

Faith Lutheran Church
Board of Directors Minutes
February 18th, 2019

Present: Pastor Biermann, Phil Whitmer, Marcia Gauthier, Craig Hubert, Suzanne Perreault, Laurie Crawford, John Crawford, Andy Priestap, Sam Siegel, Jennifer Hocken, Stephany Hall, Pastor Scott, Cindy LaFontaine
Absent: Aaron Gulyas, Laura Mulligan

ORDER OF BUSINESS:

Meeting was called to order at 7:02 p.m. with devotion and prayer from Pastor Biermann focusing on the parable in Matthew Chapter 25 and helping others when we can.

Secretary's Report: Marcia Gauthier

- Minutes from the January 21st, 2019 meeting were presented and reviewed. The date of the first session of the Every One His Witness class was corrected to read January 20th, 2019. A motion to approve the minutes as corrected was made by John, seconded by Craig. Motion was passed.

Pastoral Report/Notes: Pastor Biermann

- Reviewed the January Parochial Report. Noted a decrease in attendance during the third week of January 2019 compared to January 2018 probably due to a significant winter storm affecting the third Sunday of 2019. There was also a decrease in attendance on the second Sunday of January 2019, compared to 2018, which probably was a result of the large number in attendance for the All Men's Chorus gathering at Faith in 2018. A significant increase in attendance one Wednesday evening in January 2019, compared to other Wednesdays, was most likely due to a confirmation and baptism during that service.
- Explained that the office and ministerial staff have tracked their hours over a two week period to see where they spend/ waste their time.
- Updated the status of the Grand Blanc Area Faith Community Outreach organization. A draft copy of their flyer was distributed (exhibit A).
- Updated his efforts as Circuit Visitor to Pilgrim LCMS in Burton and their pastoral needs. A meeting is scheduled to discuss options of where to go as a church (closing, merging, forming a satellite).
- Updated his jury duty status. He has not had to report yet.
- Explained that St. Paul in Hamburg, Michigan called to see if he was interested in being on the call list there. Pastor explained that he is not interested at this time but is trying to help St. Paul with the process.
- Described a situation recently regarding having a "comfort dog" present during services at Faith and concerns from others about safety and allergies. A lengthy conversation took place to address all needs and concerns. At this time, more research needs to be done to clarify guidelines for proper certification, insurance, and the Americans with Disabilities Act.

President's Report: Phil Whitmer

- Confirmed that Pastor Scott and Greg Baehr have been officially approved as voting delegates for the election of President of the LCMS to take place online June 22-25, 2019 (exhibit B).
- Explained that Faith's Executive Committee met on 2/13/19 at 4:00 p.m. and discussed the letter from the Michigan District requesting Faith Grand Blanc to assist with funding Dr. Mandla Khumalo's visit to the U.S. Rev. Todd Jones, Head of Missions of the Michigan District, would like to come talk to the Faith Board of Directors about this effort. Possible dates were suggested and John will contact Rev. Jones to confirm.
- Explained that Jason is likely to accept a new position.
 - Pastor Biermann asked permission for Phil to appoint a call committee to research candidates and discuss position options should Jason leave. He explained the call process in great detail. A motion to approve this request was made by Andy. Laurie seconded the motion. Motion passed.
 - Pastor Biermann listed the qualities that seem appropriate for the ideal candidate and explained that both Pastors and Cindy will do as much as they can to fill the void until a new staff member is called.
- Described Sue Hooper's changing role at Faith starting at the end of April. She will work 9 hours a week and continue to lead the adult handbell choir and plan Sunday worship. Currently Sue and Emily's hours combined total 34. With the change taking place, the new Music Director's hours and Sue's hours are projected to total 29 combined hours. A full job description is pending.

- Suzanne expressed concern about Faith's staffing efforts going in a negative direction with the combining of positions and downsizing of the front office staff and hours.
-Pastor addressed the need for streamlining jobs so there is no overlapping to prove that we do need more staff in the future and a possible increase in pay. Paid staff should have specific job descriptions and not go beyond those duties.
- A motion to offer Emily Crow the position of Music Director (with a goal to have an expanded job description within the next 6 months) was made by John, seconded by Marcia. Motion was passed. Aaron will make the official offer to her.
- Pastor Biermann said it is a goal to have all job descriptions updated and expanded within 6 to 9 months.

V.P. Property & Maintenance: Sam Siegel

- Donated 16 chairs to the police station next door to FAM.

V. P. Salary & Personnel: Aaron Gulyas, absent

- No report

V. P. Finance & Stewardship: John Crawford

- Stated that there are 4.5 months of operating cash on hand.
- Reviewed Overall Receipt and Expense Budget with FY 2018 actual numbers. (exhibit C).
- Reviewed restricted/memorial fund balances and possible options for some unused accounts.
- The Biermann Mission Trip fund account has been changed officially to Mission Trips in the paperwork.
- Phil asked about specific funds and discussion occurred about how to direct these funds to sub accounts, not individuals. John will discuss this with Marge.
- The Nominating Committee will start work on February 26th. Greg Baehr is leading the committee.
- Updated the board on the proposed implementation of Pay Pal services to be used by members of Faith to pay for activities/items. A motion to move forward with the service was made by Craig, seconded by Stephany. Motion was passed.

BOARD REPORTS/REQUESTS:

Elders: Craig Hubert

- Noted that fourteen Elders will be needed for the next term. Seven current Elders are interested in returning and four are not. Three are yet to be determined.
- The Elders will be making gift baskets for members in the military for Easter.
- There is a need for a candle snuffer stand/holder. Someone has offered to pay for it.
- Marcia asked if people are accepting the Elders' invitation to pray after services. Craig mentioned that there are a few people that request prayers and that the library option is a good idea.

Outreach & Evangelism: Suzanne Perreault

- No report

Worship: Laurie Crawford

- Deb Deming has volunteered to place banners in the sanctuary.
- Requested that the altar guild be notified if there is an event in the sanctuary on a Saturday because they often arrive around 10:00 a.m. to set-up for Sunday services. Marcia volunteered to call them if needed.
- Marcia asked if there are enough altar guild volunteers now. Laurie mentioned that she is pleased with the number of volunteers but stated that they could always use more.

Communication & Publicity: Laura Mulligan, absent

- No report

Congregational Ministry: Jennifer Hocken

- Noted that the Chili Cook-Off went well and had approximately 85 people in attendance.
- Women of Faith have requested fundraising approval to sell vouchers for Sunrise Greenhouse. The funds would help with a retreat and the purchase of a few items for the altar area. Craig made a motion to approve the fundraiser, Laurie seconded it. Motion passed.

Social Ministry: Stephany Hall

- No report
- Sam asked if the food in the Food Pantry could be moved away from elevator door, otherwise the elevator maintenance people will not have access. A few options for getting that done were discussed.

Youth Board: Andy Priestap

- Listed upcoming fundraising opportunities: B.A.L.L. National Basketball Tournament concessions March 8th-10th, Trivia Night March 15th and Easter Breakfast April 21st.
- Sign-up Genius pages have been made and emailed and there has been a good response so far.
- Looking for local businesses to donate for the raffle at Trivia Night.
- Several youth attended Planet 3 Jump on February 17th.
- Will be requesting an extension to keep the "Show Us Your Love" fundraiser in Heins Hall longer than originally planned.

NEW BUSINESS:

- Cindy provided preschool updates:
 - The licensing consultant was in February 13th and the Grand Blanc Fire Marshall was in February 18th.
 - Approval has been granted to increase the number of preschool students from 60 to 64.
 - New smoke detectors are needed because current detectors are past warranty.
 - The official paperwork for heat and air conditioning inspections needs to be sent to the licensing consultant.
 - Due to all the snow days Cindy would like to extend preschool through the first week of June.
 - Discussion occurred about paid vs. unpaid staffing on snow days and during the week to extend the school year. During the current school year staff will continue to be paid for snow days and the extra week in June, but a new policy will be established by the Board of Directors before the 2018-19 school year ends and will be implemented starting with the 2019-20 school year. A motion to approve the minutes was made by Sam, seconded by Craig and Stephany. Motion was passed.

ROUNDTABLE:

- Pastor Scott noted that he is headed to Arizona on Wednesday, February 20th with Jason for a Best Practices conference.
- John noted that we are able to set up sub accounts with no problem now. This was in reference to questions asked during last month's meeting.
- Jenny announced that Alicen Dub is no longer going to be planning the Wednesday night suppers after April. Steph Hall stated that she will also no longer be involved in this planning effort.
- Pastor Biermann encouraged Pastor Scott to work with Jason during their trip to Arizona to finalize all youth activities that are scheduled during the remainder of Jason's time at Faith.

ANNOUNCEMENTS:

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Closed in prayer. Meeting adjourned at 9:38 p.m.
Next meeting is 3/18/19 at 7:00 p.m. in the library.

Respectfully submitted,
Marcia Gauthier, Secretary