

Faith Lutheran Church

Board of Directors Minutes

September 15, 2025

Present: Pastor Heimsoth, Tim Miller, Phil Whitmer, Deb Lund, Kevin Holleboom, Gil Montez, Leslie Stratton, Chris VanLandeghem, Marcy Montez, Sam Seigel and Corrine Walworth.

Absent: Kevin Ostby

Meeting opened at 7:00 p.m. with prayer from Pastor Heimsoth.

Secretary's Report

Leslie made a motion with support from Gil to approve the minutes. Motion was approved.

Pastor Report

August worship attendance was up 4% from the month of August in 2024.

Pastor spoke on the Spiritual First Aid workshop being offered in November.

Pastor spoke on his abilities to serve at FLC through the end of the year. At the end of the year, he will step away from serving as in the Intentional Interim Pastor program. Bob Kasper is aware of this decision and will be prepared to work on a replacement if needed.

The Call Committee has received a new list of Senior Pastor candidates from the District and are currently scheduling interviews with candidates.

Pastor Heimsoth gave an overview of the difference between a Policy Based Governance verses a working Board of Directors.

President's Report

Motion was made to accept the original presentation to update the Narthex and to move forward with the project by Corrine and support from Chris. Discussion followed.

Amendment to the motion was made by Marcy to continue with the update and move the north welcome center to the west entrance and the south welcome center remains in its current location. Both units would continue to be utilized. Gil supported the amendment. Amended motion was not approved. Original motion was voted on and approved.

Phil went over CTNG financials with a celebratory breakfast scheduled on February 8th.

V.P. Property & Maintenance

Water filters were installed in the preschool per state requirements

Roof patches are not yet all complete but those installed seem to be working after recent heavy rains.

Sam talked to the city about changing the sign out front to an electronic sign and shared with them that our preschool is governed by the State. The city said they would be willing to look at what our proposal is.

Talked to the city about building a pavilion and Mike White will take over the project and will bring back a proposal.

Discussion took place with regards to accommodating the nursery in the current library and changes necessary to do so.

V.P. Salary & Personnel

Chris gave an overview on the merit increase for the preschool staff to take affect September 29th. Motion was made by Chris to give an increase to all preschool staff of 3% September 29th through the end of the fiscal year. Support from Gil. Discussion followed. Motion approved. Tim abstained from the vote.

Chris will chair a committee that will review the staff salaries and how they fall in District guidelines. This will take place prior to next year's fiscal budget.

V.P. Finance & Stewardship

No report

Board Reports & Requests

Elders

The elders have scheduled a training called Mercy in Action - LCMS Disaster Response for November 9th.

Training of all elders took place in the sanctuary on their responsibilities during worship services.

Youth Board

Confirmation retreat had 18 youth in attendance.

High school climbing event had 12 youth in attendance with some newer youth attending.

Outreach & Evangelism

Franklin Mission will have the Angel Tree again this year

FAM received RSO status which will allow for a parttime pastor.

Pastor Scott has been added to the Waymaker Board of Directors.

Tailgate Event is slated to take place on the September 19th with a lot of volunteers signed up.

Worship

All choir start September 18th.

Congregational Ministry

Fall Ministry Fair was a great success with an increase over last year of those ministries with displays.

Update on the nursery for startup cost was reviewed. There currently no applicants for staffing personnel. Chris will create the job description once a candidate is found.

Social Ministry

Marcy passed out a thank you letter from the Chiungamo Orphanage along with some photos that were sent.

October 1st Christmas Child starts.

K.O.O.L. ladies are celebrating 20 years with a special event to be held in the future.

Cancer Companions has been started by Deaconess Hansard.

Angel Tree starts November 6th to submit names for those in need. Last day for donations will be December 21st.

Those in need of a Thanksgiving basket will start to be accepted starting on November 6th.

New business

None.

Meeting closed with prayer at 9:17 p.m.

Respectively submitted,

Tim Miller