

Faith Lutheran Church

Board of Directors Minutes

December 9, 2025

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

Absent: Kevin Holleboom

Guest: Heather Guinn, Matt Trevithick, Greg Baehr

Meeting opened at 6:29 p.m. with prayer by Phil.

Heather gave an overview of the process that was used this time as it was different from previous call considerations. Pastor Andrejewski had an excellent interview with the Call Committee, and he had favorable comments with regards to FLC.

Greg Baehr gave an overview of the CEF Housing Loan Program. He also reviewed with the Board the District guidelines as they relate to compensation for Pastor Andrejewski. Phil gave the Board an overview of what he would propose for a compensation package.

Leslie made a motion to pay Pastor Andrejewski \$95,000 base salary and a church loan of \$80,000 payable over 10 years at \$8000 forgiven annually and moving expenses of \$2500. The motion was amended to a relocation expense of \$3,000. Support from Gil. Motion was approved with the amendment. Pastor Andrejewski would also be made aware that with voters' assembly approval there would be available to him a housing loan through CEF with FLC the first lien holder.

Meeting adjourned at 8:05 p.m.

Respectively submitted,

Tim Miller