

Faith Lutheran Church
Board of Directors Minutes
August 19, 2019

Present: Pastor Biermann, Bruce Trevithick, Matt Guinn, John Crawford, Suzanne Perreault, Laurie Crawford, Scott Hans

Absent: Marcia Gauthier, Sam Siegel, Andy Priestap, Stephany Hall, Jennifer Hocken, Laura Mulligan

Meeting was called to order at 7:06 p.m. with the verse from Acts 1:8 on the Great Commission. Then Pastor Biermann read a letter from one of his colleagues from Ethiopia that talked about his life and his Christian journey. This was related back to our role to grow the church and be disciples of Christ. He concluded by asking that we pray for this pastor from Ethiopia and the rest of the team pastor worked with on his trip there.

Secretary's Report:

- Minutes from the July 2019 meeting were presented and reviewed. **A motion to approve the minutes was made by John, seconded by Matt. Motion was passed.**

Pastoral Report/Notes: Pastor Biermann

- Reviewed the most recent Parochial Report, pointing out significant changes and other notable items.
- An update on the work being done on the new pictorial directory was discussed.
- Pastor informed the Board that there is going to be an all-staff in-service that will be held from noon to 2:00 p.m. on October 15th. He wanted the Board to know they were invited and encourage to attend.

President's Report: Bruce Trevithick

- Discussed BOD meeting structure and the addition of "general" time frames on the agenda for reports and other items. It was stated that the goal was to be both open and efficient with the Board's work.
- A new item will be added to the agenda called "Parking Lot" issues, that we allow us to keep track of larger issues that have been discussed for action.

V.P. Property & Maintenance: Sam Siegel, absent

- Sam was unable to attend, but Pastor noted that work is being done to evaluate the sanctuary AV/sound system, which is currently having issues because of the patchwork nature of it. Currently this involves doing some research and meeting with a company that could do the work.

V. P. Salary & Personnel: Scott Hans

- Scott will be meeting with Alicen Dub, office manager, monthly to review staff related issues.
- A change to the health insurance program is being made to offer an HMO style plan, which is an expansion of the current offering.
- Job descriptions and human resources files are being updated.
- The new snow day policy, which was approved by an email vote of the Board, has been put in place.

V. P. Finance & Stewardship: John Crawford

- Reviewed financial report and stated that there is a total of five months of operating cash on hand. This is expected to change when payroll changes soon. Without a youth director these last few months payroll has decreased.
- Financial support of the educational pursuits of Carl Petzold and Christie Hansard will be done through the use of scholarship funds and undesignated memorials.
- As mentioned at the last meeting, more work needs to be done to manage scholarship funds, with a policy on their use and the possible creation of a dedicated fund like is done with the Endowment Fund.
- A Housing Allowance Resolution was read to the Board (and will be included as a permanent record of the minutes) regarding the designation of housing allowance funds for Joel Zander. **A motion by Scott and seconded by John was made to approve the resolution as presented. The motion passed.**

BOARD REPORTS/REQUESTS:

Elders: Matt Guinn

- An update on membership was presented, with three transfers in, two transfers out and forty-four self-exclusions. The ~~later-latter~~ was as a result of work done by the pictorial directory committee and speaking with individuals listed as members who wished to be removed.
- Discussions have occurred regarding doing some general outreach by Elders looking at alternative methods.
- There is research being done on the potential creation of an All Saints Board, similar to what has been done with the one near the Family Life Center for veterans, but only featuring those who have died in the previous year.
- The Elder robes are aging and options are being considered to either replace them (at a significant cost) or possibly not using robes. The latter may require the creation of a dress code.

Outreach & Evangelism: Suzanne Perreault

- No specific report.
- A question regarding the upcoming Guatemala Mission Trip was asked and responded to.

Worship: Laurie Crawford

- Communion wine has been purchased and the supply should now last for some time.
- Questions were addressed regarding the role of the altar guild in filling the candle oil and maintaining the wicks. It was agreed that the oil would be handled by the altar guild and wicks by the Elders.
- Laurie will be having shoulder surgery on September 30th and will be limited for some time afterward.

Communication & Publicity: Laura Mulligan

- No report

Congregational Ministry: Jennifer Hocken, absent

- Two fundraisers proposed by the American Heritage Girls and recommended by BCM were reviewed by the Board. The first would be a flower sale in the fall and spring. The second would be a cookie sale for Valentines, with AHG making the cookies. It was noted that the cookies could only be sold to congregation members as any outside sales would be open to public health

licensing and inspection. **A motion was made by Scott and supported by Pastor to approve the fundraisers as presented. The motion passed.**

Social Ministry: Stephany Hall, absent

- No report

Youth Board: Andy Priestap, absent

- No report

NEW BUSINESS:

- No new business was presented.

ROUNDTABLE:

- John brought up the important topic of human trafficking and the need to make sure that youth leaders in our congregation are educating and protecting our youth regarding this growing problem.

ANNOUNCEMENTS:

- No announcements were made.

Closed in prayer from Pastor Biermann. Meeting adjourned at 8:32 p.m.
Next meeting is September 16, 2019 at 7:00 p.m. in the library.

Respectfully submitted,
Bruce A. Trevithick, Temporary Secretary