

Faith Lutheran Church

Board of Directors Minutes

November 17, 2025

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

Absent: Sam Seigel

Guest: Deaconess Hansard and Pastor Scott.

Meeting opened at 6:30 p.m. with prayer from Pastor Heimsoth.

Secretary's Report

Motion was made by Gil to approve the minutes for October and support from Kevin O. Motion was approved.

Pastor Report

Pastor Jeff went over the difference between church sizes and how they're governance differs and the challenges they face according to their sizes.

Deaconess Hansard

An overview of duties was presented by Deaconess Hansard.

President's Report

Upcoming dates are:

Sunday, December 28th for Franklin Avenue Mission there will be a door offering.

Saturday, January 10th, will be the Annual Congregation forum.

Sunday, January 25th will be the Annual Voters Meeting.

Pastor Scott talked about what direction FLC should take after Pastor Jeff retires and to consider not calling another Interim Pastor. Pastor Jeff shared incite on calling another Intentional Interim Pastor. Discussion from the Board followed. Kevin motioned that the BOD begins the process of looking for an Intentional Interim Pastor to replace Pastor Jeff. Support from Chris. Motion was approved.

V.P. Property & Maintenance

Phil gave an update on the pavilion's progress. Sam is attending a City Council meeting tonight for city approval.

V.P. Salary & Personnel

Alicen would like to move Workers Compensation expenses into Welfare and Retirement. BOD agreed to have this moved. Chris will make Alicen aware of the change.

Chris talked on the consideration of wage increases for the Preschool staff annually in September verses in February. Cindy LaFontaine will continue to be considered with the called and hourly office staff in February.

V.P. Finance & Stewardship

Kevin went through the October financials. Revenues are down by about 7%. Some substantial savings in various areas have helped the shortfall.

Board Reports & Requests

Elders

Safety Committee expenses have been moved from the Elders budget to the Trustee budget for the next fiscal year.

Sam will give a report in the future regarding the Safety Committee.

Elimination of inactive members that have not attended since 2019 has been worked on by Mike Rose to compile a list that will be reviewed.

Youth Board

Youth breakfast was a success with close to \$2000 in donations.

Recent events had some youth that have come on their own with no home church affiliation.

Outreach & Evangelism

Franklin Angel Tree is up in the Narthex with ornaments being taken.

Worship

Design team has been busy with the Narthex. Discussion took place regarding some signage that will be placed in the Narthex area. Corrine will send the Board some pictures of the designs for the signs in the next month.

Congregational Ministry

Hot chocolate bar for Wednesday December 17th. BCM is looking for cookie donations.

Trunk or Treat was a success with over 200 bags given out.

Upcoming fund raisers:

M&M Tubes January 11th motion made by Chris with support from Gil. Motion approved.

Can Drive during March motion made by Chris with support from Gil. Motion approved.

Trivia Night March thru April 24th motion made by Chris with support from Gil. Motion approved.

Social Ministry

No report.

New business

None.

December 16th next meeting.

Meeting closed with devotion from Chris at 8:45 p.m.

Respectively submitted,

Tim Miller