

Faith Lutheran Church
Board of Directors Minutes
October 21st, 2019

Present: Pastor Biermann, Bruce Trevithick, Marcia Gauthier, Matt Guinn, John Crawford, Jennifer Hocken, Laura Mulligan, Sam Siegel, Stephany Hall, Scott Hans, Andy Priestap, Joel Zander

Absent:- Suzanne Perrault, Laurie Crawford, Stephany Hall

Meeting was called to order at 7:07 p.m. with devotion from Pastor Biermann from Thessalonians 5:8. He reminded us to "give thanks in all circumstances" and compared this idea to Jacob's troubles with his hip. Pastor also reminded us of how blessed we are at Faith with a beautiful staff and many wonderful volunteers.

Director of Education and Youth, Joel Zander, was present for this meeting. Board members introduced themselves and identified their role on the board. Joel led us in prayer.

Secretary's Report: Marcia Gauthier

- Minutes from the September 2019 meeting were presented and reviewed. A correction to the next meeting date (October 21st, not 20th) was made by Marcia. A correction to the diffuser description (*not* for lights in Sam's report)) was made by Sam. A motion to approve the minutes was made by Matt, seconded by Laura. Motion was passed.

Pastoral Report/Notes: Pastor Biermann

- Asked us to review the September Parochial Report. No discussion occurred.
- The *all staff* meeting on October 15th went well. The next *all staff* events are scheduled for January 15th and March 17th, 2020 from 12-2:00 p.m. with lunch included. All Board of Directors members are invited. The topic on Jan. 15th will be *The Church in the Year 2030* which focuses on the predictions about the future of the church and shifting attendance patterns.
- Christie Hansard is officially in the Deaconess program and will be installed at FLC as a deaconess intern in early 2020. There will be a public worship recognition and explanation of this at that time.
- Pastor asked for the Annual Forum on January 11, 2020 to be officially put on the calendar.
- Grand Blanc Area Faith Community Outreach (GBAFCO) update -
 - moving along well
 - FISH has agreed to be a partner
 - Updated us on ideas for space and plans for outreach to bring many local centers into one centralized location
 - Scott asked if Faith funds any of this and Pastor shared that Stephany Hall has some plans to utilize some money for the organization from Faith's Social Ministry account.
- Grand Blanc High School is offering a preview of the movie, *Ring of Silence*, on November 5th. They have offered Faith the opportunity to send 5 people. Cindy LaFontaine, Joel Zander and one preschool teacher will be attending. Pastor offered the other 2 spots to board members. The movie is about human trafficking and was filmed in Genesee County.
- Provided handout (attached) "Generation to Generation Resolution" from the LCMS Convention this past summer and reviewed.
- Provided handout (attached) regarding staff social media policy. Any input should be sent to Pastor Biermann or Alicen.

President's Report: Bruce Trevithick

- Explained and discussed proposed changes to the LCMS constitution. The proposed changes should be reviewed by board members and concerns or questions should be directed to John Koke. This topic will be on the agenda at the Congregational Meeting in January, 2020.
- Faith's constitution also has proposed changes. Board members were asked to review. The proposed changes should be reviewed by board members and concerns or questions should be directed to John Koke. This topic will be on the agenda at the Congregational Meeting in January, 2020.
- Strategic Planning efforts:

-a special meeting of the Executive Committee occurred tonight prior to the BOD meeting and will now occur monthly before every BOD meeting.

V.P. Property & Maintenance: Sam Siegel

- The parking lot will have asphalt cold patch done this week to get us through the winter. This is a temporary fix.
- A HDMI cable was hung in the sanctuary as a temporary fix to the projector issue. A representative from Simoni Systems is scheduled to be at Faith October 23rd to fix the issue.
- Louie Barger has been doing a lot of work outside (trimming, weeding and more) in addition to his usual work in the Memorial Garden. He is now doing the A-Team's work too.
- People still need to turn the sanctuary light dimmer all the way off when leaving the sanctuary.

V. P. Salary & Personnel: Scott Hans

- Provided handout of current salary and personnel actions (attached).
 1. Working with Alicen a lot regarding Human Resource files
 2. There is a Safety Ministry grant available through the Michigan District Church Extension Fund for \$2,500. Safety Ministry falls under the Property and Maintenance board. We need to go through Christie Hansard and will plan on applying for this grant in January, 2020 as it is not open until then. CEF is also offering a low interest loan for safety upgrades in an amount up to \$20,000 or \$25,000.

V. P. Finance & Stewardship: John Crawford

- Reviewed financial report and stated that there is a total of 4.5 months of operating cash on hand.
- \$3,500 will be returned to the BCM account for deaconess program that was returned to Faith from Concordia Seminary.
- Asked boards to have their preliminary/tentative budgets sheets drawn up and submitted to him by November 14th, 2019. This will allow time to have them prepared for approval at the November 18th BOD meeting.
- Marge and Alicen are revamping voucher policy. Some wording is changing. Alicen will prepare the vouchers, the board chairperson will be notified that they have a voucher that needs approval and signing. All vouchers will be kept in the office. Sam requested the word "approved" be in front of "sign" in the new policy. A new "signature" card was shown and explained. This will allow each board to have an alternate signature designee in case the chairperson is unable to sign (vacation, ill). This should help alleviate confusion about any money spent. Bruce asked how the alternate designee is chosen. Sam expressed his concern about alternate signature being used without chairperson knowing. Scott asked about the creation of policies and the process to do so. A discussion took place and it was agreed to have the Board review the policy and give John feedback.
- An email from Marge was read about her concerns with employees not meeting the cut-off date and time for turning in time sheets. She will no longer be making up pay or picking up late time sheets. Pastor Biermann offered to address this with the staff.
- Jenny asked about payroll budget for the nursery. Who is in charge of signing time sheets for nursery workers? BCM previously controlled the nursery budget, but then it was part of the Board of Worship. John suggested we move money for 2020 to BCM for nursery payroll. Jenny will sign time sheets after Heather Biermann gives them to Alicen.

BOARD REPORTS/REQUESTS:

Elders: Matt Guinn

- The All Saints board/display has been made/provided by an anonymous member. Matt described it to Sam for mounting/display purposes. It will be presented to the congregation by Pastor Biermann during services on November 3rd and then permanently displayed in Heins Hall.
- The Elders are sponsoring Wednesday night supper this week.
- They have been working on Christmas greeting cards for their zones.

Outreach & Evangelism: Suzanne Perreault, absent

- No report

Worship: Laurie Crawford, absent

- No report

Communication & Publicity: Laura Mulligan

- Explained that some people have voiced concerns over the Living Faith newsletter and its cost. The total to print and mail is approximately \$2300. Some members feel it is the same information we see weekly in the Faith Happenings and Faith Walk. This adds a lot to Alicen's workload and it is often difficult to have people submit articles in a timely fashion. Comments and suggestions:
 - Having people opt out.
 - Offering it just once a year like a yearbook of events.
 - What could be done with the money instead?
 - Pastor suggested printing it annually after the forum and having it in mailboxes for Easter services. Those that are not picked up would then be removed from mailboxes and mailed. This was agreed upon by the board.

Congregational Ministry: Jennifer Hocken

- The Faith Fall Festival on 9/22/19 had approximately 100-120 people in attendance. There were 30 cakes donated for the cake walk and everyone seemed to enjoy it. Roxanne Steffe suggested we do it again, but maybe during a Second Sunday Celebration.
- October 18th was Trunk or Treat and we had approximately 25-30 trunks, served 370 hot dogs and had a lot of candy left. The only advertising this year was on the marquee and in the Faith Walk and Faith Happenings. It was not posted on Facebook.
- Lindsay Rode has taken on the role of recruiting coffee hour volunteers and is now in charge of the Sign-Up Genius page.
- Heather Biermann is now in charge of the nursery staffing efforts and the nursery is now available again during the 8:15 a.m. service, Bible study hour and 10:45 a.m. service.
- Roxanne Steffe led a Young At Heart group to the Flint Institute of Arts and is thinking they will plan another trip like this next year.
- After the last Wednesday night Advent service on December 18th, 2019 there will be fellowship time with cookies and cocoa. This occurred after the same *all choir* service in 2018 and people seemed to enjoy it.
- Plans for another chili/soup cook-off are being explored with a tentative date of Friday, February 7th, 2020. Other food items may be added to the menu and an exact name for the event is still in the works.
- Roxanne Steffe and Lisa Priestap are exploring the idea of having a Faith cookbook.

Social Ministry: Stephany Hall, absent

- No report

Youth Board: Andy Priestap (referred to Joel)

- There was a youth board meeting October 7th.
- Joel's idea is to have Andy Priestap, himself and four others on the youth board. As of now he is asking 4 others to be on the board, with elections to this board happening eventually. In addition, there will be regular youth forums through the year.
- A vision statement would include being a home centered and church supported youth ministry model.
- A new logo is being developed and a few samples were shown.

- An effort is being made to change the current Faith youth Facebook page. A completely new Facebook page may be needed due to difficulties with the process through Facebook.
- The youth are going to an escape room in Davison on November 3rd.

NEW BUSINESS:

ROUNDTABLE:

- Andy asked if it is at all possible to have a gate put in the fence between the high school and the church lot. Several reasons were shared as to why this has not happened yet and could be problematic.
- Sam shared that there was a concern about the size of bags being used in the communion cup receptacle. They are larger than necessary. Two gallon bags should be used. They are located in the sacristy but are not being used. John Crawford will share this information with Laurie (absent) to be shared with Altar Guild members.

ANNOUNCEMENTS:

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Closed with prayer from Pastor Biermann. Meeting adjourned at 8:59 p.m.
Next meeting is 11/18/19 at 7:00 p.m. in the library.

Respectfully submitted,
Marcia Gauthier, Secretary