



Draw your church together, O God, into one great company of disciples, together following our teacher Jesus Christ into every walk of life, together serving in Christ's mission to the world, and together witnessing to your love wherever you will send us; for the sake of Jesus Christ our Lord. Amen. -- From Evangelical Lutheran Worship, Prayer for The Mission of the Church, p. 75.

ANNUAL REPORT

Holy Faith Church
January 28, 2024

10:55 **Call to Order - Pastor Andrea Martin**

- Opening Prayer
- Declaration of a Quorum, Appointments of a Secretary & a Timekeeper

11:00 **Vote to Approve Minutes from 2023 Annual Meeting - Pastor Andrea Martin**

11:05 **Appreciating the Past & Looking Ahead - Holy Faith Church in 2023-24**

- Christen Mitchell, PLT President [10 minutes]
- Andrea Martin, Pastor [20 minutes]
- Andy Amstutz, Treasurer
 - Presentation of Congregational Gift Policy [5 minutes]
 - Presentation of Holy Faith Financials [15 minutes]
- Vote to Pass PLT-Recommended Budget for 2024 [5 minutes]

12:00 **Nominations & Elections** (3-year terms end at the annual meeting, January of the final year)

- **Recognition of those completing terms on the PLT** [5 minutes]:

Members whose terms end today:

Noelle Milkey (Class of '24)
John Hassett (Class of '24)

Members Who Continue:

Charlie Jacobs (Class of '25)
Christen Mitchell (Class of '25)
Teri Kollath (Class of '26)
Jim Mangi (Class of '26)

- **Introduction of the PLT Nominees** [2 minutes]:

Parish Leadership Team Election Slate:

John Hassett (Class of '27)
Lisa Reifert (Class of '27)

- **Vote on election to PLT** [3 minutes]

- **Introduction of Nominees for Representatives to Synod Assembly and Delegates to Episcopal Diocesan Convention & Call for Nominations from the Floor** [3 minutes]

- **Vote on election of Representatives to Synod Assembly & Delegates to Diocesan Convention** [2 min]

Assembly Representatives

Judy Kullberg
Robert Kullberg

Assembly Alternate(s)

Andy Amstutz
Wendy Amstutz

Diocesan Delegates

Diane Jacobs
Teri Kollath

Lisa Reifert

Diocesan Alternates

Tracy Gilmore
Susan Wehinger

- **Introduction of the Nominating Cte for PLT Class of '28** [3 minutes]

Christen Mitchell
Charlie Jacobs
Pastor Andrea Martin

- **Vote on election of the Nominating Committee for PLT Class of 2026** [2 minutes]

12:20 **Motion for Adjournment - Andrea Martin**

12:22 **Sending Song – This Little Light of Mine**

12:25 **The Dismissal**

Holy Faith Church Annual Meeting – January 29, 2023

- I. Call to Order – Meeting was called to order at 11:12 am by Pastor Andrea Martin, in her capacity as chair of the assembly.

Opening Prayer

Opening prayer: Andrea Martin

Declaration of a Quorum & Appointments of a Secretary & Counter

Andrea Martin declared the presence of a quorum

Secretary: Charlie Jacobs

Counter: Diane Jacobs

- II. Vote to Approve Minutes from 2022 Annual Meeting - Andrea Martin

Moved: Harold Tinsey

Seconded: Andy Amstutz

Discussion: Correction to 2021 membership report: New members: correct spelling of Ella O'Malley

Minutes of the January, 2022 meeting were accepted unanimously as corrected

- III. Annual Report:

Appreciating the Past & Looking Ahead - Holy Faith Church in 2022-23

- III.a. President's Report: Noelle Milkey, PLT President

The full President's report is included in the 2023 Annual Report (pp. 4-5).

High points of 2022:

- We expanded hybrid ministries with increased Zoom offerings while re-establishing in-person services
- The Congregational Assessment Tool revealed that we are unusual among parishes. The CAT indicated that the Holy Faith congregation expressed both high satisfaction and high energy. This indicates we are ready to step forward, stretch, and grow.
- The PLT tackled thorny issues about congregational gifts and memorial funds.
- Our pledges say we can move forward with courage and faith.
- We continue to emphasize service and spiritual journey.
- We have much to offer. The world needs a community like Holy Faith.

- III.b. Pastor's Report: Andrea Martin, Pastor

A. Martin: Thanks to all of you for your stewardship of time and finances. We finished 2022 in good financial shape and will hire an outreach coordinator in 2023.

She thanked those who help directly with the Sunday morning service:

The parish staff (D. Dersnah, (non-stipendiary) Deacon; Joy Morin, church musician; Laurie Tikkanen, office manager; Jennifer Wielkopolan, custodian.

Thanks to Jane Darling for service on PLT, and myriad other services, including volunteer archivist, restarting the flower guild, working to install the new handrail, revising the gift policy, and co-hosting the Christmas potluck.

Thanks to Noelle Milkey for service on PLT, serving as president since 2019, and leading Holy Faith through especially tough times, including the pandemic and the basement flood. Noelle will be stepping down as president of the PLT, and will continue her current term.

Thanks to Steve Jolliffe chair of the Buildings and Grounds Committee, who coordinated repairs from the flood; Mike Centilivre Financial Secretary; Wendy Amstutz, Bookkeeper; Andy Amstutz, Treasurer; Mary Fatchett, Altar Guild Chair; Dan McGraw, Hospitality Chair; Christen Mitchell and Laurie Venable, who trained in tech to allow more Zoom meetings; Tish Dersnah and Gail Graham for welcoming people; Barry Osterbur and Stan Eckerman for filling in and allow Andrea to be $\frac{3}{4}$ time; and Chris Martin for supporting Andrea as she serves Holy Faith.

III.c. Treasurer's Report: Andy Amstutz, Treasurer

The 2022 Year-End Treasurer's report is included in the 2023 Annual Report (pp. 6-17).

For December 2022 income was 18,103.00 and expenditures were \$17,749.67. December income less expenditures was \$353.33.

2022 Financial Summary

Total income:	\$193,340.65
Total expenses:	\$192,786.94
Net	\$553.00

The mold remediation project was an unscheduled expense.

Expense	\$27,790.87
Offsets	
Grant from EDOMI	\$10,000.00
Donation from Saline Preschool	\$15,000.00
Anonymous Donation	\$ 1,000.00
Donation - St. Thomas Lutheran	\$ 1,000.00
Net	< -\$790.87 >

Dementia Friendly Saline gave us a donation for the handrail installation.

November 2022 has < -\$5000 > expenses due to recording these donations in that month.

Assets and Liabilities

Total assets:	\$187,235.48
Liabilities:	\$ 1,503.03
Dedicated Accounts:	\$ 43,716.70

Checking Account:	\$ 56,203.13
Savings Account:	\$ 62,822.01

Dedicated Accounts:

Paper Pantry income:	\$ 1,375.00
Paper Pantry disbursements:	\$ 2,274.00
Paper Pantry balance:	\$ 5,425.20

Other donations: [Saline Area Social Services, Hope Clinic, Episcopal Relief and Development, Lutheran World Relief, Samaritas, Domestic and Foreign Missionary Society (Episcopal Church USA)]

Donations received:	\$ 2,009.00
Donations disbursed:	\$ 1,598.00

Memorial Funds received	\$ 1,365.00
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Memorial funds were used to
Update memorial plaques
Maintain Memorial Garden
Develop new website
Defray costs of wall hanging in memory of Talle Jolliffe

Pledge Campaign

Average Sunday attendance was 61 in person and online.
We received 54 pledges totaling \$203,399.00.

Recommended budget

The budget was developed by the Finance Committee. It was based on the 2022 budget, but in 2023 they made some notable changes:

- Pledge income was based on pledges actually received.
- They recommend a staff salary increase of 4% across the board.
- They budgeted for an outreach coordinator. Not all of the salary will come from the general fund. We will offset some of cost in first year with grant funds. The position will be fully funded in the future.
- Costs increased in some operating areas as noted in the report.
- The proposed budget is deficit < -\$2084 > for 2023

IV. Vote to Pass PLT-Recommended Budget for 2023

No motion necessary

The Recommended 2023 Budget is included in the 2023 Annual Report (pp. 18-19).

Discussion: No discussion

Budget passed unanimously

V. Presentation of Congregational Gift Policy- Andy Amstutz

A. Amstutz presented the revised Congregational Gift Policy, which is reviewed and reported (for information only) to the congregation each year. The policy is included in the 2023 Annual Report (pp. 20-24).

The Congregational Gift Policy applies to designated gift giving.

When an unrestricted gift of more than \$1000 is given to the parish, 10% of the gift is tithed; the remainder is split between memorial funds and investment accounts.

A. Martin spoke about revisions: As of 2022, gifts had accumulated to about \$23,000 in the dedicated Memorial Fund account.

Revisions (Section II.F): We will have a book that records gifts given and in whose memory/honor they are given. In consultation with the staff, the PLT, and committee chairs, a wish list (Annual Report pp. 25-26) has been generated for possible uses of memorial funds.

G. Donovan has made provision for Holy Faith Church in her estate. We encourage others to do the same. We will host a tea on March 8 with Sonja Markwart from the ELCA Foundation, who will speak about estate planning.

Q: If someone designates a gift for a specific cause, will it be acceptable?

A: Yes, but we encourage unrestricted gifts so the parish has the most flexibility in using it for the benefit of the congregation in support of its mission.

Comment: restricted gifts can place undue burden on the congregation.

Q: If you want to donate art, can that be done?

A: Yes. The ELCA fund will, in most cases, help the parish liquidate the asset. Usually, donations of assets will be liquidated.

VI. Nominations & Elections (3-year terms end at the annual meeting, in January of the final year.)

VI.a. Recognition of those completing terms on the PLT:

Members whose terms end today:

Teri Kollath (Class of '23)

Jim Mangi (Class of '23)

Resignations:

Jane Darling (Class of '24)

Members Who Continue:

Noelle Milkey (Class of '24)

Charlie Jacobs (Class of '25)

Christen Mitchell (Class of '25)

VI.b. Introduction of the PLT Nominees

Parish Leadership Team Election Slate:

The slate is included in the 2023 Annual Report (p. 27).

Teri Kollath (Class of '26)

Jim Mangi (Class of '26)

John Hassett (Class of '24) –

will fill the vacancy created by Jane Darling's resignation

Vote on election to PLT

No motion necessary

Discussion:

Call for nominations from the floor: no nominations

No discussion

Slate was approved unanimously.

VI.c Introduction of Nominees for Representatives to Synod Assembly and Delegates to Episcopal Diocesan Convention & Call for Nominations from the Floor

The slates of nominees are included in the 2023 Annual Report (p. 28).

Assembly Representatives

Andy Amstutz

Wendy Amstutz

Assembly Alternate(s)

Katie Garvey

Diocesan Delegates

Molly Hilton

Diane Jacobs

Lisa Reifert

Diocesan Alternates

Tracy Gilmore

Teri Kollath

Vote on election of Representatives to Synod Assembly & Delegates to Diocesan Convention

No motion necessary

Discussion:

Call for nominations from the floor: no nominations

Slates of Representatives and Delegates were accepted unanimously

VI.d. Introduction of the Nominating Committee for PLT Class of 2027

Nominating Committee for PLT Class of 2027

The slate of candidates is listed in the 2023 Annual Report (p.28). According to our bylaws, the nominating committee consists of the pastor and the two PLT members who are completing their terms of service.

John Hassett

Noelle Milkey

Pastor Andrea Martin

Vote on election of the Nominating Committee for PLT Class of 2027

No motion necessary

Discussion: Since John Hassett is completing J. Darling's term, he will rotate off, but may run for a full term next year.

Nominating Committee was accepted unanimously.

VII. Other Business.

Presentation of the 18th anniversary “wedding cake” celebrating the merger of Faith Lutheran Church and Holy Cross Episcopal Church.
Mike Centilivre and Vicki English cut the cake.

T. Dersnah pointed out that we had not yet thanked A. Martin. The congregation rose and thanked Andrea with a spontaneous and thunderous round of applause.

VIII. Motion for Adjournment – Andrea Martin

Moved: J. Hassett

Second: D. McGraw

Motion carried. A. Martin declared the meeting adjourned at 12:14 pm

IX. Dismissal “We Are Marching in the Light of God”



President's Report

Thank you for this year of Presidency. Taking on this type of leadership position means getting to know Holy Faith better-- its people, practices, and ethos. One thing I heard over and over again, from the Diocese, from visitors and members is, "there is something special about Holy Faith."

It's true! We care for one another, where we are on our faith journeys, and-- to the best of our ability-- work with one another despite widely differing opinions.

There is much to celebrate! Here are some highlights:

- Increased focus on safety: beginning the usher program, church employees and leaders completing Safe Church Training, hosting Defibrillator and CPR training, an ongoing Risk Management review, Sexual Harassment awareness and prevention
- Celebrating / empowering Ministry Leaders and strengthening our various ministry groups (listed on the inside cover of our directory), hiring an outreach coordinator
- Completing the Episcopal College of Congregational Development-- this two week, two year commitment truly equips us to be more healthy, faithful and effective!
- The dozen or so new members that are welcomed into our church family

I will be stepping down after a year of service, but look forward to being an active part of the Parish Leadership Team through 2025.

Respectfully submitted,

Christen Mitchell

Approved Motions for 2023 Calendar Year

January

- Motion approved: To reinvest 2023 dividend from ELCA investment fund

February

- Motion Approved: The PLT authorizes the expenditure not to exceed \$500 from the New Programs budget to fund the gathering of ministry leaders.
- Motion approved: We ask Key Bank to:
 - remove Jane Darling and Mary Barber as authorized signers for our safe deposit box at Key Bank, and
 - add Wendy Amstutz and Teresa Kollath as authorized signers on that safe deposit box.”

March

- Motion approved: We accept the proposal from McFarland Tree Service in the amount of \$550 for pruning tree damage and removing debris that resulted from the ice storm of February 22-23, and approve the expenditure of funds.
- Motion approved: “Moved to approve the expenditure of up to \$1500 from Memorial Funds to purchase and install a wall-mounted video screen, necessary hardware, and wiring in the nave of the church. This approval may be exceeded by not more than 10% without need for further approval by the PLT should we have underestimated the actual costs.”

April

- Motion Approved: Moved to authorize expenditure of up to \$3200 from the Music Memorial Fund and the Memorial Fund to purchase a two-octave set of Cymbells and accessories.
- Motion Approved: Moved to authorize S. Joliffe to spend up to \$500 from Maintenance and Repair budget to remove the cross (on the south wall of the building).

May

- Motion Approved: Moved to allocate up to \$500 from memorial funds to purchase pulley system for liturgical banners from Creative Windows per the proposal attached.

June

- Motion Approved: Moved to charge \$525 for AED and CPR training to new programs budget line.

July: No meeting

August

- Motion Approved: To give the full apportionment of \$9452 to EDOMI and the same amount to the Southeast Michigan Synod for 2024.

September

- Motion approved: To authorize up to \$300 from Memorial Funds to subsidize flu shots for SASS clients.

October

- Motion Approved: That we accept the snow removal contract from Couture's Property Maintenance at the same rate as last year.
- Motion Approved: To accept the results of the 2022 financial audit.

November

- No motions

December

- Motion Approved: The PLT drafted a letter stating that \$50,000 of the pastor's compensation is a housing allowance, since the parish does not provide housing. Motion to approve the letter.
- Motion Approved: To accept the proposed budget as adjusted and recommend it to the parish at the Annual Meeting.

A Plan for Pastor's Sabbatical, Summer 2024
Submitted by Pastor Andrea Martin, January 2024

Re: Sabbatical Leave, the Pastor's Letter of Agreement includes the following item:

Sabbatical Leave: Sabbatical Leave will accrue at the rate of 2 weeks per year of service in this church for Sabbatical Leave, to be available after the fifth year, not to accumulate after the seventh year. Sabbatical arrangements shall be made in full consultation with the Vestry/Bishop's Committee, to ensure benefits for the congregation as well as the priest.

Holy Faith Church – with foresight and generosity - saved \$8,400 for a Pastor's Sabbatical leave during Pastor Ian Reed Twiss' tenure. Pastor Twiss resigned before taking a sabbatical. The PLT then wisely set aside those funds in a dedicated account. They are reflected in HF's 2023 budget under "Equity/Restricted Sabbatical."

Unbelievably, June 1st, 2024 will mark my 7th anniversary serving Holy Faith. 😊

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TIMELINE

May 22nd to September 11, 2024.

PASTORAL COVERAGE

Pending all the Ts are crossed, and I's are dotted, the Rev. David Hendricks will provide consistent pastoral coverage during the sabbatical period.

Pastor David is an ELCA pastor, retired after serving 34 years in parish ministry. Additionally, he has pursued training in: Intentional Interim Ministry, Conflict Management, Family Systems Theory, Community Organizing, & Spiritual Direction. He resides in Saline. During a sabbatical period, the congregation refrains from big decisions and projects; Pastor David will be a steady hand on the tiller:

- Preaching and presiding at Sunday worship and pastoral services (baptisms and funerals, e.g.).
- Communicating and collaborating with worship assistants (Church Musician, Deacon, readers, Assisting Ministers, tech crew, etc.) on Sundays, in preparation for worship.
- Serving as the main point of contact for pastoral matters and the primary person responding to pastoral issues that arise, (with Deacon Don, Pastor Barry, and/or Pastor Stan assisting if needed and if available).
- Convening regular meetings with staff and PLT officers.
- Communicating with the Pastor, as needed.
- Communicating with, and hosting, any guest speakers we might schedule.

Additionally, the PLT officers will communicate regularly with the congregation (and with the Pastor, as needed).

BUDGET IMPACT

There should be no impact to HF's operating budget, because funding comes from the dedicated account so wisely set aside.

PURPOSE

The Lilly Foundation, which has long supported clergy sabbaticals, has published a guide for clergy and congregations: [Planning Sabbaticals: A Guide for Congregations and their Pastors](#). The book says that a Pastor's sabbatical can be a time of renewal for both pastor and congregation.

As I have thought and prayed about my own spiritual renewal, I have found myself drawn to a theme of "Reconnection," and the concentric circles of reconnection that are possible, with:

- God
- Self
- Family
- Extended Family
- Friends

Our faith is centered on the promise that connection/communion/union/reconciliation with God and with one another is possible and is our destiny; that Christ can piece together broken fragments (of bread, of self)-- and put them back together into a cohesive whole. *And he is before all things, and in him all things hold together.* – Colossians 1:17

I am grateful for time to reconnect. I have a sense that everyone in the congregation could grab onto a corner of the reconnection theme. Maybe you have a friend or family member from whom you're estranged. Maybe you feel disconnected from your core self or from God. How long has it been since you engaged in your favorite hobby?

I imagine arranging a speaker series while I'm away that gives everyone who wishes the chance to reflect on one or more of the above-mentioned elements of reconnection.

The hope is that when Pastor and parish are reunited, each will have stories to tell and deeper wells to draw from, each ready to engage ministry and the world with renewed hearts and minds.

ALSO

I want to say that I am committed to serving the parish for at least one year after returning from sabbatical (and, in fact, I envision a Part 2 of my ministry that begins when I return). The sabbatical leave is NOT a first step toward discerning a new call. Indeed, it is an investment in ongoing, mutual ministry.

NEXT STEPS

The staff, PLT, key leaders, and I will work out details about the summer ahead of time and will keep the parish informed. My family and I are very grateful for the time of renewal and the parish's good stewardship that is making it happen. 😊

Faithfully and thankfully submitted,
Andrea Martin+
January 2024

CONGREGATIONAL GIFT POLICY

HOLY FAITH CHURCH

6299 Ann Arbor-Saline Rd. – Saline, MI 48176

Tax ID #38-2224909 Faith Lutheran Church dba Holy Faith Church

PURPOSE

To give a written process to all constituents of our congregation that outlines what types of property are acceptable as gifts above and beyond pledges or plate offerings, and how decisions are made for its use.

This policy will answer 2 core questions:

1. How can I provide a gift to the congregation?
2. How will the congregation use my gift?

INITIAL APPROVAL

Motion to move forward with adoption of this policy and creation of the fund passed unanimously at the Parish Leadership Team (PLT) Meeting 11/17/2020. In the December 2019 PLT meeting the PLT passed a motion to create a "long term investment fund for capital replacement and to seed this fund with \$30,000 from our Savings Account." The PLT also passed a motion to utilize \$12,500 from the Ann Arbor Community Grant received in 2019 to be added to this long term investment fund. Additionally \$2000 was included in the 2020 Operating Budget to be added to the fund. This makes a total initial investment of \$44,500.

ELEMENTS OF THE GIFT POLICY

- I. Gift Acceptance
 - a. Defines *who* will decide if gift is *accepted*
 - b. Defines *what* gifts will be *considered*
- II. Gift Use
 - a. Defines *who* will decide how gifts are used
 - b. Outlines process and guidelines to determine *how* gifts are used
- III. Policy Distribution and Changes
- IV. Ways to Make a Gift
 - a. Giving vehicles and methods

I. Gift Acceptance

- A. Members are encouraged to consider blessing the congregation with gifts free of designations.
- B. When an asset is **offered** to our congregation through an estate, from a living individual, family, or other legal entity that is above and beyond a regular pledge/plate offering, the Parish Leadership Team will determine whether the gift will be **accepted**.
- C. All gifts will be considered on a case by case basis taking into consideration the type of asset, gift transfer costs, designations, potential liabilities, the congregation's mission, current congregational needs, and other factors.
- D. Gifts may be offered in a variety of ways. Our congregation is willing to **consider** the following types of assets:
 1. Cash
 2. Securities
 - a. Publicly traded securities
 - i. Stocks
 - ii. Bonds
 - iii. Mutual funds

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- iv. Options/warrants
 - v. REITs (Real Estate Interest Trusts)
 - vi. Other marketable securities traded on public exchanges
 - b. Non-publicly traded securities
 - i. MLPs (Master Limited Partnerships)
 - ii. Closely held business interests
 - iii. Partnerships
 - iv. Limited liability corporations
 - v. S-Corp shares/C-Corp shares
 - vi. Options/Warrants
3. Life insurance (assignment of ownership) – permanent type with cash value
4. Real property
 - a. Residential
 - b. Commercial
 - c. Life Estate
5. Tangible personal property
 - a. Vehicles
 - b. Jewelry
 - c. Books
 - d. Art
 - e. Collections
6. Other property
 - a. Mineral rights/oil and gas interests
 - b. Royalties
 - c. Notes/mortgages
 - d. Copyrights/Patents/Trademarks
 - e. Bargain sales: congregation purchases an asset for less than fair market value

Members and Donors should understand that in most cases the congregation will look to liquidate gifts and utilize the cash value of the gift.

Gifts of Real Property will require a vote of the congregation since according to the By-Laws the power of “acquiring real property through any means, disposing of real property through any means” is not vested in the PLT but reserved for the congregation. (see By-Laws Section 4 Governance)

- E. If a determination is made to decline a gift, the donor or representative of the donor’s estate shall be contacted by verbal notice followed by written notice on official letterhead sent by U.S. Mail or email. Contact will be made by the Parish Leadership Team or Clergy, at the discretion of the Parish Leadership Team.

II. Gift Use

- A. If our congregation accepts an unrestricted gift, *which is defined as an asset that a donor has given to our congregation without any limitation of its use*, the Parish Leadership Team shall determine how the gift shall be used following the guidelines provided in this section.
- B. For Unrestricted gifts of **\$1,000 or greater**, as a model of good stewardship and gratefulness to God and God’s blessings, the Parish Leadership Team shall tithe at least

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(10%) from the initial gift before any other allocations are made. The contribution may be distributed to one of more of the following:

- i. 50% to ELCA Churchwide ministries and related organizations AND 50% to Episcopal Church USA churchwide ministries and related organizations
- ii. Any charitable organization.

C. If the gift is unrestricted, 50% or more of the gift [from the net proceeds after the tithe], may be deposited into the congregation's investment fund. Funds intended for the congregation's investment fund may be collected in a dedicated account and deposited into the investment fund when the dedicated account is above \$2000.

D. If the gift is unrestricted, the overall use [of the net proceeds after the tithe and investment deposit] may be directed to the Memorial Funds.

E. Members are encouraged to give gifts free of restrictions. Gifts may be accepted with specific designations at the discretion of the PLT and the congregation will work to honor those designations as described in this section. The congregation's investment fund may be a designation. Gifts with specific designations/restrictions are accepted with the understanding that the funds are to be used for the benefit of the congregation in support of its mission and current ministries. Donors should be aware that programs offered by the congregation may be discontinued, renamed or incorporated into other programs. The congregation may accept a gift subject to the restrictions but reserves the right to use the gift in a manner consistent with the general intent of the restrictions. Donors may not restrict the manner in which a gift, bequest, or investment fund is invested by the congregation.

- a. Restricted gifts added into named funds will be reviewed periodically (at least annually) by the Pastor and the Parish Leadership Team.
- b. If restricted funds are unable to be used due to a lack of program or need, the Parish Leadership Team may choose to initiate a good faith effort to contact the donor, estate, or family to discuss removing the designation or redirecting the gift to meet a current need or project within the congregation.
- c. After the good faith effort is completed or exhausted, every effort will be made to redirect the gift to a related fund or ministry. If that is not possible the gift may become unrestricted.
- d. Gifts that become unrestricted will then begin the unrestricted gifts process, as outlined in this document, to determine the use.

F. Memorial Fund Purpose and Disbursements

- a. The Holy Faith Memorial Fund exists to accept gifts **in memory of those who have died or in honor of those who are living** from members and friends of the church. Gifts will be celebrated and used in support of ministry, worship, and life of the church.
- b. Memorial funds should not be used for general funds. Instead, they should be used to enhance Holy Faith's physical, spiritual, safety aspects, or aesthetics.
- c. A list should be maintained of suitable projects that memorial funds can fulfill. There shall always be Memorial Gift suggestions available in different price ranges.
- d. Memorial funds should be spent or allocated on an annual basis, or the balance should be allocated down to an amount designated annually by PLT.

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- e. Gifts to the memorial fund should be acknowledged as they come in. This may be done with personal thank you notes, a logbook of gifts or other means.
 - f. Holy Faith's Annual report should include a budgetary statement of memorial gifts received including the people in whose memory they were given. The Annual report should also include how memorial fund disbursements were used in the year.
 - g. Disbursements of the Memorial Funds shall be made with the approval of the PLT.
- G. Congregation's investment fund will be used as follows:
- a. The "Congregation's investment fund" referred to in this policy will show on the Balance Sheet of the congregation as the "ELCA HF Investment Fund"
 - b. Dividends from the investment fund will be recorded as Interest Income from the ELCA Capital Investment Fund. These funds will be received into general funds but are intended to offset the cost of capital projects needed on a regular basis.
 - c. Withdrawals from the congregation's investment fund may be made with a motion passed by the Parish Leadership Team for a designated purpose.

III. Policy Distribution and Changes

- A. This Congregational Gift Policy shall be presented to the congregation at least once per year at the annual congregational meeting through the packet of reports.
- B. The Parish Leadership Team shall review this Congregational Gift Policy at least once per year for updates and revisions.

IV. Ways to Make a Gift

- A. Cash, check, or money order
- B. Beneficiary designations – primary or secondary/contingent
 - Retirement accounts
 - i. IRA, 401(k), 403(b), Annuity
 - ii. Qualified Charitable Distributions (QCD)
 - Individual or joint bank/brokerage accounts
 - iii. Transfer on death
 - iv. Payable on death
 - Life insurance
 - Distribution from donor advised fund or named endowment
 - Living trust, Will
 - Real estate - Transfer of deed on death
- C. Asset transfer
 - Transfer securities from your brokerage account directly to our congregation's brokerage account, or use the ELCA Foundation to facilitate the transfer.
 - Transfer a title or deed to our congregation.
 - Assign ownership of life insurance to our congregation, or ELCA Foundation, FBO (for benefit of) our congregation.

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- D. Deferred gifts can be provided by the **ELCA Foundation** or other institution
- Charitable gift annuity
 - Charitable remainder trust
 - Donor advised fund
 - Named endowment
 - Life estate

- E. Bargain sale - Sell an asset to our congregation below fair market value

RESOURCE

ELCA Foundation: 800-638-3522 elca.org/foundation

We have resources available through the services of the ELCA Foundation. These gift planning services are available at no charge to you as a member of our congregation. The Charitable Gift Planner assists with establishing a comprehensive gift plan that provides for your family and the ministries you care about. In addition, the Gift Planner assists with current gifts to our congregation as described in this policy.

Policy Revision History

11/17/2020	Parish Leadership Team (PLT) originally approved
03/07/2022	Edits adopted by PLT following annual review of suggested edits
10/17/2022	Edits proposed for section II.F. Memorial Fund Purpose and Disbursements
11/15/2022	Revision adopted by PLT of section II.F. Memorial Fund Purpose and Disbursements

Holy Faith Wish List January 2024

This Wish List was created in order to provide guidance to the Parish Leadership Team for the disbursement of Memorial Funds. Memorial Funds are donations Holy Faith receives in memory of someone who has died. The PLT approves disbursements. Holy Faith's Gift Policy states that Memorial Funds should be "used in support of ministry, worship, and life of the church." Ideas for Wish List items below have been generated by committee chairs, staff, and PLT members.

- Ceiling fans in social hall
- New window shades in the parish hall without cords
- Permanent, curbside signs advertising Memory Cafés.
- Wall-Mounted screen for Zoom worship
- Dedicated IT Desk
- New chairs for our worship space
- New piano
- Heavy duty (plastic), rolling cart to move heavy items from kitchen to parish hall and/or inside/outside
- Higher toilet in handicapped stall of Women's Room (ADA compliant)
- Men's Room Improvements
- Twin vases made of pottery that could go on altar at Lent
- Repaired storage drawers in office
- Better/newer/more comfortable chair in office at Financial Volunteers' desk
- Improved Outdoor Sign
- Artwork and framing for the parish hall and/or Nave
- Some shallow-depth floating shelves or ledges for the member memorial plaques, to keep them level and nicely grouped somewhere (perhaps stacked somewhat, rather than all in a line, maybe mix in some icons or other pieces).
- A new kitchen faucet with a single handle.
- A nice look wheeled cart with a shelf and a butcher block top - for another prep surface in the kitchen and to wheel supplies in and out for Coffee Hour and receptions.
- A large lighted Christmas wreath to hang on the building to be seen from the street.
- A large, heavy, but easily movable, outdoor umbrella with weighted stand to be placed over the welcome/refreshment tables for outdoor services and events.
- A pretty cabinet (a welcoming cabinet) at the entrance of the church for masks, etc. with drawers to hold whatever we might want to put on the cabinet, including an easel with a kind of clip board that could hold a page updated weekly that says, "upcoming events, all are welcome."
- A bench near the place where the front sidewalk to the door joins the parking lot -for people waiting to be picked up. Or, to stop and have a chat with a friend.

1/9/2024

In December 2023 income was **\$28,444.87** and expenses were **\$27,918.87**. For the month of **December** income less expenses is **positive** at **\$526.00**. For the year Total Income was **\$228,702.08** and Total Expense was **\$211,693.42** and Total Income less Expense is **positive** at **\$17,008.66**.

The Balance Sheet shows total Assets of **\$233,548.72** which is in balance with Total liabilities of \$1,503.03, Dedicated Accounts of **\$71,004.78** and Equity of **\$161,040.91**. The Balance sheet Assets shows the primary Checking Account (Checking Account-HNT-6849) with a total balance of **\$100,594.44** and the primary Savings account (Reserves-HNT-8348) with balance of **\$62,827.29**.

Capital Funding and Maintenance/Repairs

- Unlike 2022 where we replaced the fellowship hall roof and dealt with mold remediation in the basement, we did not have any significant Capital or Maintenance/Repairs in 2023.
- In November we received a \$25,000 anonymous gift. Because of this and other gifts we received through our Gift Policy and unspent capital expenses, in Q1 2024 we will be making a \$16,500 deposit in the ELCA long term Capital Investment Fund.
- Due to storms throughout the year we had tree services out twice totaling \$1850 which put us in a good position to enjoy outdoor worship.
- Water testing fees were a bit higher than expected in 2023, but we can confidently say that the water is safe for Holy Faith and SCOOP.

Dedicated Accounts and Memorial Funds

- Paper Pantry funds of \$1000 was given to volunteers at St. Paul UCC so that they can do their own shopping, enabling them to expand the Paper Pantry ministry.
- Holy Faith received \$3,375 and dispersed \$3,665.99 as part of the **Paper Pantry** ministry leaving a balance for Paper Pantry for the start of 2024 at \$5,124.21
- Holy Faith received \$4,713.67 and dispersed **\$1,798.81** collectively to SASS, Amber's memorial fund, Episcopal Relief and Development (ERD), Lutheran World Relief (LWR) and will be distributing an additional \$411 to SASS and \$3377 to ERD/LWR in Q1 2024.
- In total for 2023, received **\$15,296.11** in Memorial Funds through our Gift Policy and in Memory of :

Diane Campbell's Parents

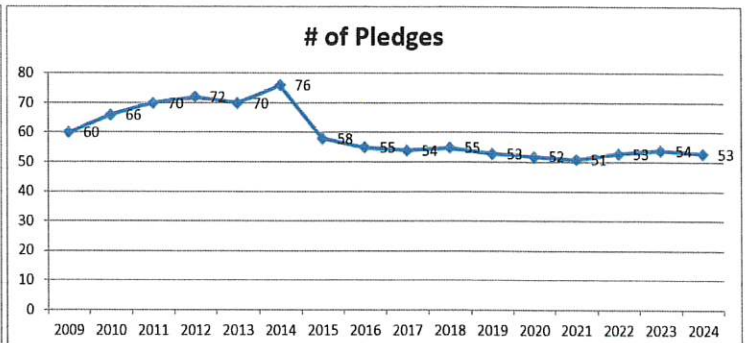
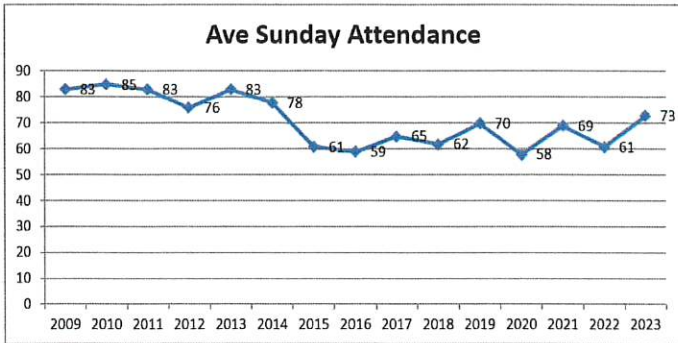
Tom Hogan

Kim Braun

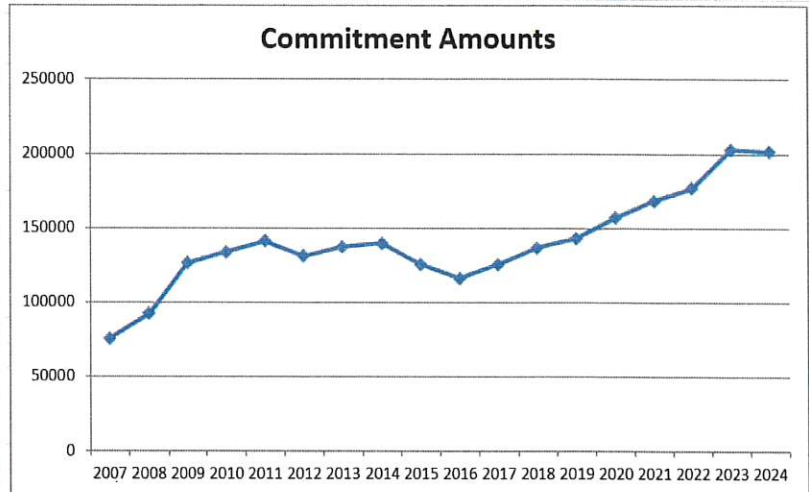
- Memorial Funds were used
 - To update our Memorial Plaque
 - For maintenance of the Memorial Garden
 - Stained glass window repairs
 - For new Cymbells bell tree

History and Trends

Our average Sunday attendance in 2023 with Hybrid worship was **73**. As of January 9, 2024 we have received 53 pledges for 2024 including 8 new pledges and 23 increases totaling **\$201,970**



Year	Ave. Sunday Attendance	# of Pledges	Commitment Amounts	Redevelopment Support
2024	TBD	53	\$201,970	0
2023	73	54	\$203,399	\$0
2022	61	53	\$177,288	\$0
2021	69	51	\$168,824	\$0
2020	58	52	\$157,248	\$0
2019	70	53	\$143,380	\$0
2018	62	55	\$136,974	\$0
2017	66	54	\$125,750	\$0
2016	59	55	\$116,516	\$0
2015	61	58	\$125,706	\$0
2014	78	76	\$139,864	\$0
2013	83	70	\$137,660	\$0
2012	76	72	\$131,442	\$0
2011	83	70	\$141,505	\$0
2010	85	66	\$134,028	\$6,000
2009	83	60	\$126,660	\$19,000
2008	71	46	\$92,521	\$84,125
2007	55	37	\$75,892	\$75,250



As Treasurer, I submit this report to the PLT and recommend a motion be made to accept the treasurer report pending audit.

Respectfully Submitted,

Andrew E. Amstutz

Following Reports: Treasurer's Report (Statement of Income and Expense) by Major Group and by Account, Balance Sheet by Account, Dedicated Accounts

Holy Faith Church
Treasurer's Report
Finance year 2023, December

<u>Book 01: Holy Faith Church-General</u>	Actual <u>Dec. 2023</u>	Actual <u>as of 12/31/2023</u>	Budget <u>as of 12/31/2023</u>	Percent of <u>Budget</u>
<u>Income</u>				
41 - Pledges	27,785.50	222,002.47	203,399.00	109.15
43 - Rental	0.00	3,415.00	3,542.00	96.41
44 - Loose Offering	341.00	1,469.31	300.00	489.77
47 - Miscellaneous	68.00	378.00	500.00	75.60
48 - Interest	250.37	1,437.30	1,000.00	143.73
Income:	28,444.87	228,702.08	208,741.00	109.56%
<u>Expense</u>				
52 - Staff/Salary	12,628.31	131,919.19	133,478.00	98.83
56 - Professional Services	1,655.93	9,562.95	10,900.00	87.73
61 - Building & Grounds	6,824.01	27,775.58	27,066.00	102.62
62 - Programs	1,503.13	10,639.72	8,725.00	121.95
63 - Apportionment/Benevolence	3,824.15	17,640.91	18,356.00	96.10
64 - Community Publicity	0.00	0.00	300.00	0.00
66 - Office Operations	1,483.34	14,155.07	13,700.00	103.32
Expense:	27,918.87	211,693.42	212,525.00	99.61%
 Summary: Book 01: Holy Faith Church-General				
	Actual <u>Dec. 2023</u>	Actual <u>as of 12/31/2023</u>	Budget <u>as of 12/31/2023</u>	Percent of <u>Budget</u>
Income:	28,444.87	228,702.08	208,741.00	109.56%
- Expense:	27,918.87	211,693.42	212,525.00	99.61%
Net Income:	526.00	17,008.66	-3,784.00	

Holy Faith Church
Treasurer's Report
Finance year 2023, December

Book 01: Holy Faith Church-General	Actual	Actual	Budget	Percent of
	Dec. 2023	as of 12/31/2023	as of 12/31/2023	Budget
Income				
015-41-00-00 Pledges	27,785.50	222,002.47	203,399.00	109.15%
015-43-01-00 Rental/Bldg.	0.00	2,225.00	1,400.00	158.93%
015-43-02-00 Rental/Co-op	0.00	1,190.00	2,142.00	55.56%
015-44-00-00 Plate (Loose Offering)	341.00	1,469.31	300.00	489.77%
015-47-00-00 Miscellaneous	68.00	378.00	500.00	75.60%
015-47-02-01 Debt Forgiveness	0.00	0.00	0.00	0.00%
015-48-00-00 Interest	250.37	1,001.43	1,000.00	100.14%
015-48-02-00 ELCA Investment Fund Div	0.00	435.87	0.00	0.00%
Income:	28,444.87	228,702.08	208,741.00	109.56%
Expense				
016-52-01-00 Office Manager	1,753.70	19,446.68	18,238.00	106.63%
016-52-02-01 Outreach Coordinator	1,300.00	2,600.00	6,000.00	43.33%
016-52-03-00 Music Director	1,425.00	15,604.28	15,600.00	100.03%
016-52-03-01 Choir Director	0.00	0.00	0.00	0.00%
016-52-04-00 Custodian	412.90	2,545.70	1,820.00	139.87%
016-52-05-00 Pastor-Salary	5,415.66	64,987.92	64,988.00	100.00%
016-52-05-01 Medical Insurance/Annuity	982.00	12,721.23	11,784.00	107.95%
016-52-05-03 Life Insurance	45.89	550.68	575.00	95.77%
016-52-05-05 Pension	937.32	10,310.52	11,698.00	88.14%
016-52-06-00 FICA	355.84	2,935.18	2,500.00	117.41%
016-52-06-01 Workers Compensation	0.00	217.00	275.00	78.91%
016-56-01-00 Pastor-Professional	153.58	2,991.92	3,000.00	99.73%
016-56-01-01 Pastor Cont. Ed.	349.00	732.60	1,000.00	73.26%
016-56-02-00 Supply Musicians	0.00	660.00	1,500.00	44.00%
016-56-03-00 Deacon	583.52	1,000.00	1,000.00	100.00%
016-56-05-00 Supply Pastors	234.83	3,508.43	4,000.00	87.71%
016-56-06-00 Financial Review	0.00	0.00	50.00	0.00%
016-56-08-00 Piano Tuning	335.00	670.00	350.00	191.43%
016-61-01-00 Maintenance/Repairs	893.38	3,424.29	4,000.00	85.61%
016-61-01-01 Maintenance/Repair Offset	0.00	0.00	0.00	0.00%
016-61-02-00 Snow Removal/Lawn Care	0.00	6,768.50	7,500.00	90.25%
016-61-03-00 Water Test/Regulatory Fee	1,191.00	3,219.12	1,500.00	214.61%
016-61-04-00 Maintenance Agreements	0.00	835.00	1,000.00	83.50%
016-61-05-00 Utilities	371.38	4,980.43	4,900.00	101.64%
016-61-06-00 Build/Cleaning Supplies	90.00	780.74	1,000.00	78.07%
016-61-07-00 Building Insurance	1,278.25	4,767.50	4,166.00	114.44%
016-61-09-00 Capital Budget Funding	3,000.00	3,000.00	3,000.00	100.00%
016-62-01-01 Christian Education	138.99	646.58	700.00	92.37%
016-62-01-04 Christian Ed. - T	131.34	610.36	700.00	87.19%
016-62-01-05 New Programs	438.25	1,690.23	2,000.00	84.51%
016-62-02-00 Altar Guild	105.47	553.14	400.00	138.29%
016-62-03-01 Paper Pantry Expense	0.00	1,375.00	1,375.00	100.00%
016-62-03-02 Food Garden Expense	0.00	300.00	300.00	100.00%
016-62-04-00 Stewardship	0.00	150.00	200.00	75.00%
016-62-05-00 Hospitality	479.27	1,088.47	700.00	155.50%
016-62-07-00 Assembly/Convention	0.00	1,165.45	750.00	155.39%
016-62-25-00 Music	171.90	1,084.31	600.00	180.72%
016-62-30-00 Worship	37.91	1,976.18	1,000.00	197.62%
016-63-01-00 Episcopal	2,294.49	9,177.96	9,178.00	100.00%
016-63-02-00 Lutheran/Benevolence	1,177.34	6,491.99	7,342.00	88.42%
016-63-02-02 Samaritas (LSSM)	176.16	985.48	918.00	107.35%

Holy Faith Church
Treasurer's Report
Finance year 2023, December

<u>Book 01: Holy Faith Church-General</u>	Actual Dec. 2023	Actual as of 12/31/2023	Budget as of 12/31/2023	Percent of Budget
016-63-02-03 Lutheran World Hunger	176.16	985.48	918.00	107.35%
016-64-00-00 Community Publicity	0.00	0.00	300.00	0.00%
016-66-02-00 Comcast/Software	439.54	5,535.85	5,000.00	110.72%
016-66-03-00 Copier	331.72	3,632.47	3,500.00	103.78%
016-66-04-00 Payroll Fees	30.00	276.00	400.00	69.00%
016-66-05-00 E Giving Fees	177.74	1,833.80	1,800.00	101.88%
016-66-06-00 Office Supplies	504.34	2,876.95	3,000.00	95.90%
Expense:	27,918.87	211,693.42	212,525.00	99.61%

<u>Summary: Book 01: Holy Faith Church-General</u>	Actual Dec. 2023	Actual as of 12/31/2023	Budget as of 12/31/2023	Percent of Budget
Income:	28,444.87	228,702.08	208,741.00	109.56%
- Expense:	27,918.87	211,693.42	212,525.00	99.61%
Net Income:	526.00	17,008.66	-3,784.00	

Balance Sheet

Finance year 2023 as of 12/31/2023

Book 01 - Holy Faith Church-General	Balance as of 1/1/2023	Balance as of 12/31/2023	Change	Percent change
Assets				
10 - Checking				
011-10-10-00 Checking Account-TCF-4214	0.00	0.00	0.00	- %
011-10-10-10 Checking Account-HNT-6849	56,203.13	100,594.44	44,391.31	79.0%
10 - Checking:	56,203.13	100,594.44	44,391.31	79.0%
25 - Reserve Account				
011-10-25-00 Reserves-HNT-8348	62,822.01	62,827.29	5.28	- %
25 - Reserve Account:	62,822.01	62,827.29	5.28	- %
30 - Reserves2				
011-10-30-00 Reserves2-HNT-8335	0.00	0.00	0.00	- %
011-10-30-01 Level One Bank for PPP	0.00	0.00	0.00	- %
30 - Reserves2:	0.00	0.00	0.00	- %
40 - Long Term Asset				
011-20-40-00 ELCA HF Investment Fund	42,643.26	43,777.71	1,134.45	2.7%
40 - Long Term Asset:	42,643.26	43,777.71	1,134.45	2.7%
50 - Growth & Income Fund				
011-20-50-00 Growth and Income Fund	23,953.84	24,835.89	882.05	3.7%
50 - Growth & Income Fund:	23,953.84	24,835.89	882.05	3.7%
70 - Preschool Damage Deposit				
011-10-70-01 Preschool-HNT-8322	1,504.69	1,504.84	0.15	- %
70 - Preschool Damage Deposit:	1,504.69	1,504.84	0.15	- %
80 - Petty Cash				
011-10-80-00 Petty Cash	100.00	0.00	-100.00	-100.0%
80 - Petty Cash:	100.00	0.00	-100.00	-100.0%
90 - Pastor's Discretionary				
011-10-90-00 Pastor's Discr-HNT-8921	8.55	8.55	0.00	- %
90 - Pastor's Discretionary:	8.55	8.55	0.00	- %
Total assets:	187,235.48	233,548.72	46,313.24	24.7%

Liabilities

00 - (no Minor group)

012-00-00-00 Coop Nurs Escr Acct	1,503.03	1,503.03	0.00	- %
012-00-00-01 PPP Loan	0.00	0.00	0.00	- %
00 - (no Minor group):	1,503.03	1,503.03	0.00	- %
Liabilities:	1,503.03	1,503.03	0.00	- %

Dedicated

01 - Monthly Special Appeals

017-01-01-01 SASS	358.28	411.95	53.67	15.0%
017-01-01-02 Special Appeals ShortTerm	0.00	0.00	0.00	- %
017-01-01-03 TRI	0.00	0.00	0.00	- %
017-01-01-04 Ele's Place	0.00	0.00	0.00	- %
017-01-01-05 Mission Fund	0.00	0.00	0.00	- %
017-01-01-06 Habitat	0.00	0.00	0.00	- %
017-01-01-08 FID/Nov	0.00	0.00	0.00	- %
017-01-01-15 Hope Clinic	0.00	0.00	0.00	- %

Balance Sheet

Finance year 2023 as of 12/31/2023

Book 01 - Holy Faith Church-General	Balance as of <u>1/1/2023</u>	Balance as of <u>12/31/2023</u>	<u>Change</u>	<u>Percent change</u>
017-01-01-16 Crop Hunger Walk	0.00	0.00	0.00	- %
017-01-01-18 Rise-Up Campaign	0.00	0.00	0.00	- %
017-01-01-22 Heifer International	0.00	0.00	0.00	- %
017-01-01-25 Holy Week Offering	0.00	0.00	0.00	- %
017-01-01-26 ELCA Diversity Task Force	0.00	0.00	0.00	- %
017-01-01-27 ARK Ministry	62.00	62.00	0.00	- %
017-01-01-36 SafeHouse	0.00	0.00	0.00	- %
017-01-01-37 ERD/LWR	513.81	3,377.00	2,863.19	557.2%
017-01-01-39 Campus Ministries	0.00	0.00	0.00	- %
017-01-01-40 Bread for the World	0.00	0.00	0.00	- %
017-01-01-41 Samaritas	0.00	0.00	0.00	- %
01 - Monthly Special Appeals:	934.09	3,850.95	2,916.86	312.3%
02 - Staff Gifts				
017-01-02-00 Staff Gifts	85.55	80.51	-5.04	-5.9%
02 - Staff Gifts:	85.55	80.51	-5.04	-5.9%
03 - Memorial Funds				
017-02-03-01 Memorial Funds	20,482.97	31,905.79	11,422.82	55.8%
017-02-03-02 Music Memorial Funds	2,129.91	1,000.00	-1,129.91	-53.0%
017-02-03-03 Honorary Funds	135.89	135.89	0.00	- %
03 - Memorial Funds:	22,748.77	33,041.68	10,292.91	45.2%
03 - Paper Pantry				
017-01-03-00 Paper Pantry	5,425.20	5,134.21	-290.99	-5.4%
03 - Paper Pantry:	5,425.20	5,134.21	-290.99	-5.4%
05 - Altar Flowers				
017-01-05-00 Altar Flowers	0.00	0.00	0.00	- %
05 - Altar Flowers:	0.00	0.00	0.00	- %
07 - Pastor's Discretionary				
017-01-07-00 Pastor's Discretionary	188.21	158.81	-29.40	-15.6%
07 - Pastor's Discretionary:	188.21	158.81	-29.40	-15.6%
10 - Food Garden				
017-01-10-00 Food Garden	255.01	1,251.62	996.61	390.8%
10 - Food Garden:	255.01	1,251.62	996.61	390.8%
11 - Programs				
017-01-11-01 Childrens Ministry	1,000.00	0.00	-1,000.00	-100.0%
11 - Programs:	1,000.00	0.00	-1,000.00	-100.0%
12 - Memorial Garden				
017-01-12-00 Mem. Garden	211.58	211.58	0.00	- %
12 - Memorial Garden:	211.58	211.58	0.00	- %
13 - Building and Grounds				
017-01-13-00 Bldg/Grounds	0.00	0.00	0.00	- %
017-01-13-01 Capital Projects	2,335.31	16,585.31	14,250.00	610.2%
017-01-13-02 Hybrid Worship	0.00	0.00	0.00	- %
13 - Building and Grounds:	2,335.31	16,585.31	14,250.00	610.2%
20 - Bank Transfers				
017-01-20-00 Bank Transfers	0.00	0.00	0.00	- %
017-01-20-01 DCFSA	722.30	0.00	-722.30	-100.0%
20 - Bank Transfers:	722.30	0.00	-722.30	-100.0%
20 - Grant Funds				

Balance Sheet

Finance year 2023 as of 12/31/2023

Book 01 - Holy Faith Church-General	Balance as of <u>1/1/2023</u>	Balance as of <u>12/31/2023</u>	<u>Change</u>	Percent <u>change</u>
017-03-20-01 AA Area Com. Found. Grant	9,768.00	9,768.00	0.00	- %
20 - Grant Funds:	9,768.00	9,768.00	0.00	- %
21 - Bishop Special Offering				
017-01-21-00 Bishop Special Offering	0.00	655.00	655.00	- %
21 - Bishop Special Offering:	0.00	655.00	655.00	- %
40 - Prayer Shawl				
017-01-40-00 Prayer Shawl	0.00	0.00	0.00	- %
40 - Prayer Shawl:	0.00	0.00	0.00	- %
43 - Congregational Meals				
017-01-43-00 Congregational Meals	42.68	267.11	224.43	525.8%
017-01-43-01 Congregational Retreat	0.00	0.00	0.00	- %
43 - Congregational Meals:	42.68	267.11	224.43	525.8%
47 - Corner Health Center				
017-01-47-00 Corner Health Center	0.00	0.00	0.00	- %
47 - Corner Health Center:	0.00	0.00	0.00	- %
Dedicated:	43,716.70	71,004.78	27,288.08	62.4%
Equity				
00 - (no Minor group)				
013-00-00-00 Restricted Bldg	6,000.00	6,000.00	0.00	- %
013-00-00-01 Restricted Equip	3,000.00	3,000.00	0.00	- %
013-00-00-03 Restricted Sabbatical	8,400.00	8,400.00	0.00	- %
013-00-00-04 Restricted Endowment	0.00	0.00	0.00	- %
013-00-00-06 Unrestricted(Savings)	75,994.82	78,011.32	2,016.50	2.7%
00 - (no Minor group):	93,394.82	95,411.32	2,016.50	2.2%
Equity:	93,394.82	95,411.32	2,016.50	2.2%
Book equity:	48,620.93	65,629.59	17,008.66	35.0%
Total liabilities, dedicated and equity:	187,235.48	233,548.72	46,313.24	24.7%

2024 Proposed Operating Budget

The 2024 Operating Budget was developed by the Finance Committee (Andrew Amstutz, Wendy Amstutz, Mike Centlivre, Betsey Hubbard, Lisa Reifert) based on the 2023 budget and actual income and expenditures. The **2024 Proposed Budget by Account** shows the proposed budget in addition to the 2023 Budget and Actuals. The 2024 Proposed Budget has the following notable changes:

1. **Pledges** – As of January 9, 2024 we have received 53 pledges for 2024 including 8 new pledges and 23 increases totaling \$201,970. Historical pledge income is typically higher than pledged amounts. The budget has been prepared with an expectation of \$210,000 in pledge income being received.
2. **Staff/Salary** – The budget includes an increase for our Pastor and all our staff. We are able to do this because of the generosity of the members of the congregation.
3. **Staff/Salary, Outreach Coordinator** – we were excited to have Janet Cook join us as Outreach Coordinator in the end of 2023. We plan to offset Outreach Coordinator costs in 2024 with the remainder of the Ann Arbor Community Foundation Grant which was set aside for new programs.
4. **Professional Services, Sabbatical Supply** – will be offset by funds from the Sabbatical restricted equity (savings) account.
5. **Program/Paper Pantry** - is not included in the operating budget for 2024 as there is already balance of \$5100 in the Paper Pantry dedicated account.

The proposed 2024 Operating Budget includes total expected Income of **\$215,875**, expected Expenses of **\$217,861**, leaving a budgeted Income less expense of **\$-1,986**.

It is our firm belief that as we continue to stay focused on God's work with our hands and share the love of Christ, our community will continue to be strong.

The 2024 budget has been faithfully prepared by the Finance Committee and was reviewed and recommended by the PLT for the congregation's approval.

Respectfully submitted,



Andrew E. Amstutz, Treasurer

2024 Proposed Holy Faith Budget

Line	Account	2024 Budget	2023 Budget	2023 Actual	2022 Budget
1	Book 01, Holy Faith Church-General				
2	Income Accounts				
3	(015-41-00-00) Pledges	\$210,000	\$203,399	\$222,002	\$185,250
4	(015-43-01-00) Rental/Bldg.	\$1,700	\$1,400	\$2,225	\$1,498
5	(015-43-02-00) Rental/Co-op	\$2,142	\$2,142	\$1,190	\$2,032
6	(015-44-00-00) Plate (Loose Offering)	\$700	\$300	\$1,469	\$1,058
7	(015-47-00-00) Miscellaneous	\$300	\$500	\$378	\$833
8	(015-47-02-01) Debt Forgiveness		\$0	\$0	\$0
9	(015-48-00-00) Interest	\$1,033	\$1,000	\$1,001	\$951
10	(015-48-02-00) ELCA Investment Fund Div		\$0	\$436	\$1,719
11	Total Income:	\$215,875	\$208,741	\$228,702	\$193,341
12	Expense Accounts				
13	(016-52-01-00) Office Manager	\$18,968	\$18,238	\$19,447	\$17,697
14	(016-52-02-01) Outreach Coordinator	\$15,600	\$6,000	\$2,600	\$0
15	(016-52-02-02) Outreach Coordinator - Offset	-\$9,768	\$0	\$0	\$0
16	(016-52-03-00) Music Director	\$17,680	\$15,600	\$15,604	\$13,297
17	(016-52-03-01) Choir Director		\$0	\$0	\$0
18	(016-52-04-00) Custodian	\$1,893	\$1,820	\$2,546	\$1,871
19	(016-52-05-00) Pastor-Salary	\$68,237	\$64,988	\$64,988	\$62,488
20	(016-52-05-01) Medical Insurance/Annuity	\$12,492	\$11,784	\$12,721	\$11,316
21	(016-52-05-03) Life Insurance	\$575	\$575	\$551	\$551
22	(016-52-05-05) Pension	\$12,283	\$11,698	\$10,311	\$11,248
23	(016-52-06-00) FICA	\$2,500	\$2,500	\$2,935	\$2,170
24	(016-52-06-01) Workers Compensation	\$275	\$275	\$217	\$269
25	(016-56-01-00) Pastor-Professional	\$3,000	\$3,000	\$2,992	\$2,271
26	(016-56-01-01) Pastor Cont. Ed.	\$1,000	\$1,000	\$733	\$968
27	(016-56-02-00) Supply Musicians	\$1,500	\$1,500	\$660	\$1,130
28	(016-56-03-00) Deacon	\$1,000	\$1,000	\$1,000	\$904
29	(016-56-05-00) Supply Pastors	\$4,000	\$4,000	\$3,508	\$3,042
30	(016-56-05-01) Sabbatical Supply	\$6,000	\$0	\$0	\$0
31	(016-56-05-02) Sabbatical Supply - Offset	-\$8,400	\$0	\$0	\$0
32	(016-56-06-00) Financial Review	\$50	\$50	\$0	\$50
33	(016-56-08-00) Piano Tuning	\$400	\$350	\$670	\$495
34	(016-61-01-00) Maintenance/Repairs	\$4,000	\$4,000	\$3,424	\$30,040
35	(016-61-01-01) Maintenance/Repair Offset		\$0	\$0	-\$27,000
36	(016-61-02-00) Snow Removal/Lawn Care	\$7,500	\$7,500	\$6,769	\$6,093
37	(016-61-03-00) Water Test/Regulatory Fee	\$1,500	\$1,500	\$3,219	\$3,664
38	(016-61-04-00) Maintenance Agreements	\$1,000	\$1,000	\$835	\$825
39	(016-61-05-00) Utilities	\$4,900	\$4,900	\$4,980	\$4,779
40	(016-61-06-00) Build/Cleaning Supplies	\$1,000	\$1,000	\$781	\$1,042
41	(016-61-07-00) Building Insurance	\$4,422	\$4,166	\$4,768	\$4,311
42	(016-61-09-00) Capital Budget Funding	\$3,000	\$3,000	\$3,000	\$0
43	(016-62-01-01) Christian Education	\$700	\$700	\$647	\$745
44	(016-62-01-04) Christian Ed. - T	\$700	\$700	\$610	\$560
45	(016-62-01-05) New Programs	\$1,500	\$2,000	\$1,690	\$1,000
46	(016-62-02-00) Altar Guild	\$650	\$400	\$553	\$1,201
47	(016-62-02-01) Altar Flowers	\$250	\$0	\$0	\$0
48	(016-62-03-01) Paper Pantry Expense		\$1,375	\$1,375	\$1,375
49	(016-62-03-02) Food Garden Expense	\$300	\$300	\$300	\$300
50	(016-62-03-03) Outreach Expenses	\$500	\$0	\$0	\$0
51	(016-62-04-00) Stewardship	\$200	\$200	\$150	\$281
52	(016-62-05-00) Hospitality	\$950	\$700	\$1,088	\$713
53	(016-62-07-00) Assembly/Convention	\$1,000	\$750	\$1,165	\$532
54	(016-62-25-00) Music	\$600	\$600	\$1,084	\$300
55	(016-62-30-00) Worship	\$1,000	\$1,000	\$1,976	\$1,455
56	(016-63-01-00) Episcopal	\$9,452	\$9,178	\$9,178	\$8,580
57	(016-63-02-00) Lutheran/Benevolence	\$7,562	\$7,342	\$6,492	\$6,865
58	(016-63-02-02) Samaritas (LSSM)	\$945	\$918	\$985	\$858
59	(016-63-02-03) Lutheran World Hunger	\$945	\$918	\$985	\$858
60	(016-64-00-00) Community Publicity	\$300	\$300	\$0	\$272
61	(016-66-02-00) Comcast/Software	\$5,000	\$5,000	\$5,536	\$4,193
62	(016-66-03-00) Copier	\$3,500	\$3,500	\$3,632	\$3,551
63	(016-66-04-00) Payroll Fees	\$400	\$400	\$276	\$243
64	(016-66-05-00) E Giving Fees	\$1,800	\$1,800	\$1,834	\$2,037
65	(016-66-06-00) Office Supplies	\$3,000	\$3,000	\$2,877	\$3,350
66	Total Expense:	\$217,861	\$212,525	\$211,693	\$192,787
67	Income less Expense:	-\$1,986	-\$3,784	\$17,009	\$554

Meet the Nominees for Holy Faith's Parish Leadership Team: Lisa Reifert and John Hassett

Introducing the slate of members offering themselves to serve on the Parish Leadership Team:



John Hassett – Class of 2027

I've been coming to Holy Faith since:

2006, and what attracted me to the congregation was the people of Holy Faith. I grew up attending very large and somewhat impersonal churches, and never really experienced a feeling of "Welcome" (with a capital W) at church until Kelsey and I somewhat serendipitously got drawn into the Holy Faith fold. Once we started meeting people here, staying was a no-brainer.

On a Wednesday afternoon, you will find me:

Revising the vision of my plans that I had as of Wednesday morning.

My favorite food is:

A good hearty bowl of chicken soup, preferably with enough noodles and veggies as to allow it to easily be mistaken for Pasta Primavera.

One day I hope to:

Be able to complete personal profile statements of this sort without fretting over them for much too long trying to "make it perfect."

I'd like to serve on the Parish Leadership Team because:

Holy Faith has been a wonderfully supportive community to me and Kelsey over the years, and I'd like to do what I can to return the favor.



Lisa Reifert – Class of 2027

I live with:

A grouchy greyhound.

On a Wednesday afternoon, you will find me:

Probably out gardening (on a nice day).

My favorite food is:

A good chili.

One day I hope to:

Go to Alaska.

I'd like to serve on the Parish Leadership Team because:

I want to support the Holy Faith community.

ELCA Synod Assembly Representatives



Judy Kullberg



Bob Kullberg

Alternates



Andy Amstutz



Wendy Amstutz

Episcopal Diocesan Convention Delegates



Diane Jacobs



Teri Kollath



Lisa Reifert

Alternates



Tracy Gilmore



Susan Wehinger

Nominating Committee for PLT Class of '28



Christen Mitchell



Charlie Jacobs



Pr. Andrea Martin

Appendix
Other HFC Reports

2023 Membership Report



Baptisms:

- Augusta Martin
- Marie Jolliffe
- James St. Clair
- Felix Altman

Affirmation of Baptismal Vows:

- Ann Mayers
- Cory Belote
- Carol Preston

Deaths:

- Tom Hogan
- Rosemary Brodie

New Members:

- Audrey, Jake & Felix Altman
- Peg & Jim Hassett
- Charlie Jenkins
- Susie Karr
- Judy & Bob Kullberg
- Patty & Tom McCormick
- Louise Moore
- Margaret Murphy
- Jeff & Michelle O'Mara
- Carol Preston
- Theresa & Kevin Redfern
- Charles & Mildred Webster
- Susan Wehinger

Transfer Out:

- Kim Kemeny

Pastor's Discretionary Fund Report

The Pastor's Discretionary Fund is intended to serve the poor and the needs of the community. The use of such funds is therefore restricted to address needs among the congregation, community members, and Church ministries. The discretionary fund is subject to audit.

The Pastor's Discretionary Fund is funded by donations that people may make at any time. Also, all gifts made in thanksgiving for weddings, baptisms, and funerals are directed to the discretionary fund.

2023 disbursements totaled approximately \$1300. The December 31st balance is \$158.81.

2023 disbursements were made toward:

- FedUp Food Ministries (a ministry of the SEMI Synod) to cater SASS's June Family Picnic
- Healthy Congregations
- Lutheran Campus Ministry at U of M
- Canterbury House Episcopal Campus Ministry at U of M
- All Together (Lutheran-Episcopal) Ministries at: Wayne State; UM-Dearborn; and Henry Ford College.

Each year, the needs of Holy Faith members are prioritized. Holy Faith parishioners who are in need of assistance for food, rent, utilities, and the like, should make their need known to the Clergy who will keep such needs in confidence. Also, if Holy Faith members know of community needs that could be helped by a small donation, please notify the Clergy. Priority is given to faith-based ministries.

Faithfully submitted,
Andrea+

Making a Lasting Impact through Legacy Planning



We drink from wells we did not dig. We are warmed by fires we did not build. -paraphrase of Deuteronomy 6:11

Holy Faith is thankful to Gillian Donovan who informed us that she has provided for Holy Faith in her will. By doing so, she helps ensure Holy Faith's continued ministry for years to come.

Holy Faith Church's ministries benefit greatly from bequests. It is a way to sustain our mission for generations to come, without affecting your income during your lifetime. It is helpful if the church knows to expect a gift.

If you have provided for Holy Faith in your will, or if you wish to know more about how you can leave a lasting gift, please contact Office Manager Laurie Tikkanen who will put you in touch with a regional gift planner.

Laurie's email is:
office@holy-faith-church.org.

Thrivent Action Team Grants



Thrivent is an insurance and financial services company that is also a non-for-profit membership services organization for Christians.

Every Thrivent member is eligible to apply for two Thrivent Action Team Grants per calendar year (each worth \$250.00) toward projects in the member's congregation or community.

If you are a Thrivent Member and wish to seek grant funding for a Holy Faith Church ministry, please contact Pastor Andrea at: andrea@holy-faith-church.org

Projects may be service or educational, and preference is given to projects that involve two communities of people working together (or projects that somehow touch the wider community beyond the walls of the congregation).

Mary Fatchett applied for, and received, two Thrivent Action Team Grants in 2023:

1. The first was for supplies for HFC's vegetable garden.
2. The second was for the Memorial Garden.

Thanks, Mary!

Ministry Reports

Jane Darling - Altar Flowers

Altar flowers are placed on an every-other week basis. The total cost for two vases for two weeks is \$50. Flower selection is at the discretion of the florist, Saline Flowerland. To keep costs at a minimum, the florist chooses varieties that will hold up for the two-week period and what is in season. Personal preferences for arrangements can be made by contacting Jane Darling via text at (734) 323-9486.

Church members may sign up individually or may wish to share dates and cost with another parishioner. Envelopes are available on the church bulletin board in the Narthex. Payment can be made by check, or online, noting in Memo "Altar Flowers". Please pay at the time that you sign up. Envelopes can be placed in the collection plate or mailed to the church.

Please indicate on sign-up sheet if you wish to designate the flowers as a memorial or in thanksgiving. For questions about ordering Altar Flowers, please see Jane Darling, or text her at (734) 323-9486. If you are interested in serving on this committee please see Jane.

Mary Jean Fatchett - Altar Guild

Our major project for this past year was to design and create a way to hang wall banners without having to climb ladders. This was accomplished with the amazing help from the Darlings in the design and construction contact with Creative Windows. Thanks also to Molly Hilton for modifying our banners with new seams and loops. For 2024 I would like to invest in the oil burning candles for the candelabras.

The Altar Guild ministry is spiritually rewarding because we are preparing the altar for our eucharistic celebration and readying the altar area to create a pleasing and reverent mood for the congregation. The members are a dedicated and diligent group, adjusting to every change with a positive attitude and willingness to help out wherever needed. They have always made sure that the altar, altar hangings, banners, and worship area are ready for all occasions. I would like to thank each and every member for their faithfulness and dedication. You are definitely God's Silent Angels and are truly appreciated by everyone!

Thank you to Mike Centlivre for his dexterity on the high ladders and Deacon Don for his unending support.

We have lost some of our members due to health issues, so there is a plea going out to all. If you are the least bit interested in doing altar work, PLEASE talk to one of our members or our Officiates. We are very helpful and will show you everything you need to know. If you are uneasy about doing linens, we have others who will do them.

Jane Darling, Carolyn Schneider, Norlaine Tinsey - Archives Committee

Over the past three years, the Archives Committee has been sorting and organizing church records going back as far as 1965. We have created a uniform filing system and a process going forward for future records. To date, we have now finished placing files up to year 2016 into permanent storage. From now on, only one year of records will be processed and go to permanent storage. Which is a considerable reduction in the work of this committee.

Going forward, the Archives Committee is seeking several members to join the committee as older members retire. If you are interested, please speak with Norlaine Tinsey, Jane Darling or Carolyn Schneider.

Jane Darling, Norlaine Tinsey - Christmas Day Dinner Ministry

A Christmas Day Potluck Supper has been planned for and has been well attended at Holy Faith Church since 2019. The Covid epidemic required us to cancel this event in 2020, but we have since hosted it for the last 3 years.

At this time, however, the current leadership wishes to step down from this ministry. If the church wishes to continue this event, new leadership will be required. The current planning committee is willing to meet with those who would like to know more about the planning of this event. For anyone who is interested, please contact either Norlaine Tinsey or Jane Darling.

Dan McGraw - Hospitality Ministry

Our Hospitality Committee continues to increase in numbers and always welcome new members. A special thanks to all who sign-up for coffee hour and we have some amazing after Sunday Service foods and desserts. Thank you again Bakers Nook for the delicious donuts provided free of cost. New sign-up sheets are ready to be filled in for weekly coffee hours. If you have questions or want to join the Hospitality Committee, just send an email to me at dmcgraw718@outlook.com

In addition to coffee hour, we have had some very successful receptions: Easter Sunday 2023 provided by the Hiltons and Katie Garvey and on December 17 they welcomed Bishop Bonnie Perry with another wonderful reception.

We have a calendar with special coffee hours during 2024 including a potluck for Bishop Kreiss on February 4, and pancake breakfast February 11, etc., so keep a look out for them.

Coffee hours are a fun time to share with church members and enjoy time together. Just a reminder clean-up is also part of Hospitality. Please help clean-up. Thanks to everyone for your participation.

Lori Venable - Memory Café

The "Come As You Are" Memory Café had a wonderful 2023. Due to the growing success of the Café since its inception in 2020, at the beginning of 2023 we increased the frequency to twice-monthly. We have grown from 6 attendees at the first event to now regularly having 35-40+ participants. (In fact, we had 50 people in the room on January 17th, in spite of the sub-zero temperatures.) The feedback we receive from persons living with memory loss and their care partners is consistently overwhelmingly positive. In addition to the attendees, we have attracted a wonderful group of regular volunteer helpers ... some from the Holy Faith congregation, some from the community, some from honors programs at U of M, and some who have simply heard about what we do and want to help.

While our funding comes primarily from donations and grants (so we aren't reliant on Holy Faith Church for financial support), we are incredibly blessed to have the generosity of Pastor Andrea and Holy Faith to provide the venue for these life-changing events. (For many communities who want to start a Memory Café, finding a suitable venue is a major obstacle. Thanks to Holy Faith, that is not a concern we have to worry about.)

An additional unexpected, yet gratifying, upshot has been the addition of several new members to the Holy Faith congregation in 2023. That's what we call a Win-Win-Win!

Janet Cook - Outreach

This position began in the latter part of October 2023. The highlights of my activities are:

- Meeting this wonderful congregation!!!
- Per Pastor Andrea's request and Jane Darling's guidance I purchased on FB Marketplace a new office desk and with the help of the Narbut family removed the old desk and moved in the new along with some office chairs. Thank you again!
- Attending the Growing Hope Community Garden in Ypsilanti Tour with Garden Buddies members, discussing the experience, and brainstorming ideas for the new year at lunch.
- Participating in the Paper Pantry at Calvary Church, meeting outreach folks from other churches, and getting to know Lisa Reifert and Mary Hogan.
- Participating in the Paper Pantry held at Chidester Apartment complex, having conversations with Rick and Judie Wales and their son Brett who is a resident. Follow up call with Rick to brainstorm ideas of moving forward with a Bingo event, Hot dog/chili event, increased direct interface with the residents who have lost the social events that enriched the residents such as Coffee Club and Bingo night.
- Participating with a Memory Cafe and the drumming circle.
- Meeting with the director of SASS, Jamail Aikens who gave me a tour and an overview of SASS and how it functions and strives to meet the needs of Saline residents. Jamail has an inspiring story and inspiring vision of future services that SASS may provide. Looking forward to a continued relationship and exploring new possibilities with HF support.
- I gave the message at the Sunday 12/10/23 service and convened an in person and Zoom meeting during coffee hour which looked at current outreach projects and potential new ones. Twenty-eight folks participated!!
-
- Followed up on request from Garden Buddie member Lisa Reifert to locate a Master Gardener to act as a guest lecturer and consultant for increasing the garden's productivity. Karen Bovio is now in touch with Garden Buddie Lead Mary Hogan.
- Planned and led a Coffee hour discussion on January 7th about starting a campaign to fundraise with RIP Medical Debt. There was expressed interest by several members at the 12/10 meeting.
- Plan to meet with Andy Amstutz and Noelle Milkey for next steps with the national group Alliance to End Hunger.

Lisa Reifert - Paper Pantry

The Paper Pantry collects and distributes necessities that are not covered by Electronic Benefit Transfer (EBT) cards such as toilet paper, paper towel, detergent, hand soap, shampoo, tooth paste, deodorant, etc. Each month, between 50 to 100 paper grocery bags that contain needed items are distributed.

Currently, we are responding to the needs of seniors at Mill Pond Manor in Saline, independent living adults at Chidester Place Apartments in Ypsilanti, and families in the Milan area at Calvary Bible Church on Carpenter Road. We alternate between these groups delivering on

the 3rd and 4th Saturday of each month. This is the start of the 11th year for The Paper Pantry and we are looking forward to another successful year.

Our mission is to serve groups that include families, seniors, the homeless, and students. The Paper Pantry is a joint effort between Holy Faith and St. Paul UCC, both of Saline who support this mission with donations of money, items and volunteers.

The Paper Pantry is generously supported by these volunteers: Rick and Judie Wales along with Jenny, Lupe, Hennah and Noah, Mike Centlivre, Kay Girbach, Betsy Hubbard, Mary Hogan, Jim Mangi, Harold Tinsey, Kathy London, Barbara Arnold, Lori Armbruster, Fritz and Lisa Reifert, and others.

This ministry is one that both young and old can do together. We go out into the communities that we serve and get to meet the people we are helping. The items delivered help people stretch their food dollars. And we have fun together putting the paper bags together, and serving our neighbors. Please join us in a delivery!

If you would like more information, please contact Lisa Reifert at lisareifert76@gmail.com or call 734-214-2265.

Steve Jolliffe - Building and Grounds

The Building and Grounds Committee is responsible for maintenance and repair of the physical church property. Volunteers from the group often undertake smaller DIY jobs, while larger jobs are outsourced to commercial companies.

- Following wind and ice storms in the Spring, McFarland Tree Service was contracted to remove downed tree limbs. The Mitchell family cleaned up the damaged arbor vitae in the memorial garden. Additional tree trimming was later outsourced to Bonecutters Inc. We hope to do even more tree work in 2024.
- During 2023, Couture Property Management took over the work previously contracted to Boswell Lawn Service. They agreed to keep the same pricing for grass cutting and snowplowing.
- The old decorative cross on the South side of the social hall had deteriorated and was becoming a safety hazard, so we had it removed by a local handyman recommended by Barbara Arnold. We are waiting to hear if the congregation would like to see this cross replaced.
- John Hassett replaced the battery powered office doorbell with a wired doorbell and then installed a Ring camera to provide security to the main entrance.
- Mike Vaillancourt continued his quest to rewire the church's outdated fluorescent light fixtures to accept modern LED bulbs, thereby reducing operating costs and Improving lighting in the church.

- Mike and John also pulled up the floorboards at the bottom of the Preschool stairs so that the drain could be flushed. The floorboards were also reworked to provide better function.
- Ruth Boenke had a new entrance sign fabricated and Mike Vaillancourt installed it alongside the drive. The new sign will be better able to withstand occasional hits by the lawn crew.
- Gainsley Electric was hired to replace two emergency lights in the Preschool that had stopped working. They also rewired the overhead light in Janet Cook's office to improve function.

Looking ahead to 2024, we will consider other projects, including new flooring in restrooms, replacing lawn furniture, concrete sidewalk repairs, and parking lot maintenance.

We are always looking for a few more volunteers to pitch in and help. Please consider volunteering a little of your time in 2024.

Pathways to Participation: Ministries at Holy Faith & Contact Names

Below is a list of some of our ministries. We say "some," because Holy Faith parishioners are always taking initiative and serving where there are needs. If you would like to learn more about one of these ministries, or if you wish to become involved, please contact the person listed. Contact information can be found in our church directory.

Altar Guild - Mary Fatchett

Members prepare the chancel and nave for each service by hanging timely banners, preparing the altar, and setting up the communion vessels. It is a service, privilege, and way to express gratitude / thanksgiving to God.

Be3 (Big, Bodacious, Bold) - Vicki English

Collaborates with seven sister ELCA congregations in Washtenaw County on green initiatives, such as soft plastic recycling at each of the 7 parishes, Christmastime Styrofoam recycling, planting trees, etc.

Buildings & Grounds - Steve Jolliffe

Members maintain facilities, recommend projects to the PLT, and prioritize building needs.

Eucharistic Visitors - Deacon Don Dersnah

Eucharistic Visitors receive training to visit with, and bring communion to, parishioners who are homebound.

Finance Committee - Andy Amstutz

Advises the treasurer and Parish Leadership Team and helps draft a budget for the year.

Garden Buddies - Mary Hogan

Plan, plant, tend, and harvest Holy Faith's vegetable garden and donate the produce to the Saline Area Social Service food pantry.

Hospitality - Dan McGraw

Members prepare receptions for community events and funerals.

Liturgy Team - Pastor Andrea Martin

Members help the Pastor plan worship for the liturgical seasons and for special services.

Lunch Bunch – Barbara Arnold

On 2nd Mondays of the month, Holy Faith gets a big table at Carrigan's Café in Saline. Everyone pays their own way and enjoys fellowship and conversation. There's room for you!

Memory Café - Lori Venable

Volunteers organize twice monthly social events at Holy Faith for people with brain changes and their care partners.

Memorial Garden Committee - Christen Mitchell

This group of dedicated parishioners plan a low-maintenance and peaceful Memorial Garden that will last for years. Members of Holy Faith may arrange to have cremains interred in the Memorial Garden.

Music - Joy Morin, Church Musician

Volunteers participate musically in Sunday worship as instrumentalists, vocalists, choir members, or bell tree players. All ages and abilities are welcome.

Office Volunteers - Laurie Tikkanen, Office Manager

Assists with office tasks on a weekly or monthly basis including assembling mailings, filing, and more.

Paper Pantry - Lisa Reifert

Volunteers from Holy Faith, St Paul UCC, and the Liberty Club deliver paper and hygiene goods to low income residents in Saline, Milan, and Ypsilanti communities.

Parish Archive Team – Jane Darling, Carolyn Schneider, Norlaine Tinsey

Gathers, appraises, processes, catalogs, and saves the official records and historical materials that document the heritage and business of the church. The team implements and continuously improves a management program in order to move church records and historical documents through a cycle from active to inactive to permanent storage.

Parish Leadership Team – Christen Mitchell, President

The Parish Leadership Team consists of six parishioners, plus the clergy and treasurer. Together, they are the primary governing body of the parish.

Prayer Shawl Ministry

Members knit prayer shawls to be blessed at Holy Faith and then given to neighbors who need a reminder of God's love.

Readers & Assisting Ministers – Wendy Amstutz

Volunteers read the lessons and lead prayers during worship.

Representatives at ELCA Synod Assembly and Diocesan Convention - Pastor Andrea Martin**Thursday Luncheon Bible Studies (Online) - Christen Mitchell**

A 30-minute, online Bible Study, 12:00-12:30 pm most Thursdays. These half-hour sessions provide mid-week substance and community for busy people.

Tuesday Morning Adult Education (Hybrid) – Tish Dersnah

During the academic year, Tish leads explorations of topics pertaining to faith in the parish hall, 10:30-11:30 am. Contact Tish to find out what the current topic is.

Technology Support - Andy Amstutz & Jim Mangi

Through Zoom, and using the church's equipment, volunteers provide opportunities for online participation in worship and parish events.

Special gratitude goes to Baker's Nook, 901 W Michigan Ave., Saline for frequently donating donuts for our coffee hour. Baker's Nook specializes in bakery, cake, and candy supplies, in addition to preparing custom cakes for birthdays and weddings. Next time you stop in, be sure to say thanks from Holy Faith.