

**FAITH LUTHERAN
CHURCH
2023 Annual Report**



Faith Lutheran Church

Annual Meeting

January 29, 2023

President Scott Hans called the meeting to order at 12:06 p.m.

Number in attendance – 51

Opening devotion and prayer was led by Pastor Biermann.

Minutes of the annual meeting held January 30, 2022 were motioned for approval and supported. Discussion included a correction of attendance figures at the end of 2021 confirmands 1226 and baptized 1884. Minutes approved by the congregation with the corrections.

Forum Recognition – President Hans thanked those that attended the forum on January 21st.

Elders Report – Matt Guinn

1846 Baptized

1191 Confirmed

A lot of positive energy happening throughout all Board

Motion to approve membership changes was given with support. No discussion. Motion was approved.

Covering The Next Generation – Greg Baehr

\$268,000 Given to date

\$997,000 Commitments

Committee to meet in April to discuss further actions to take place moving forward. Commitments continue to be accepted for the campaign.

Annual Budget 2023/2024 - Phil Whitmer

A brief summary of the 2022/2023 budget was given.

Motion was given to accept the 2023/2024 Budget with support. Discussion followed on the motion. Motion was approved.

Upcoming Nominations – Scott Hans

A brief announcement was given on those positions that will be up for voting.

Property Maintenance Vice President Position -

Motion was made with support that the current VP of Church Property and Maintenance, Sam Siegel, be allowed to serve in this position for another 2 years should he be elected this spring, making an exception to the term limit provision of the Constitution. Discussion took place on the motion. The motion was approved by the congregation.

LCMS Election Delegates

Motion was made for the upcoming election of President of the LCMS that two voting delegates on behalf of Faith would be Sr. Pastor, Rev. Dr. Todd A. Biermann (pastoral voter) and Mrs. Carol Koke (lay voter) Support for the motion. No discussion. Motion was approved.

LCMS Officers

Motion was made for the election of officers of the LCMS, Faith nominates the following:

President – Rev. Dr. Patrick T Ferry of Leander, TX & Rev. Richard L. Snow of Seward, NE

First Vice President – Rev. Dr. Jon M. Braunersreuther of Tomball, TX. & Rev. Waldemar R. Vinovskis of Macungie, PA

Regional Vice President of Great Lakes Region – Rev. Dr. David P.E. Maier of Frankfort, MI.

Support for the motion. Discussion took place. Motion was approved.

Motioned to adjourn was supported and approved 12:59 p.m.

President Hans closed with prayer.

Secretary,

Tim Miller



SUMMARY REPORT – OPEN FORUM
Saturday, January 20, 2024

Faith's Mission and Vision

Mission: *Faithfully and JOYFULLY living every relationship in God's way....to unite everyone with Jesus for eternity.*

Vision: Being reminded by the "Thumbs Up" illustration, in everything we do, the Faith family is *JOYFULLY* connecting disciples to **JESUS**, to **family**, to the **church** family, and to pre-believers in the **world**.

Summary Reports from the Board of Directors

Senior Pastor – Pastor Biermann

Highs:

- Worship attendance continues to increase each month over the previous year with many new faces joining the Faith family, some who are new to the Christian faith.
- Faith is attracting those who are seeking the truth and hope in a dying world.
- Family Discipleship is expanding in and through the Faith family as more homes are becoming the focal point for daily growth in Christian faith with support from the church.
- Faith continues to have a strong and united staff and team of lay leaders.
- Strong ties with our community continue, including local government leaders, school leaders and business community leaders.
- A growing mentoring program for Grand Blanc Academy under the leadership of our Board of Social Ministry.
- The continuation of our capital campaign, *Covering the Next Generation*.
- We continue to have a mission field ripe for harvest here in our own community and out to the ends of the earth.
- The opportunities for new growth and outreach that will come with new leadership at Faith after I move on to serve as Executive Director for Concordia Center for the Family.

- New doors of opportunity are opening for partnership in mission with neighboring LCMS churches.

Lows:

- We are in a world where evil has shown itself in hostile ways and this is expected to increase as the Lord is pushed further from many lives.
- Verbal, physical and legal assaults on our faith and faithful Christian congregations will continue to grow in an increasingly anti-Christian society, esp. on matters of sex, marriage and the family.
- God's design for marriage and family is being left behind, even by those who claim to be Christians, to the destruction of individuals, families and our society.
- More than ever, we are in a country where fewer and fewer will ever come to the church and our challenges to reach people where they are will continue to grow.
- Grand Blanc Outreach ceased operations as an organization, relinquishing the work to be carried out by each partner entity, including Faith (but this is a high in that Faith's Social Ministry is expanding our care for mothers and infants.)
- Reduced giving of offerings toward the general operations of Faith, along with stalled expansion of giving to our capital campaign, *Covering the Next Generation*.

FAITH LUTHERAN CHURCH AND PRESCHOOL 

12534 HOLLY ROAD - GRAND BLANC, MI 48439 - 810-694-9351 - CHURCHOFFICE@FAITHGB.ORG - WWW.FAITHGB.ORG

- My imminent departure from Faith and the sadness it gives me.

Goals:

- For everyone in the Faith family to continue or begin reading the Bible every day.
- To give our regular tithes for the work of Faith each day give special thank-offerings toward *Covering the Next Generation*.
- To model and equip daily witnessing of our faith in Jesus in ALL our relationships, each day, all day, starting in our homes and moving out from there. This will be a focused effort at sending the next generation.
- To be a model congregation and partner with *Concordia Center for the Family (CCF)* in the effort to foster Christian family discipleship locally, synodically and internationally.
- To work more closely with the other churches of our Flint South Circuit to strengthen disciples and bring more people into a living relationship with Jesus.
- To connect with our community in new and creative ways such as showing hospitality to our neighbors at Grand Blanc High School.
- To listen to the Holy Spirit's guidance in seeking new pastoral leadership.
- To resist Satan's temptation to fall into doubt, fear and conflict during this time of pastoral transition.

Office Administrator –Alicen Dub

Highs:

- We have done some restructuring in the office. Job duties were laid out clearly for Krissa, Marcia and myself. We work well together.
- Continue to learn and master QuickBooks
- Developed various policies throughout the year including a Work from Home, Jury Duty and Conflict Resolution policy for employees to follow.
- Continue to learn and update OnRealm

Lows:

- Dale Vorwerk retired this year. We will miss him but hope he enjoys his time in retirement.
- Some building challenges this year with some bigger unexpected expenses.

- We will miss Pastor Biermann and the void will most definitely be felt in the office and among the staff. It was truly an honor to serve with Pastor Biermann as his Office Administrator.

Goals:

- Continuing to cross train positions within the office
- Organize more policies and procedures for the office staff so everyone is performing duties the same way.
- Centralizing policies that have been adopted by the board over the years so they can be reviewed by the board when they need them.

Outreach & Missions - Deb Lund, Chair with Pastor Bob Scott, Carole Schultz, Staff Support with special recognition to Krissa Zander and her countless contributions, Roxanne Steffe (Welcome Center), Rebecca Survant (Guatemala Missions), Dick & Nan Gookin, Kelly CREDIT (Franklin Dinners)

Highs:

- Welcome Center remains active and staffed with Faith's contagious and smiling faces because of Roxanne's continuing tireless efforts. Thank You! The Welcome Center provides the latest on activities as well as a place to meet and greet, get a welcome gift bag or view the names and pictures of our latest new members. We have enjoyed seeing increased participation along with returning and new faces at Faith!
- Attending GB Chamber of Commerce monthly meetings to stay engaged in the Community, and local events that we can leverage. Faith is recognized by the Community for its presence and involvement.
- Faith Happenings Events
- Ziggy's ice cream gift cards decorated with scripture gifted to 20 happy recipients by Faith Family team on a beautiful spring day.
- At Faith's biggest visitor and attendance services of the year, we shared Christmas/Easter treats celebrating our Savior's Birth and Resurrection along with Faith message or bookmark.
- A Faith Car Show and gift card shower during Back to Bricks and Grand Blanc's

Rollin on In Event. Faith Family showed off their own cool wheels (yes, we had 12 great rides!) and shared 35 decorated gift cards from local business / Faith Bookmarks with community attending the car event along Saginaw Street. Great Turnout from the Faith Family wearing Faith T shirts, and lots of fun!

- Tailgate Event was very successful with impressive community participation. Free hot dogs, candy, chips, bobcat decals, prize wheel games and fall decorations. Locals loved free parking in our lot, seeing friends and neighbors, enjoyed the hospitality, and going to the parade. Great participation by Faith Family on a beautiful fall day. We ran out of everything!
- Family Fun Fest - Joined the Grand Blanc Event with free kids' games and prizes, sharing activities, calendars, info about Faith. Noting there was lots of special interest in Faith's pre-school.
- Supported Grand Blanc Beautification - Faith Family joined Grand Blanc Chamber's initial effort to beatify Grand Blanc by sponsoring clean up and planting an area around I75/Holly Road. (One of several locations identified by GB Chamber). Along with DPW and Police Escort, volunteers sported yellow vests and picked up twenty bags of trash at just one location. We helped clean up other locations in GB. Team later planted and maintained flower beds. Faith team was recognized and pictured in GB View. Lots of appreciation and compliments for this initiative. Next year the plantings will be bigger and we are promised a recognition sign!
- Last but not least is Halloween Trunk /Treat event with racing theme, candy and hot wheels for the trunk goblins.
- Prepared and distributed Care Packages for 13 Active Military, including many Thank you Cards from Congregation and personalized prayer books from Pastors Biermann and Scott.

Lows:

- Effort to send cards to college/apprentice trade school students has not been successful. We have been unable to develop

an accurate list since Covid and have not experienced much interest in this initiative.

- We always welcome more Faith volunteers; it is rewarding to help and serve!

Franklin Mission Network year-end report – Pastor Scott

Highs:

Faith continues to support Franklin Mission with significant financial resources as well as contributing to dinners.

- **The Franklin Ave. Diner** continues to thrive, providing hot meals to an average of 125 community members every Tuesday and Thursday. Many who were absent during the Covid epidemic have returned, as well as many new faces. Faith – Grand Blanc continues to be an integral part of that ministry, with many volunteers from our congregation serving about once every six weeks.
- **Thursday Night Worship.** Thanks to the pastors of our Flint Tri-Circuit, we are continuing to serve the spiritual needs of the community, preaching the Good News of Christ Jesus, praising God for His blessings and praying together with folks of Flint's east side.
- **Mercy House** continues to provide housing for numerous mothers and their children, through our partnership with Wellspring Lutheran Services.
- **The Clothes Closet and Personals Distribution** distributes clothing from FAM's emergency closet, as well as personal hygiene items each month.
- **Taking Jesus to the Streets** is a program where volunteers from FAM go out into the community to share the love of Jesus with children and their families through Bible stories, crafts and other activities. Thus far, we have had 7 successful sessions have taken place, with more planned in the coming year.
- In partnership with the U of M – Flint School of Nursing, **The Rock Children's Program** has continued, which includes weekly *Bible in A Bag* lessons, snacks, field trips, tutoring on hygiene, etc.
- **Clean and Green** has beautified 50 lots this year with church volunteers.\

- **Coming in 2024: The Market Place at Franklin Ave.** Working in conjunction with the Food Bank of Eastern Michigan, the Marketplace will provide pantry items to the community. Non-perishable food donations are greatly appreciated.

Lows

- **Pastor Christian Jones** suffered a health crisis, which compelled him to resign his post as Pastor of the Flint Mission Network. However, the Franklin Ave. Board of Directors has applied to the Michigan District to call a rostered minister to be the spiritual shepherd for the mission. That person will focus their energies on the spiritual leadership of the mission, while Brian Baughman has been elected to be the Executive Director of the mission, to handle administrative duties. Finally, the York Ave. Mission (formerly Our Savior Lutheran Church) has been forced to close its outreach to Flint's North Side, as we consolidate our efforts to serving at the Franklin Ave. Mission. While we did see some setbacks in 2023, we thank the Lord for His continued blessings as He helps us serve Him by serving the people of Flint's east side.

Other Mission activities in 2023

Highs

- Hosted Pastor Massey & Marco - June 19 & 20, 2023. Held a Guatemala mission team dinner with past team members invited.
- Held a Mission Awareness Event on Sunday, June 18, 2023 for France PDV. Alec and Becky Survant served for 2 weeks at PDV France. Alec continued to serve 3 more weeks in France and then 3 weeks in Germany. Faith contributed financially to the Mission effort.
- Faith sent \$500 to LHM-Guatemala as a year-end donation.

We are considering our options for future support and mission trips.

Lows

- LeadaChild is reducing funding to support the church and school in Santiago Zamora. Pastor Massey is back in the United States awaiting a new call.

Publicity & Communications – Stephany Hall, Chair

Highs:

- Along with the Outreach and Evangelism Committee, we purchased banners that can be used at various community events to show our support to Grand Blanc.
- We continued mailing out congregation wide postcards for Easter, summer, fall, and Thanksgiving/Christmas.
- Increased our Facebook presence and posted many Faith events.

Lows:

- It has been difficult getting adequate volunteer coverage for events.
- Social Media exposure has been limited due to monetary requirements

Goals:

- Continue consistent Facebook and IG page posts and activity despite the obstacles.
- Continue (approximately quarterly) mailing of informative postcards to the congregation in 2024.
- Continue to sponsor family-oriented community events to publicize our church to the community. We may have additional opportunities for 2024 Family Fun Fest and the Perry Center Centennial Event.
- Would like to increase our Faith family interaction on social media
- We will do radio spots for Christmas 2024 and for VBS publicity on 107.9
- We will be exploring the possibility of putting in an electronic sign (currently the city ordinance prohibits but may be changing in the future)

Social Ministry – Marcy Montez, Chair

Purpose Statement:

To serve those less fortunate by providing assistance and organizing parish programs, handling requests for emergency funds within the congregation and community in a responsible manner.

Ministries that we sponsor are Food Pantry, Holiday food Baskets, Christmas Angel Tree KOOL Ministry, Nursing Home Sunday Service, Home Bound member visitations, Parish Nursing, and Chilungamo Hilltop Orphanage in Malawi Africa.

Highs:

- This year we handed out 5 Easter Food baskets, 18 Thanksgiving baskets and 15 Christmas baskets.
- The Angel Tree provided 8 families with Christmas gifts for a total of 24 children.
- It was our second year of partnering with Grand Blanc Academy to provide volunteers to help with reading and writing.
- We sent 48 boxes to Samaritan Purse, Operation Christmas Child.
- We also let it be known that if you need a ride to church to let the office know and we will try to get someone to pick you up.

Lows:

- Not being able to keep the Grand Blanc Outreach Program running. It was decided after much prayer and consideration to close this mission outreach.

Goals:

- There is always more that can be done. With God's help we would like to start a Baby Pantry for mothers with newborns. And still implement a social ministry program for senior citizens.
- Advertise the food pantry more.

Deaconess/Parish Nurse – Deaconess Christie Hansard

Highs:

- Accepted the invitation to teach the "Christian Caregiving" class to deacons and ministry assistants next year for the Mi District of the LCMS.
- Accepted the appointed invitation to be on the LCMS Ministerial Care Coalition (Church worker wellness committee)
- Became certified in Mental Health First Aid from the Nat. Council for Mental Wellbeing through Concordia Plan Services
- Supported Roxanne Steffe in establishing a Christian Women's Book Club, which supports 31 members at this time and has become an outreach blessing.
- Established and held four successful women's ministry groups called "3, 6, 9, 12."
- Obtained a postgraduate certificate in bioethics from Concordia University – Wisconsin, which has resulted in being a Biblical Ethicist.
- Finished FLC's Emergency Action Plan.

- Successfully provided multiple CPR classes for FLC Staff and parishioners.

Lows:

- Not being able to meet all the needs of health-related issues for our Faith Family and the community within 15hr/wk.

Goals:

- To bring people closer to Christ by ministering to them through attending to their physical, emotional, and spiritual needs as part of Christ-centered whole-person care.
- Continue to support our FLC Staff with Church Worker Health and Wellness Resources.
- Continue to expand, support, and advocate for women's ministries at FLC.
- Continue to be a leader as the Chair for the LCMS Parish Nurses.
- Continue to teach and educate people about Faith Community Nursing, Ministerial and Congregational Health and Wellness.

Board of Worship – Corrine Walworth, Chair

Highs:

- Altar Guild continues to do a wonderful job in making worship special. Their dedication is appreciated. Thank you, Sue Pontin, for your leadership.
- Thank you, Jim Putnam and the usher team, for your faithful service. • Faith was able to host Mannorchor this year. This special event involved approximately 70 male singers from St. John - Rochester, St. Lorenz - Frankenmuth, St. Stephens - Waterford and the Lutheran Choralaires that came together to sing at multiple services. • We have added special musical offerings this year to enrich our worship, including performances by our youth.
- Thank you to all of our worship staff for their hard work and dedication. Their commitment to excellence and service is appreciated.

Lows:

- The news that Pastor Biermann will be leaving was difficult to hear. His leadership and service over the years have been such a blessing to Faith. We wish him the best in his Call to be the Executive Director for Concordia Center for the Family.

- We are in need of additional ushers. Any men, women or youth who are interested in volunteering should contact Jim Putnam.
- The Altar Guild is also in need of additional members, especially to help support our Wednesday services.

Goal:

- Continue to grow and learn as the worship chair and support the staff and volunteers that serve in worship.

Director of Worship and Music - Emily Crow

Highs:

- Joy in having the youth starting to lead Wednesday Night worship.
- Several youths offering their musical talents in Advent worship.
- Several youths serving as ushers.
- Strong commitment of members in the vocal and bell choirs. We would always welcome new members.

Lows:

- Continued desire for more Altar Guild, Usher Team and Audio/Visual volunteers.

Goals:

- Continue to support the various worship team leaders: Audio/visual Technician – Brian Richards, Ushers-Jim Putnam, Altar Guild-Sue Pontin. Thank you for your hard work.
- Continue to tap into the talents of our youth and adults.

Elders – Matt Guinn, Chair & Pastor Biermann, Staff Support

Highs:

- Unwavering commitment to assist the pastors in shepherding the congregation by pointing them to Jesus and His love
- Met regularly throughout the year to plan and prepare church related activity as part of executive committee
- Continue to provide input and congregational feedback in regards to the covering/equipping the next generation campaign
- First time elders of Faith serving with great enthusiasm and willing to volunteer for additional duties

- Continuation of a full membership of 24 elders, plus Chairman
- Reintroduction of common cup to both services, 1st & 3rd Sundays

Lows:

- Lack of knowledge & cross training of technology
- Difficulty connecting with ministry group members due to social distancing, shut ins, etc.
- Scheduling and recruiting of youth to participate in as acolytes
- Lack of childcare options during services/class

Goals:

- Provide prayer, and support to all members and staff in the wake of Pastor Biermann's absence.
- Assist in the path forward toward find FLC's new Senior Pastor
- Encourage elders to make new connections outside FLC
- Leverage use of Realm app to facilitate connections within FLC
- Have dedicated assistance with making calls to members on the recent inactive list
- Seek out potential elders for next term
- Identify new elders for key positions
- Completion of emergency preparation readiness plan use in worship services
- Investigate opportunities to begin nursery coverage
- Seek additional opportunities for existing and new elders to engage with one another

Salary & Personnel – Chris VanLandeghem, V.P. of Salary and Personnel

Highs:

- Improved Wellness programs and policies to support our staff members including jury duty compensation, remote work guidelines, and conflict resolution.
- Restructuring of office staff, responsibilities, and resources to increase efficiency take advantage of our staff member's gifts and talents.
- Hiring of two additional preschool staff members as the program continues to grow successfully.

- Updated compensation policies to support the necessary training for our preschool staff.

Lows:

- Increasing healthcare premiums across all providers.

Goals:

- Ongoing review of operating expenses, healthcare and payroll processing.
- Create additional wellness resources for staff to provide support for mental health, stress management, etc.

Property & Maintenance – Sam Siegel, V.P. of Property & Maintenance

Highs:

- New Carpet in the narthex and hallways
- New parking lot in the spring
- Refinished the gym floor
- Improvements were made to the memorial garden
- New caulking around parts of the building and courtyard

Lows:

- We had to repair 2 rooftop units that were hit by lightning. We filed a claim with our insurance company for that.
- We had to rebuild 2 rooftop units (one the same as was just repaired by the lightning strike).
- We had to replace one of the columns holding up the canopy on the south side of the building.

Goals:

Using funds from the capital campaign wisely to improve our worship and Faith family life experience.

A BIG THANK YOU to:

- The A-Team for all their hard work on the church grounds on Tuesday mornings.
- Louis Barger for his maintenance and care of the memorial garden.

Board of Congregational Ministries-Leslie Stratton, Chair & Joel Zander, Staff Support

Highs

- We refined the scholarship applications and application processes for Christian education.
- We had tremendous help with Faith Alive meals to meet the need for meal preparation during our cook's absence.
- There is a strong sense of group cohesion and mutual support in the current board.
- The events that BCM subcommittees have organized and led have been very successful and well-received– the Chili Cook-off, Easter Egg Hunt, Fall kick-off, Trunk or Treat, hot chocolate in Advent.
- The teamwork and cooperation of setting up and cleaning up Coffee Hour. We have Coffee Hour instruction videos available!
- The model of conducting business–two BCM members heading up a planning committee–is working very smoothly.
- We are very thankful for the many people who have volunteered in BCM events.
- (Dir. of Ed. & Youth) The resources and strategies we have developed and implemented for helping all people grow closer to Jesus every day a few minutes at a time–such as ADVENTurous Conversations, and memorization tools for kids at home.

Lows

- Even as we are thankful for the many volunteers, there is room to grow.
- We did not have the Spring Event that we had hoped to have.

Goals

- Our goal is for each event subcommittee for this year to be co-led by at least two BCM members.
- Each subcommittee co-chairs then recruit 3-5 Faith members to help organize that event.
- We will have grace with each other in our organizing efforts.

Preschool – Cindy LaFontaine, Director

Highs:

- We have a full staff!
- The Preschool CHRISTmas service was well attended and very appreciated by the families.
- We are blessed with a dedicated staff who care about the children and one another.
- The parents from my class have connected and reach out for prayer and support from one another.

Lows:

- License regulations are changing and making it difficult for Christian program.
- I pray for our staff to be refreshed and not get burned out. Families have so many needs.

Goals:

- Trying to develop ways to connect our families to our Faith family.
- To care for the entire family while they are with us and point them to Jesus.
- To keep our program strong within our community as a Preschool that cares about the children, their personal needs, emotional well-being, their academic success, spiritual growth, as well as their natural growth and development.

Youth-Kevin Holleboom, Chair & Joel Zander,
Staff Support

Highs

- We are meeting the needs of high school students with specific ministry opportunities especially for them.
- We produced a calendar of youth activities for the school year.
- Seventeen youth and eight adults from Faith attended the Sr. High Youth Gathering on Mackinac Island along with nearly 1,000 other youth and adults from Michigan.
- The small group time at the Mackinac Youth Gathering was especially impactful.
- The five youth who attended the Jr. High Youth Gathering in Frankenmuth experienced multiple ways in which Jesus is “Enough” for salvation and life.
- There is increased youth ministry event collaboration among churches in our circuit.
- Members of our youth board are encouraged to see large numbers of youth at events.
- We have a committed and regularly involved youth board this year.
- Youth have stepped up in a variety of leadership capacities including organizing the youth Christmas party in December, leading activities for younger children at VBS and Parent’s Night Out, and music leadership and contributions in worship services! Please continue to encourage their involvement as you see it!

- Seven volunteers gave away nearly 500 snack or drink items to Grand Blanc High School students and their rides over the course of 24 weeks. Through this after school student hospitality we are fostering a positive impression of Faith Lutheran with these students and their rides.

Lows

- The departure of two beloved Sunday morning high school teachers.
- We have struggled to obtain commitments from youth participants in a timely manner.
- We have struggled to consistently obtain commitments for help from parents in a timely manner.

Goals

- We intend to employ at least 4 modes of communication to parents and youth for each youth event/opportunity.
- We will continue to invite and equip young adults for service in our youth and educational ministries.
- We will publish a completed youth activities calendar for the school year by September 1st followed by updates as necessary by January 31st and March 1st.
- We will publish a completed summer youth activities calendar by May 1st.
- We will raise enough funds to pay for 1/3 of registration, travel, lodging and food of youth gatherings and other travel events.
- Each individual who receives raised funds will participate in at least 2/3 of the fundraising opportunities.
- Youth will identify five caring Christian adults outside of the home to whom they can turn in time of need or celebration.
- Parents of youth will adopt three or more regular age-appropriate faith practices in the home to foster faith development in their family.

Stewardship & Finance – Phil Whitmer, V.P. of
Stewardship & Finance

Highs:

- The “Onrealm” software continues to amaze me. Online donations are automatically posted to the individuals accounts (with a confirmation of giving sent to their email) and deposits made directly to the Churches bank accounts. Recording of the “in-

person” donations has improved with the use of the Onrealm software and made the financial recording secretaries’ job easier. Improved reporting is also available and a quarterly update to all of the Continuing the Next Generation” accounts has been possible. Year-end statements will also be able to include any non-tax-deductible donations that have been made. While we give the thumbs up to Jesus, I also give a thumbs up to this software.

- Working with a great Board this year has been a blessing. One of the major things that we did as a Board was to move some of the Church’s assets around which resulted in those assets earning a much higher rate of interest. At this writing the Church’s “Total Current Assets” balance is more than \$200,000 higher than for the same time period in 2022. So – while the General Fund giving is not meeting the projected budget the Churches overall financial position remains very strong. Working with the Board to offer as many avenues of hearing and learning about our Lord and Savior, Jesus Christ while being financially and fiscally responsible as possible goes on my list of highs. While revenues are down from projections the Boards and our Trustee have done a tremendous job offering as many programs, services and happenings as possible while at the same time controlling their expenses. It has been a pleasure and very rewarding to work with these people.
- Final high that I will briefly touch on is the tremendous response from the congregation with respect to the Continuing the Next Generation campaign. Pledges received to date are slightly over a million dollars and funds received to date have exceeded \$550,000. This has enabled the board to move forward with carpet replacement, a new roof and as of January 2024 the church’s mortgage will be paid in full. We’ve accomplished a lot in just over a year. Looking forward to the new year with anticipation.

Lows:

A budget without faith and trust are valueless. The only real low that I can think of actually parallels the lows of my predecessors. And that is that once again the Board is going to present a budget to the

congregation for 2024-25 where the expenditures are projected to outrun revenues. The positive that can be taken from this though is that the Boards are planning more outreach to the community and more internal activities for our youth and members. The bottom line, even though it is negative, is that the Boards have always accomplished much with stringent financial constraints and they will continue to be good stewards of the Churches assets. We all need to be good stewards of all the resources that we are blessed with. That we will enjoy them and apply them to God’s purposes. May He be pleased with our stewardship and offerings. “But seek first his kingdom and these things will be given to you as well” (Luke 12:31)

Goal(s):

- To help the congregation going forward as we seek a new senior pastor through the call process.
- To continue working on being as transparent as possible with the Church’s financial status through accurate and timely reporting to the congregation.

Congregational President – Scott Hans

1 Thessalonians 5:16-18 NIV

16 Rejoice always, 17 pray continually, 18 give thanks in all circumstances; for this is God’s will for you in Christ Jesus.

When I sat down to collect my thoughts about my reflections on the journey for Faith in 2023 and jotted down my notes, I felt very convinced about the message I wanted to share.

It was all about thankfulness, for the Faith family and the folks who are committed to moving our congregation forward by giving their precious time and their valuable resources.

Then I went back and looked at the comments I shared last year in my reflections. When I did, I realized I didn’t need to share new reflections but I could just reinforce the things that cause me to “give thanks” today much like they did a year ago.

Giving thanks for all the support from the Faith family to support the efforts of Covering the Next Generation and the important work that lies ahead.

Giving thanks for the members of the Faith family who commit their time to serve on our Boards and further the work of the kingdom.

Giving thanks for the leaders on both the Board of Directors and the Executive Committee and the impact they make for our congregation.

Giving thanks to the Faith staff whose tireless efforts shepherd our congregation and enable the critical work of Faith to be accomplished.

Giving thanks for the work of the Preschool team for all that they do to further the outreach of Faith in our community.

2023 was a very busy year for us as we made significant progress with both our external ministries for those beyond the walls of Faith and with our internal ministries for those within our Faith family.

2024 will present its own set of challenges as we navigate the path that God has laid out for us as a Faith family. I look forward to seeing what God has in store.

Please offer prayers of thanksgiving for the work being done at Faith and those that are making it happen. In addition, offer prayers asking God to be present among us as we look for His guidance on the decisions we want to make as a Faith family to move our congregation forward.

God's will be done.

A MEASURE OF FAITH'S GROWTH UNDER GOD'S GRACE

	2019	2020	2021	2022	2023
Baptized (Infants & Adults)	1,939	1,932	1,884	1,846	1820
Confirmed Members	1,266	1,264	1,226	1,191	1181
Average Sunday Attendance	443	203	228	262	307
Average Saturday/Wed Attendance	63	63	46	45	54
Total Communed	20,182	7,336	12,927	13,997	16,314

FAITH'S SPIRITUAL GROWTH IN 2023

	2022		2023	
	Confirmed	Baptized	Confirmed	Baptized
Baptisms				
Member		+8		+11
Non-Member				
Junior Confirmands	+8		+10	
Adult Confirmands (Includes baptized children)	+5	+11	+5	+4
Transferred In	+7	+9	+14	+14
Profession of Faith	+2	+2	+3	+3
Deaths	-18	-18	-12	-12
Transferred Out	-24	-30	-19	-22
Removed				
Released				
Self-Exclusion	-15	-20	-18	-29
Total Gains:	+22	+30	+32	+32
Total Losses:	-57	-68	-49	-63
NET GAIN/LOSS	-35	-38	-17	-31

**FAITH LUTHERAN CHURCH AND PRESCHOOL
Annual Report - Membership Changes 2023**

Baptism

Cooper Allen Gudenau 1/29/23
Blair Curtis 4/2
Theodore Gardner 4/16
Nicole Horten 4/23
Mackenzie Hickmott 5/28
Brayden Lauderdale 5/28
Addilynn Gaudette 5/28
Mason Oleksy Kuipers 8/6
Madison Claudine Osmun 8/20
Cody Joseph Osmun 8/20
Ridge Robert Tambs 10/22

Junior Confirmands

Erik Rode 1/22
Carson Holleboom 2/19
Emma Williams 3/5
Caleb McDonald 3/19
Kathryn Belill 5/28
Nicholas Guinn 6/11
Macie Guinn 6/18
Joseph Hansard 8/23
Dylan Hocken 10/8
Nathan Zander 12/10

Adult Confirmands

(includes baptized children)

Rachel Kish 12/3
Marianne Polidan 12/3
Mackenzie Hickmott 12/3
Greg and Laura Marohn 12/3

**FAITH LUTHERAN CHURCH AND PRESCHOOL
Annual Report - Membership Changes 2023**

Transfer In

Doris Stonestreet 1/9
Lee and Mindy Althoff 4/12
Ron Toomer and Linda Allen 6/12
Andrea Abernathy 7/31
Deborah Bockelman 10/19
Thomas and Nancy Lake 11/30
Conrad and Joan Swanson 12/5
Chuck and Amy Henderson 12/3
Jeffrey Henderson 12/3

Profession of Faith

Donald Daum 1/12
Paul and Kathy Tippen 2/23

Deaths

Yvonne Lavene 1/25
Jean Striber 3/14
Roger Davis 3/17
John (Matthew) Gulyas 4/4
Thomas Fraser 4/10
Robert Smith 4/24
Eleanor "Tippie" Russell 6/1
Barbara Kaiser 7/20
Clarence Heidenberger 11/13
Lauretta Bauer 11/30
Janet Andreski 12/5
Patricia Stogner 12/31

**FAITH LUTHERAN CHURCH AND PRESCHOOL
Annual Report - Membership Changes 2023**

Transfer Out

Caleb and Anna Barger 2/10
Brian Skwirsk 2/13
Brandon Skwirsk 2/13
Brianna (Skwirsk) Harris 2/13
Margaret Schantz 3/1
Dennis and Wendy Zimmer 3/1
Rick and Gale Kramer 5/9
Linda Mooney 6/1
Dana and Carol Bush 6/19
Rev. Carl and Amber Petzold, (Joshua, Lydia and Rachel)
Roy Wiitanen 9/20
Jeff and Theresa Moellering 11/27
Micah Biermann 12/14

Inactive Members Removed

Removed

Self-Exclusion

Jackson Frederick 3/1
Allen and Katie Mitchell (Brayden, Ashton, Casen, Easton) 5/19
Chad and Alysia Kretschmar (Morgan and Grace) 5/19
Ryan and Sara Ames (Hunter and Lily) 5/19
Andrew Bush 6/19
Steven Bush 6/19
Sasha Meyer (Bureau) (Stella and Ava) 7/25
Eric and Caroline Ethington 9/19
Greg Aurand 11/8
Matthew Aurand 11/8
Jacob Ethington 12/14
Jason Ethington 12/14
Kathleen, Justin & Kristopher Kimber 12/1

**FAITH LUTHERAN CHURCH AND PRESCHOOL
Annual Report - Membership Changes 2023**

Marriages

Mason Sommer (M) and Caroline Wiles (PM) 9/16
Brendan Horne (M) and Shaylee Mellon (PM) 9/30
Nikole Tinker (M) and Aaron Dixon (PM) 10/3

Faith Lutheran Preschool Statistics for 2023:

Total children enrolled: 78

Members: 4

Non-members: 74

Three classes of 4-year-old – 40 students

Members: 2

Non-members: 38

3 teachers and 3 assistants

Two classes of 3-year-old – 26 students

Members: 0

Non-members: 26

2 teachers and 2 assistant

Two class of 2-year-old – 12 students

Members: 1

Non-members: 11

1 teacher and 2 assistant

Afternoon enrichment class offered Monday - Thursday:

8 children per day average

Respectfully submitted by,

Cindy LaFontaine

Director of Early Childhood Ministries

**2024 - 2025
PROJECTED
BUDGET WITH
INCREASE @ 3%**

REVENUES

GENERAL FUND	820,000
BUILDING FUND	5,000
PRE-SCHOOL	188,000
THRIVENT FUNDS	1,000
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	1,014,000

ADMINISTRATIVE

PASTOR BIERMANN	109,460
ASSOCIATE PASTOR SCOTT	61,898
OFFICE ADMINISTRATOR A. DUBB	50,293
CUSTODIAL - DAVE	32,676
ORGANIST	14,205
NURSERY	200
PASTORAL SHUT-INS COTTAM	4,244
DIRECTOR OF MUSIC - CRAW	29,138
EDUCATION/YOUT DIRECTOR - ZANDER	65,297
HEAD OF TECH - RICHARDS	9,100
PARISH NURSE - DEACONESS HANSARD	22,343
PRE-SCHOOL DIRECTOR	58,053
WELFARE/RETIREMENT	56,300
EMPLOYERS FICA	24,256
AUTO ALLOWANCE	6,000
MEDICAL INSURANCE	53,100
TRAINING & CONFERENCES	5,000
OFFICE ASSISTANT - MARCIA	19,226
OFFICE ASSISTANT - KRISSA	15,425
WORSHIP	9,350
STEWARDSHIP	1,500
SOCIAL MINISTRY	8,000
ELDERS	8,000
PUBLICITY	2,000
OUTREACH & EVANGELISM	12,500
YOUTH	15,150
	<hr style="width: 100%; border: 0.5px solid black;"/>
	692,714

CONGREGATIONAL MINISTRIES

COMMUNITY LIFE	5,750
EDUCATION	13,050
COFFEE HOUR	2,290
SCHOLARSHIPS	6,000
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	27,090

MISCELLANEOUS

**2024 - 2025
PROJECTED
BUDGET WITH
INCREASE @ 3%**

MISSIONS - SYNOD	85,000
OFFICE	10,000
POSTAGE	1,800
QUICKBOOKS/ADP	5,000
BANK CHARGES	300

102,100

TRUSTEES

HEAT & LIGHTS	55,000
TELEPHONES	5,500
WATER & SEWER	4,500
INSURANCE	23,000
MAINTENANCE & SUPPLY	45,000
LAWN CARE/SNOW REMOVAL	19,000
TRASH REMOVAL	2,200
MAIN/LEASE OFFICE EQUIPMENT	14,000
ATHLETICS	500
KITCHEN	2,000
SOFTWARE	10,000
SAFETY MINISTRY	3,500

184,200

BUILDING LOANS

0

PRE-SCHOOL EXPENSES

PRE-SCHOOL TEACHERS	59,924
PRE-SCHOOL ASSISTANTS	60,493
PRE-SCHOOL SUPPLIES	19,000
TUITION EXPRESS	1,300

140,717

	2024 - 2025 PROJECTED BUDGET WITH INCREASE @ 3%
TOTAL REVENUE	1,014,000
TOTAL EXPENSES	1,146,821
NET REVENUE	(132,821)