

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

**February 10, 2025**

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

Absent: Chris VanLandeghem

Guest: Greg Baehr

Meeting opened with prayer at 6:05 p.m.

Greg gave an overview of how a suggested compensation package is calculated by the District for a Senior Pastor. Discussion followed.

Scott gave the Board direction of what actions they needed to take at the meeting in order to have the necessary information to fill out for the call papers for Pastor McDowell.

Tim motioned to include a base salary that is 5% over the suggested Michigan District salary for a Senior Pastor for the call documents. Leslie seconded the motion. Discussion followed.

Motion was approved.

Marcy motioned to include in the call document that moving expenses up to \$7500 would be paid by FLC. Any amount exceeding that would be considered by the Board. Sam seconded.

Motion approved.

Leslie motioned to include in the call documents an offer of a \$25,000 loan with interest calculated at 4.5% with principle reduced annually \$1000 for each year of service. Corrine seconded. Discussion followed. Motion approved.

Meeting adjourned at 7:37 p.m.

Respectively submitted,

Tim Miller