

Faith Lutheran Church  
Board of Directors Minutes  
December 16th, 2019

**Present:** Pastor Biermann, Bruce Trevithick, Marcia Gauthier, Matt Guinn, John Crawford, Jennifer Hocken, Sam Siegel, Stephany Hall, Laura Mulligan, Andy Priestap, Suzanne Perreault, Greg Baehr

**Absent:-** Scott Hans

Meeting was called to order at 7:08 p.m. with devotion from Pastor Biermann. He focused on Luke 2:13 & 14 and reminded us that we get true peace through Him. We should celebrate it and share it.

**Secretary's Report:** Marcia Gauthier

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

**Pastoral Report/Notes:** Pastor Biermann

- Reviewed the November Parochial Report. Attendance is down a bit, especially on Wednesday nights. Advent started earlier last year which increased attendance in 2018 overall.
- Commented on the good work that both Joel and Christie are doing. The youth program is going in the right direction under Joel's guidance and Christie is very helpful to our sick members.
- Asked us to encourage others to see or listen to the sermon from November 24th regarding stewardship. How can we be examples as BOD members? We need to show Christ to more people.
- Shared and explained the BLESS Approach to Witnessing (attached) from the Pastoral Leadership Institute. This will be shared again at the All Staff meeting on January 15th at noon. All BOD members are invited to attend. Exhibit #1
- Concordia University, Nebraska, is accepting nominations for a new president. They do not have a president at this time. Pastor's brother, Mark Biermann, is interested. A nomination has to come from an LCMS congregation. A motion to nominate Mark Biermann was made by Sam, seconded by Laurie. Motion was passed.
- There is talk about changing the circuits in Michigan. Seven is the minimum number of congregations needed for a circuit.
- Pilgrim Lutheran in Burton is seeking a Pastor from the Seminary.
- Thanked all BOD members for their forum reports. A packet will be prepared and made available to members.

**President's Report:** Bruce Trevithick

- Asked if anyone had questions on the proposed constitution changes. This item must stay on the agenda and be discussed if needed.
- Greg Baehr asked a question in regard to Rights and Privileges of members from the Faith Constitution (information included from the synod) about the definition of marriage. Pastor Biermann answered.
- A potential capital campaign may take place in the fall of 2020. There are no specifics yet, but maybe it should be discussed at the Forum and congregational meeting in January, 2020. Suzanne and Sam support the capital campaign idea. Jennifer suggested pushing it to later in the year because we are still trying to improve general giving at this time. It is Ray Zavada's recommendation to do a campaign in the fall.
- With a successful campaign we could pay off debt that results in \$60,000 in added cost to our congregation annually.

**V.P. Property & Maintenance:** Sam Siegel

- A new camera (hard wire) for the baptismal font area is being purchased from Simoni at a cost of \$900.
- Simoni Systems provided a new estimate for new projectors and screens at a cost of \$23,000. Some memorial money will be used to help with this expense. The BOD will need to approve this purchase. A second quote was received from another company but was higher than Simoni's. Faith will do the installation and wiring. All updates we make now will be compatible with more updates in the future. The new projectors will be smaller and the screens will be about 2 feet wider and mounted lower and farther from the wall. John requested that they be hung parallel with the brick wall.
- Marge and the tellers are changing systems and will be purchasing a check reader. The check machine will be locked in a cabinet and the door to the room locked with a special key and shield. Jennifer asked why the high level of security is needed. Sam explained that the check reader machine will hold a lot of bank account information in it.

**V. P. Salary & Personnel:** Scott Hans, absent

- No report

**V. P. Finance & Stewardship:** John Crawford

- Reviewed the financial report and stated that there is a little more than 4 months of operating cash on hand.
- The Restricted Fund grew by \$10,000 due to a donation from a member to the Pastoral Scholarship Fund.
- There is a total of \$46,499.00 in Memorial funds.
- \$25,000 was received from Thrivent from the insurance policy of Robert Longroy.
- Shared and reviewed the final draft of the new voucher forms (attached). Exhibit #2 and #3 Alicen would like the new Signature Specimen form by the beginning of 2020 from each board. The alternate signature for your area of responsibility will only be used in an emergency.
- Reviewed Overall Receipt and Expense Budget - Annual Meeting Projected Surplus/Deficit- the deficit is \$92,942 (attached). Exhibit #4
- The 5-year projection (attached) is that by the year 2023 Faith would need to borrow money or increase revenue. It is not an emergency and no major cuts will be made but work needs to be done responsibly. We currently do spend responsibly but need revenue. The goal is to not cut programs or use savings. The BOD will continue monitoring these items. Exhibit #5
- Bruce suggested we finalize the budget. A motion to approve the budget was made by Sam, seconded by Matt. Motion was passed.
- Greg asked about the difference in preschool expenditures vs. revenue. There is approximately a \$10,000 difference. Pastor Biermann and Laura explained a few of the changes that occurred in the preschool over the last year, including the hiring of additional assistants for before and after school care and in the two year-old room. Income should soon match expenses as more take advantage of these programs.
- Faith's annual mission contribution to the District is \$83,075.00.
- Greg talked about Required Minimum Distributions from IRAs and making sure seniors know to use this properly to avoid a penalty. Pastor mentioned that we are going to try to have a volunteer stewardship director for Faith to help lead people in the right direction with stewardship, including the area of financial giving.

**BOARD REPORTS/REQUESTS:**

**Elders:** Matt Guinn

- The Communion elements in the trays located in the sacristy are consecrated and can be used. The Elders do not need to wait for the pastor to consecrate them during the service.
- Some Lutheran hymns have a contemporary setting now available and the Elders are looking into utilizing some of these contemporary hymn settings.
- The acolyte sign-up board will be used again in hopes of involving more youth in this process.
- The Elders will be introducing themselves to the Sunday School children.

**Outreach & Evangelism:** Suzanne Perreault

- 2020 Guatemala Trip update -There is a meeting January 19th to finalize plans.
- Matt asked if the Gathering Place/Life Tree funds are still available and Suzanne explained that Wave Grants are now available upon request from those funds.
- Will we be doing Faith Happenings events again? Funds have again been allocated for these events from the Outreach and Evangelism budget.

**Worship:** Laurie Crawford

- There seems to be some unauthorized access to the wine closet or some authorized person is leaving the door unlocked.
- Some Faith musicians are concerned that it is too noisy during the prelude time. Should there still be 5 minutes set aside for the prelude or should there be no prelude at all?

**Communication & Publicity:** Laura Mulligan

- No report

**Congregational Ministry:** Jennifer Hocken

- Hot cocoa and cookies will be served again after the December 18th Advent service. This will take place in Heins Hall.
- February 7th is the Food Challenge. There will be "best of" competitions for soup, chili, mac 'n cheese and brownies.
- Pastor Biermann commented that the New Member Reception didn't go so well at the December Second Sunday Celebration and that maybe the Food Challenge would be a good event to include a new member reception. We could personally invite them to be recognized then.
- BCM is working on a Mentor Program which would include members teaching classes to other members. Members with certain skills (sewing, car repair, etc.) will share and demonstrate their talents to others.
- Lisa Priestap is still working on a Faith cookbook plan.

**Social Ministry:** Stephany Hall

- Fifteen families are on the Christmas food basket list.
- The number of requests for Angel Tree gifts is down. The demand seems to be less this year.
- Faith is now partnering with Aldi's to orchestrate the food and packing of items for the Christmas food baskets. The management there is very welcoming and glad we asked for their assistance with this project.

**Youth Board:** Andy Priestap

- Over 30 youth participated in the Advent service led by Faith's youth on December 4th. Everyone agreed that it was a beautiful service.
- The Christmas party on December 8th was successful. There were activities for all age groups.
- "In The Moment" conversation time is being led by Joel and Christie and is geared toward high school age youth to discuss how to identify and/or avoid situations that challenge their morals and values.
- Faith's annual Trivia Night is scheduled for March 20, 2020 at 5:30 p.m.
- Tentatively planning to attend Spring Hill Retreat this winter. The date is TBD. This is for middle and high school age students.
- The LCMS Michigan District Senior High Youth Gathering is June 28th - July 1st, 2020 on Mackinaw Island.
- Mrs. Chris Lane has again donated more money to the youth fund. A very large thank you note will be presented to her on December 15th between services.

**NEW BUSINESS:**

**ROUNDTABLE:**

**ANNOUNCEMENTS:**

Closed with prayer from Pastor Biermann. Meeting adjourned at 8:53 p.m.  
Next meeting is 1/20/20 at 7:00 p.m. in the library.

Respectfully submitted,

Marcia Gauthier, Secretary