fair.
- Started passing the collection plate at all of the Sunday and special services.
- Guided the Youth on the role of ushers and had them participate in passing the plate and the communion process in a Youth service held in November.
- Assisted the Safety Team with locking the back doors during services on both Sunday, Wednesday and special services.
- Ushers also helped with traffic during VBS.
- Altar Guild does a wonderful job making worship special. Their dedication is appreciated. Thank you, Sue Pontin, for your leadership.
- Emily Crow, Worship Director, continues to find ways to share the love of Jesus through music. Getting youth involved in worship and exploring ways to utilize the talents of our adults remains a goal. Emily also participated in the Michigan District’s Community Worship Network Gatherings. This event provides an opportunity for worship leaders to network and connect 2-3 times per year. We are blessed to have such a faithful and dedicated worship director.
- Thank you to all of our worship staff for their hard work and commitment to excellence.

Lows:

- We are always in need of additional ushers and altar guild members. If you have an interest in participating, please contact:
 - Jim Putnam - Usher Team
 - Sue Pontin - Altar Guild
- Delaina Oberman went home to be with her Lord and Savior this year. She served as organist and will be missed.

Goal:

- Continue to support the staff and volunteers that serve in worship.

Director of Worship and Music - Emily Crow

Highs:

- Joy in having the youth continue to lead Wednesday Night worship.
- The unique challenges that Pastor Heimsoth has offered to help us think outside the box in worship
- To continue to use our themes to help people share God’s love especially in worship.

Lows:

- Adjusting to a new year in transitions between Pastor Biermann leaving and being without a Pastor for a short time.

Goals:

- Continue to support the various worship team leaders: Audio/visual Technician - Brian Richards, Ushers - Jim Putnam, Altar Guild - Sue Pontin. Thank you for your hard work.
- Work towards looking outside of our walls and how we can use worship as a tool to equip us to think beyond.
- Continually work towards connecting people to Jesus and each other in the worship setting.

Elders – Matt Guinn, Chair & Pastor Jeff Heimsoth, Staff Support

Highs:

- We have a full slate of elders serving (25)—men who love the Lord and Faith
- The men do a great job of working together to staff elders for worship services
- The Board takes time every month for discussion of theological issues
- The Board has worked to be more intentional in building community within the congregation, working with the welcome center staff and initiating “Operation Outreach,” an approach to reaching out to those who have not worshipped in the past year/years
- Successful launch of the acolyte program with over 10 active youth serving the Lord weekly.

Lows:

- There are too many inactive members and it is a daunting to think of how to reach them
- There is more “equipping” necessary to help each elder craft his own style of sharing the gospel with those in his life.

Goals:

- To grow in our support of one another

- To stay true to the gospel as given us in God’s Word (Bible & Jesus)
- To reconnect with “inactive” members to support them in choosing healthy paths for their faith walk
- To support the senior pastor and the ministry staff under him.
- To work together cross-sectionally with ushers and alter guild and hold at least 1 annual meeting for all to attend.
- Strive for the re-initiation of a “Men of Faith”, but further grow this to all men of faith and the larger community.

Salary & Personnel – Chris VanLandeghem, V.P. of Salary and Personnel

Highs

- Onboarding and integration of Pastor Jeff Heimsoth as our Intentional Interim Pastor at Faith during our call process.
- Increased base pay for preschool teachers and assistants to support and uphold the quality of our preschool staff and programs.
- Increased paid time within the preschool staff for state-required training, which will better allow our staff to remain focused on their student’s well-being.
- New descriptions and policies added to the Employee Handbook to help navigate earned sick time and paid time away situations given state requirements.
- Partial increase of contributions to staff Health Savings Accounts to offset increases in deductibles.
- Faith is blessed to have amazing engagement and retention across the entire staff!

Lows

- Increases in healthcare premiums and deductibles for all plan types.

Goals for 2025

- Ongoing development and empowerment of staff to utilize their talents, especially as we continue in the process of finding and onboarding a new Senior Pastor.
- Ongoing review of operating expenses, personnel expenses, and benefits packages to ensure the best programs are in place for Faith and our staff.

Property & Maintenance – Sam Siegel, V.P. of Property & Maintenance

Highs:

- New asphalt in the parking lot
- Improvements to Memorial Garden with 2 new pine trees.
- Installed Emergency Action Plan manuals in key areas of the church.

Lows:

- Rooftop units continue to need major repairs. There are 17 total rooftop units for ac/heat.
- Had to have some flat roof leaks repaired.

Goals:

Capital Campaign moves forward with work on carpet, roof, sanctuary lighting controls and pavilion as needed.

A BIG THANK YOU to:

- The A-Team for all their hard work on the church grounds on Tuesday mornings.
- Louis Barger for his maintenance and care of the memorial garden.

Board of Congregational Ministries-Leslie Stratton, Chair, Amy Balenda, Vice Chair & Joel Zander, Staff Support

Highs

- The success of the Ministry Fair on September 8th cannot be understated. Many of our members walked past 20+ ministry groups with the opportunity to learn more about any that interested them and enjoyed fresh hot pancakes and sausage! This event kicked off our fall ministries with great enthusiasm and energy.
- Praise events (church worker/staff appreciation) have been well-supported and attended by our members. Positive feedback has been received from the staff (very appreciative). Many thanks for all the awesome BCM members and others of Faith Lutheran who stepped in to help make Cindy LaFontaine's 25th anniversary celebration such a success.
- The events that BCM subcommittees have organized and led have been very successful and well-received—the Chili Cook Off, Easter Egg Hunt, Spring Fest, Trunk or Treat, and hot chocolate in Advent. These events help our Faith Family to connect with each other in a variety of enjoyable environments.

- The teamwork and cooperation with setting up and cleaning up Coffee Hour is tremendous.
- To intentionally build trusting and healthy intergenerational relationships we have restarted the secret mentor program for the Catechism students for 21 students with 21 excellent mentors.
- Students in the Sunday morning high school Bible class were introduced to church work careers through a series of five sessions from which positive feedback was received.
- We shared the love and joy of Jesus with 172 children and the help of over 90 volunteers!

Lows

- We continue to be challenged with volunteers from Faith Lutheran Church. Though we are blessed with volunteers, there is greater need.
- The Chili cook-off attendance was substantially less than 2023 probably due to a combination of factors including challenging weather and the Biermann farewell.
- With the student mentoring program we need to gather more detailed information from the students for their mentors.
- We are grateful to those who wrote notes of encouragement to staff, but it was less than hoped for.
- It is good to introduce church work careers to students in high school, but many juniors and seniors are already on a career track.

Goals

- We were able to obtain a nice size list of volunteers from the fall kickoff. We need to remember to utilize this more.
- Be intentional when recruiting volunteers to match the number of how many volunteers are actually needed and let them know the date/time needed, and what their tasks and responsibilities are.
- When people spontaneously step up to help with coffee hour invite them to be added to the schedule or the substitute list to cover if someone is not available.
- Continue to improve and build on the church worker and staff appreciation (Praise Events), the mentor program, and introducing students to church work careers.

Preschool – Cindy LaFontaine, Director

Highs:

- The Preschool CHRISTmas service was well attended and very appreciated by the families. A BIG thank you to Faith members who helped with the event.
- We are blessed with a dedicated staff who care about the children and one another.
- We are incorporating open gym events again this winter.

Lows:

- License regulations are changing and making it difficult for Christian program.
- We are in need of another teacher.

Goals:

- Trying to develop ways to connect our families to our Faith family.
- To care for the entire family while they are with us and point them to Jesus.
- To keep our program strong within our community as a Preschool that cares about the children, their personal needs, emotional well-being, their academic success, spiritual growth, as well as their natural growth and development.

Youth-Kevin Holleboom, Chair & Joel Zander, Staff Support

Highs

- We experienced a successful Trivia Night in April at which over \$4,000 was raised.
- Nine youth and three adults embarked on an educational trip to the Ark Encounter and Creation Museum on July 16th-17th, 2024.
- Six youth and two adults experienced “Messy Mercy” at the annual MI District Jr. High Youth Gathering in Frankenmuth July 30th-Aug. 1st.
- We have been experiencing new participation at our youth hangouts.
- We received helpful feedback and insight at our youth and parent forums in the spring and fall.
- We successfully launched Sunday’s Cool–Sunday morning hangouts in the summer months. They were regularly attended by youth K-12th grade and led by willing young adults.
- Ten youth and three adults are planning to attend the LCMS Youth Gathering in New Orleans July 19th-23rd.

- We are seeing potential for new youth and families in our youth ministry.
- We continue to meet the needs of students in high school with specific ministry opportunities especially for them.
- There is continued collaboration among the churches in our circuit.
- Thirteen youth and three adults are attending the SpringHill Retreat Jan. 17-19.

Lows

- We have struggled to obtain commitments from youth participants in a timely manner.
- We have struggled to consistently obtain commitments for help from parents in a timely manner.

Goals

- We intend to develop a youth ministry handbook for parents and leaders.
- We intend to incorporate opportunities for adults to hang out with each other simultaneously to our youth hangouts for the purpose of building relationships.
- We intend to provide essential training for all leaders involved in our youth ministry as part of our screening process.
- Parents will identify five caring Christian adults outside of their home for their students to whom the students can turn in time of need or celebration.
- Parents of youth will adopt three or more regular age-appropriate faith practices in the home to foster faith development in their family.
- We intend to continue producing youth activity calendars for the school year and summer in advance of each season.
- We would like to create a youth directory that includes names and family contact information as well as student interests such as clubs, activities, and sports.

Stewardship & Finance – Phil Whitmer, V.P. of Stewardship & Finance

“Christian stewardship is the free and joyous activity of the child of God and God’s family, the church, in managing all of life and life’s resources for God’s purposes. (*Missouri Synod*).

I begin this brief writing with the above to express my true feelings as to the fact that all members of the Church are stewards in that our personal

responses to God are or should be lived out within the community of faith to benefit the whole world. Stewardship is not entirely about tithing. Stewardship can and should include managing all of life and life's resources for God's purposes.

The essence of stewardship is wrapped up in Mathew 22:37-40: "Jesus replied, 'Love the Lord your God with all your heart and with all your soul and with all your mind.' This is the first and greatest commandment. And the second is like it: 'Love your neighbor as yourself.' All the Law and the Prophets hang on these two commandments."

Stewardship is knowing the difference between being an owner and a caretaker. Stewardship is about caring for and developing resources. It does not mean that we give away everything we have. It means that we invest and manage it the way God intends. We cannot give what we do not own. The only thing we have to give to God is what He first gave us: our will. Stewardship begins with surrender to the Lord. Only after we have surrendered ourselves to the lord do our gifts of time, talents and resources fit into proper perspective "and they did not do as we expected but they gave themselves first to the Lord and then to us in Keeping with God's will". (2 Corinthians 8:5) Giving suggests ownership and we own nothing except our will. Luke 19:11-26 makes it abundantly clear that we are called to do more than simply return what we have been given or give it away. We are called to invest the gifts, talents, resources and passions that we have for return, a kingdom-focused return.

As your Vice-President of Finance and Stewardship I believe that we, as a congregation and a people of God can and should strive to be better stewards. Stewardship: GRACE, GIFTS, GRATITUDE, GROWTH and GENEROSITY.

May God's Peace be with you!

Phil

(Excerpts from the Congregational Stewardship Workbook 2000 included within the above)

Congregational President – Scott Hans

Wow! It is hard for me to believe that we are wrapping up another year here at Faith. It seems like just yesterday that we were considering our best options to move forward to fill our Senior Pastor vacancy. It has been a tremendous year for us at Faith. Special thanks to Pastor Bob, Pastor Jeff, and the entire staff for their leadership and contributions over the past year. While our ministries flourished, we were able to make significant improvements to our facility thanks to your support of the Covering the Next Generation campaign. Please continue to keep Faith in your prayers as we head into the New Year.

- Pray that God will continue to guide Faith to provide ministries that will lead each of us to a more committed walk with Him.
- Pray that God will help us see the open doors and opportunities that He has prepared for Faith as we take our ministries to the community around us.
- Pray that God will continue to lead us to financially support the work that He

wants Faith to do further His kingdom.

Thank you for all that you have done to support the work we have accomplished this past year, and I thank you, in advance, for all that you will do to enable our success in the year ahead.

To God be the glory.

A MEASURE OF FAITH'S GROWTH UNDER GOD'S GRACE

	2020	2021	2022	2023	2024
Baptized (Infants & Adults)	1,932	1,884	1,846	1,820	1815
Confirmed Members	1,264	1,226	1,191	1,181	1176
Average Sunday Attendance	203	228	262	307	317
Average Saturday/Wed Attendance	63	46	45	54	58
Total Communed	7,336	12,927	13,997	16,314	17,158

FAITH'S SPIRITUAL GROWTH IN 2024

	2023		2024	
	Confirmed	Baptized	Confirmed	Baptized
Baptisms				
Member		+11		+6
Non-Member				
Junior Confirmands	+10		+5	
Adult Confirmands (Includes baptized children)	+5	+4	+2	+1
Transferred In	+14	+14	+9	+9
Profession of Faith	+3	+3	+2	+2
Deaths	-12	-12	-14	-14
Transferred Out	-19	-22	-5	-5
Removed				
Released			-2	-2
Self-Exclusion	-18	-29	-2	-2
Total Gains:	+32	+32	+18	+18
Total Losses:	-49	-63	-23	-23
NET GAIN/LOSS	-17	-31	-5	-5

**FAITH LUTHERAN CHURCH AND PRESCHOOL
Annual Report - Membership Changes 2024**

Baptism

Grayson Thomas Storms 5/12
Charlie Parmelee 8/4
Gordon Agents 8/18
James Michael Manarino 8/25
Amelia Mabry 9/1/19 (correction to 2019)
Joscelyn Mabry 9/1/19 (correction to 2019)

Junior Confirmands

Ellie Jane Penzien 1/7
Christian Henne 1/10
Lily Anna Freimark 7/17
Carter Charles Sabo 10/13
Nicholas Aaron Priestap 11/17

Adult Confirmands

(includes baptized children)

James Carr 3/28
Sean Conquest 12/1

**FAITH LUTHERAN CHURCH AND PRESCHOOL
Annual Report - Membership Changes 2024**

Transfer In

Laura Halstead 2/1
Patricia Sather 2/14
John, Roselyn and Madelyn Mills 2/20
Michael and Susan Dubois 3/6
Pastor Jeffrey and Nancy Heimsoth 4/24

Profession of Faith

Julie Carr 1/24
Victoria Stebner 12/5

Deaths

Dorothy White 1/18
Barbara Beissel 2/2
Sally Bach 3/3
Delaina Oberman 3/7
Rhea Wright 3/26
Ingrid Grasso 4/24
Patrick Palmer 5/9
Sharon Bond 6/15
Evelyn Krause 8/24
Oka Miller 10/15
Julie Carr 10/15
Norman Storms 12/4
Herbert (Dean) Daenzer 12/18
Austin Duve 12/26

**FAITH LUTHERAN CHURCH AND PRESCHOOL
Annual Report - Membership Changes 2024**

Transfer Out

Rev. Dr. Todd and Heather Biermann 1/25
Cheryl Grava 2/7
Lee and Melinda Althoff 4/25

Inactive Members Removed

Truman and Sally Heicher 5/1

Removed

Self-Exclusion

Kristin Ostby 11/10
Trisha Hardenburg 12/18

**FAITH LUTHERAN CHURCH AND PRESCHOOL
Annual Report - Membership Changes 2024**

Marriages

Brian Gebhart to Rachel Kish 6/15
Dar Norrington to Marianne Polidan 8/17
Adam Burau to Grace Lester 10/12
Jonathan Neunfeldt to Kristen Bentley 12/14

Faith Lutheran Preschool Statistics for 2024:

Total children enrolled: 69

Members: 3

Non-members: 66

Three classes of 4-year-old – 32 students

Members: 2

Non-members: 30

2 teachers and 3 assistants

Two classes of 3-year-old – 26 students

Members: 0

Non-members: 26

2 teacher and 2 assistants

Two class of 2-year-old –12 students

Members: 1

Non-members: 11

1 teacher and 2 assistants

Afternoon enrichment class offered Monday - Thursday:
children per day average 3

Respectfully submitted by,

Cindy LaFontaine

Director of Early Childhood Ministries

Faith Lutheran Church

Balance Sheet

As of December 31, 2024

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
10100 AMERICAN HERITAGE GIRLS TROOP MI 1415	2,987.76
10500 5th 3rd CORPORATE CARD	-7,677.24
11000 FIFTH THIRD CHECKING	273,763.34
11100 5/3 RESTRICTED SAVINGS	375,894.92
11200 5/3 ENDOWMENT SAVINGS	2,242.44
11300 5/3 TUITION EXPRESS	1,000.00
Total Bank Accounts	\$648,211.22
Other Current Assets	
10201 CEF DEMAND SAVINGS	241.87
10211 CEF EXTENSION PLUS	36,058.25
10221 CEF FIXED RATE NOTE	264,544.94
10300 PETTY CASH-OFFICE	200.00
10361 FLC VANGUARD ENDOWMENT FUND	202,692.04
Total Other Current Assets	\$503,737.10
Total Current Assets	\$1,151,948.32
Fixed Assets	
15010 FAMILY LIFE CENTER	2,477,769.00
15020 PARKING LOT EXPANSION	298,120.00
15030 EARLY CHILDHOOD FACILITY	1,245,547.00
15999 ACCUMULATED DEP	-2,341,755.00
Total Fixed Assets	\$1,679,681.00
TOTAL ASSETS	\$2,831,629.32
LIABILITIES AND EQUITY	
Liabilities	
Total Liabilities	
Equity	\$2,831,629.32
TOTAL LIABILITIES AND EQUITY	\$2,831,629.32

Faith Lutheran Church

Fund Balances

February - December, 2024

	FEB 2024	MAR 2024	APR 2024	MAY 2024	JUN 2024	JUL 2024	AUG 2024	SEP 2024	OCT 2024	NOV 2024	DEC 2024	TOTAL
AHG	4,350.54	-20.26	-164.31	-953.31	-722.06	-563.98	-207.53	1,523.28	-211.86	-42.75		\$2,987.76
Capital Campaign	333,889.56	15,195.00	20,180.76	27,075.00	17,599.00	13,353.49	7,550.00	-270,023.00	66,904.27	15,307.05	24,080.00	\$273,111.13
Church Worker Scholarships	6,100.00											\$6,100.00
Endowment	185,447.69	-1,321.57	-378.41	5,608.66	1,701.75	5,985.79	3,834.11	4,064.51	-4,310.10	6,203.97	-1,903.80	\$204,932.60
Faith Family Fund	3,910.39	25.00						20.00		-59.18	1,496.00	\$3,851.21
Flint Mission Network	1,489.00									25.00		\$3,055.00
Free Wedding Fund	300.00											\$300.00
Funeral Expenses	3,611.22	-567.04	500.00		-203.85		-122.43	-31.92			-104.55	\$3,081.43
Guatemala Mission Trip	1,352.05		250.00	885.00	-1,682.37	0.00			50.00			\$854.68
Investment in Plant	1,679,681.00											\$1,679,681.00
Local Missions	9,142.23			-706.89			-625.00	-689.99	-467.55	-749.49		\$5,903.31
Marriage in Gods Way	2,596.60											\$2,596.60
Memorial	20,587.11	100.00	1,585.00	1,835.00	365.00	290.00		45.00	-2,465.56	90.00	200.00	\$22,631.55
Memorial Garden	874.01	-100.00		-458.79	-148.91	-85.78		5.00	2,465.56	510.00		\$3,061.09
Music/Bells	2,851.34		279.20					5.00		-82.92		\$3,052.62
Music/Choir	2,274.43	2,773.24	250.00	120.00	125.00							\$5,542.67
Not Restricted	513,845.67	31,281.22	6,497.16	9,261.18	644.20	-8,208.32	-29,330.62	-544.54	9,101.59	-3,252.62	38,838.12	\$568,133.04
Paraments/Banners	1,435.32											\$1,435.32
Pre-School	3,219.96	20.00		-173.29	90.00							\$3,329.96
Restricted Safety Ministry	2,349.17											\$2,349.17
Social Ministry	11,811.76							-118.26		-166.85		\$11,353.36
Staff Mission Trips	4,083.05							230.09				\$4,083.05
Tiny Toys	280.00			50.00								\$560.09
Women of Faith	2,889.63	-24.00	-57.35	-485.05	-1,025.95		-415.57			-881.71		\$0.00
Youth	14,201.35		3,997.53	1,274.00	-399.52	-1,215.27	-414.41		-525.00	3,724.00	-1,000.00	\$19,642.68
TOTAL	\$2,812,573.08	\$47,361.59	\$32,939.58	\$43,331.51	\$16,342.29	\$9,555.83	\$-19,731.45	\$-265,514.83	\$72,541.35	\$20,824.50	\$61,605.77	\$2,831,629.32

2025-26 PROPOSED BUDGET WITH PAST HISTORY/PROJECTIONS

APPROVED BY BOARD ON JANUARY 3, 2025 for PRESENTATION TO AND VOTE OF THE CONGREGATION OF FAITH LUTHERAN GRAND BLANC

	2023-2024 ACTUAL	DECEMBER 2024 YTD	PROJECTED 2024-25 TOTALS	2024-25 BUDGET	2025-26 PROPOSED BUDGET WITH 3% WAGE INCREASE	
REVENUE						
GENERAL FUND	848,589	805,906	891,574	820,000	900,000	
BUILDING FUND	8,513	0	0	5,000	0	
OTHER INCOME	20,000	2,000	2,000	0	0	
MEMORIAL	7	175	175	0	0	
MORTGAGE LOAN INT	250	0	0	0	0	
CHECKING/SAVINGS INT	7,365	9,115	9,115	0	10,000	
WORSHIP	2,509	528	528	0	0	
SOCIAL MINISTRY	73	1,104	1,104	0	0	
ELDERS	0	0	0	0	0	
PUBLICITY	0	0	0	0	0	
OUTREACH & EVANGELISM	453	550	550	0	0	
YOUTH	1,101	3,025	3,025	0	0	
COMMUNITY LIFE	1,365	1,517	1,517	0	0	
EDUCATION	4,286	4,268	4,268	0	0	
COFFEE HOUR	931	911	994	0	0	
TRUSTEE	5,745	2,350	2,350	0	0	
ATHLETICS	300	0	0	0	0	
LEASE OFFICE EQUIP	0	10,360	10,360	0	0	
OFFICE	371	652	652	0	0	
PRE-SCHOOL	193,528	151,603	167,270	188,000	205,540	
THRIVENT FUNDS	829	1,252	1,252	1,000	1,000	
TOTAL REVENUE	1,095,948	873,602	1,096,734	1,014,000	1,116,540	
EXPENDITURES						
	2023-2024 ACTUAL	DECEMBER 2024 YTD	PROJECTED 2024-25 TOTALS	2024-25 BUDGET	2025-26 PROPOSED BUDGET WITH 3% WAGE INCREASE	
ADMINISTRATIVE						
SENIOR PASTOR	114,460	4,311	4,311	109,460	0	
INTERIM PASTOR	0	75,823	83,583	0	95,922	
ASSOCIATE PASTOR SCOTT	60,095	57,202	61,898	61,898	63,755	
OFFICE ADMIN - ALICEN	50,226	47,277	51,575	50,293	51,802	
CUSTODIAL - DAVE	28,735	26,978	29,431	32,676	33,656	
ORGANIST	13,674	12,622	13,769	14,205	14,631	
NURSERY	0	0	0	200	1,000	
PASTORIAL SHUT-INS - COTTAM	3,075	1,216	1,327	4,244	4,371	
DIRECTOR OF MUSIC - CRAW	24,432	24,047	26,233	29,138	30,012	
EDUCATION & YOUTH DIRECTOR - ZANDER	63,395	60,345	65,297	65,297	67,256	
HEAD OF TECH - RICHARDS	9,625	8,094	8,830	9,100	9,373	
PARISH NURSE - DEACONESS HANSARD	21,707	20,649	22,526	22,343	26,156	
WELFARE/RETIREMENT	55,247	37,472	40,879	56,300	58,959	
EMPLOYERS FICA	19,758	17,724	19,335	24,408	22,685	
AUTO ALLOWANCE	5,728	4,599	5,017	6,000	6,000	
MEDICAL INSURANCE	48,224	49,208	53,681	53,100	60,000	
TRAINING & CONFERENCES	4,029	2,720	2,967	5,000	5,000	
OFFICE ASSISTANT - MARCIA	15,908	14,128	15,412	19,226	19,803	

OFFICE ASSISTANT - KRISSA	11,737	13,357	14,571	15,425	15,888
WORSHIP	10,833	8,475	9,245	9,350	9,350
STEWARDSHIP	1,331	1,396	1,396	1,500	1,500
SOCIAL MINISTRY	3,165	5,381	5,870	8,000	8,000
ELDERS	1,687	1,614	1,761	8,000	5,500
PUBLICITY	766	851	1,021	2,000	1,000
OUTREACH AND EVANGELISM	8,503	9,521	8,169	12,500	12,500
YOUTH	10,440	10,207	12,248	15,150	16,500

TOTAL ADMINISTRATIVE 587,914 515,217 560,354 634,813 **640,619**

**2025-26
PROPOSED
BUDGET WITH
3% WAGE
INCREASE**

CONGREGATIONAL MINISTRIES

	2023-2024 ACTUAL	DECEMBER 2024 YTD	PROJECTED 2024-25 TOTALS	2024-25 BUDGET	
COMMUNITY LIFE	3,401	4,267	4,655	5,750	6,600
EDUCATION	12,131	13,296	14,505	13,050	14,450
PRAISE	0	1,801	1,965	0	2,300
COFFEE HOUR	1,778	1,312	1,431	2,290	2,290
SCHOLARSHIPS	0	6,000	6,000	6,000	6,000
TOTAL CONGREGATIONAL MINISTRIES	17,309	26,676	28,556	27,090	31,640

MISCELLANEOUS

MISSIONS-SYNOD (refer to note below)	79,000	79,083	85,000	85,000	88,700
IIP-DISTRICT (refer to note below)	0	3,865	4,253	0	4,800
OFFICE	9,373	7,039	7,679	10,000	10,000
POSTAGE	1,853	1,244	1,357	1,800	1,200
QUICKBOOKS/ADP	4,239	3,236	3,530	5,000	5,000
BANK CHARGES & FEES	57	308	336	300	400
TOTAL MISCELLANEOUS	94,522	94,775	102,155	102,100	110,100

TRUSTEES

HEAT & LIGHTS	48,726	41,659	45,446	55,000	58,000
TELEPHONES	6,117	4,889	5,333	5,500	5,500
WATER & SEWER	4,437	3,948	4,307	4,500	4,000
INSURANCE	43,596	933	23,000	23,000	24,000
MAINTENANCE & SUPPLY	68,879	31,277	34,120	45,000	48,000
LAWN CARE/SNOW REMOVAL	15,717	16,332	17,817	19,000	21,000
TRASH REMOVAL	2,042	2,022	2,206	2,200	2,500
MAINT/LEASE OFFICE EQUIPMENT	12,980	19,551	21,328	14,000	14,000
CLEANING SERVICE	0	0	0	0	0
ATHLETICS	0	113	113	500	300
KITCHEN	1,943	2,398	2,616	2,000	3,000
SOFTWARE	11,667	10,285	11,220	10,000	12,000
SAFETY MINISTRY	3,390	3,869	4,221	3,500	4,000
TOTAL TRUSTEES	219,496	137,276	171,728	184,200	196,300

**2025-26
PROPOSED
BUDGET WITH
3% WAGE
INCREASE**

BUILDING LOANS

	2023-2024 ACTUAL	DECEMBER 2024 YTD	PROJECTED 2024-25 TOTALS	2024-25 BUDGET	
MORTGAGE #1 FLC	65,006	0	0	0	0

TOTAL BUILDING LOANS	65,006	0	0	0	0
PRE-SCHOOL					
PRE-SCHOOL DIRECTOR	56,362	53,651	58,053	58,053	59,795
PRE-SCHOOL TEACHERS	51,590	40,737	44,440	59,924	56,000
PRE-SCHOOL ASSISTANTS	56,512	50,930	55,560	60,493	61,000
PRE-SCHOOL SUPPLIES	17,781	11,086	12,094	19,000	21,000
TUITION EXPRESS	1,997	1,955	2,133	1,300	2,880
TOTAL PRE-SCHOOL	184,241	158,359	172,280	198,770	200,675
TOTAL EXPENDITURES	1,168,595	932,303	1,035,072	1,146,973	1,179,334
NET OPERATING REVENUE	(72,647)	63,013	61,662	(132,973)	(62,794)