



First Lutheran Church  
BOTHELL

# ANNUAL REPORT 2025



Evangelical  
Lutheran Church  
in America



## A MESSAGE FROM PRESIDING BISHOP YEHIEL CURRY

Dear friends in Christ,

As Lutherans, we are set free to love our neighbors and seek justice. In Colossians 2, we read: “As you therefore have received Christ Jesus the Lord, continue to walk in him, rooted and built up in him and established in the faith, just as you were taught, abounding in thanksgiving” (6-7).

I am abounding in thankfulness for you, church. You are an integral part of this mission as we envision a world experiencing the difference God’s grace and love in Christ make for all people and creation. The ministries of congregations including yours, our synods and the ELCA churchwide organization are all working together today and every day so more people may know the way of Jesus and discover community, justice and love. From providing food to people experiencing hunger, to helping train the next generation of leaders that will lead this church, your support is at work here at home and around the world.

Your generosity to each of the three expressions of the church — your congregation, your synod and the churchwide organization — has made it possible for us to do this work

together. Your financial resources, your time volunteering and accompanying others, and your voices are so valued.

As we look ahead to the coming year, I encourage you to continue to walk in Christ, remembering you are rooted and established in faith, and free to love and serve your neighbors. Thank you, church, for the ways you connect with and support our siblings across the ELCA and in our communities.

In Christ,



A handwritten signature in black ink, appearing to read 'Yehiel Curry'.

The Rev. Yehiel Curry  
Presiding Bishop  
Evangelical Lutheran  
Church in America

“As you therefore have received Christ Jesus the Lord, continue to walk in him, rooted and built up in him and established in the faith, just as you were taught, abounding in thanksgiving.”

—Colossians 2:6-7



## Northwest Washington Synod Evangelical Lutheran Church in America

God's work. Our hands.

Dear Beloveds in Christ,

Grace and peace to you from the Triune God who - always and without end - creates, loves, gathers and meets us in every unknown.

I am so thankful for all of you as we journey together in the Northwest Washington Synod. Every time you gather together in worship, work within your community, respond to crisis situations, sit at a bedside, advocate for justice, contribute financial gifts, collaborate with other faith communities, and so much more, you are connecting to something larger - the community of Christ here in the synod and throughout the world. I am grateful for the ways that together we are being church: living into our faith by trusting in God's grace and, in response, serving and working in this world. I am grateful that even in these uncertain and fraught times we are promised that God not only meets us in difficulty but continues to call us together and continues to call us towards the future - perhaps in ways we can't even perceive of right now.

I am reminded of the story of Moses encountering God in the burning bush (Exodus 3). When Moses said yes to God's call, Moses was saying yes to a great unknown future: Leading a bunch of stiff-necked people, lots of plagues, lots of complaining, a golden calf, fighting in the group and fighting outside the group, and more. We could say that those forty years were uncertain and fraught times. We could say, as Moses undoubtedly thought from time to time, "Where is God in the middle of all of this?"

But God never abandoned Moses or the people. Never. In the Exodus story God is right there in the middle of the mess. God led the people out of slavery. God showed the way through light and darkness as they escaped. In the wilderness, God gave the gift of manna so they wouldn't starve, quail when they wanted meat, and water made clean from bitterness. God brought healing when there was illness. God even lifted up people to leadership when Moses was exhausted from the burden of leading. When there was chaos, God gave commandments and when there was sin and rebellion, God granted forgiveness time and time again. While Moses might have wondered about God's presence, the Exodus story shows God was always right there. Always.

In these fraught and uncertain times, in these times when we are not sure of what is next and what the future holds, may we all remember Moses' story. May we remember that God provided Moses and all the people everything they needed - even when they didn't know what they needed. May we, as we journey together, trust and hope that God is providing everything we need, as well. May we know that God is giving us resources, courage, partners, and food for the journey.

I encourage you, during your annual meeting and beyond, to have conversation on how God is providing as we:

- Live into God's call to care for our neighbors;
- Welcome the stranger;
- Speak and act against forces that discriminate, bully, and endanger others;
- Share our resources creatively;
- Rest;
- Consider our budgets for 2026 and beyond;
- Forgive our enemies;
- Steward our property
- And so much more.

While we don't know what is next, we do know this, God is here and God is working through each faith community in the NWWA Synod, bringing us together and leading us beyond, always present, always grace-filled. Always. Always. In these uncertain and fraught times, may you be filled with trust and hope. May the promises of God's radical grace, love, mercy, justice, forgiveness, and hope be with you always as we enter into this future together.

In Christ's Love and Grace,

+Bishop Shelley Bryan-Wee

**FIRST LUTHERAN CHURCH  
10207 NE 183<sup>RD</sup> STREET  
BOTHELL, WASHINGTON 98011  
Established 1886**

**ANNUAL REPORT: January 1, 2025– December 31, 2025**

THE ANNUAL MEETING OF FIRST LUTHERAN CHURCH IN BOTHELL, WA will begin shortly after 11 am, once all voting members have signed in. Please arrive early.

Every member of the congregation is invited and encouraged to attend.

Please take the time to examine this report and bring it to the meeting along with your questions and/or comments. We need your involvement if the ambitious programs of this active congregation are to be fruitful.

The enclosed pages contain more than facts and figures. This report becomes part of the history of First Lutheran Church, and what happened here during an important year in the long history of FLC. The effectiveness of our mission in the community - local, national, and worldwide continues to depend on the efforts of many people. The church is people -and YOU are the church! We hope you will join us on Sunday, January 26. We know you will help carry out our mission and message in the coming year.



**The Staff of First Lutheran Church - 2025**

The Rev. Tor K. Berg	Pastor
Roger Steinke	Director of REACH Ministries
Kristin Smith	Office Manager/Bookkeeper
Lucy Kay Osborne	Music Director/Organist/Choir Director
Amy Case	Preschool Director/Teacher
Stephanie Corrigan	Preschool Asst. Director / Teacher
Mary Hatlen	Preschool Teaching Assistant
Laura Ferraiolo	Preschool Teaching Assistant
Rebecca Wilen	Preschool Teaching Assistant

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# Annual Congregational Meeting

Date: January 25, 2026, 11:00 am  
First Lutheran Church  
Bothell, WA

*Care - Grow - Serve - Proclaim*

## Meeting Room Open/Registration (10:45 a.m.) - Kendahl Adjorlolo

Open Meeting

Review Procedures

Devotions

Introduction of current Council Members

Call for a quorum

Approval of Agenda

Approval of Previous Meeting Minutes

Approval of Standing Rules of Order

Adoption of committee reports

President's Report

Pastor's Report

Endowment Report and adoption of new bylaws

Council Positions -

Nominating Committee

Constitution Amendments

Budget

Presentation

Vote

Roger Steinke

Closing Prayer

## ***Our Mission...***

*At First Lutheran God calls us to:*

*CARE for one another in community,*

*GROW in faith and discipleship,*

*SERVE the needs of a broken world, and in all we do,*

*PROCLAIM the love and saving grace of Jesus Christ.*

# Standing Rules for Congregational Meetings

1. Anyone may speak during the time that the Chair calls for comments or action from the floor. If you would like to make a comment or ask a question about the subject matter at hand, raise your hand and do not speak until a microphone is made available for you. Comments will be limited to two minutes per speaker for each topic at the direction of the Chair. Comments must be directed to the Chair.

*This meeting will be recorded for the accuracy of the minutes. When the Chair recognizes a speaker, state your name. Only direct comments to the Chair, and only speak to the issue that is before the congregation. No personal comments may be directed at another member of the congregation. However, one may request that the Chair obtain clarification or information on the topic from someone else in the congregation.*

2. The Chair is responsible for adherence to the agenda. Additional time may be given to a speaker if time permits. Decisions of the Chair can be overruled by a 2/3 majority of the congregation.

*It is the task of the chair to accomplish the work of the agenda as voted on by the congregation at the beginning of the meeting in a reasonable amount of time. They are also to allow for the presentation of sufficient, relevant information for an informed action to be taken by the congregation. The chair may allow any person more than the two minutes of allotted time in consideration of these factors. A timekeeper may be appointed by the chair.*

3. When a new main motion is presented, please present it in written form to the secretary. It must be signed by a voting member.

*The presentation of a written motion for action allows for an accurate reading of the motion and inclusion. The person presenting the motion will give the written motion to the secretary after the initial reading from the floor. Either a second signature, or presentation by a recognized committee, will fulfill the obligation of obtaining a second motion.*



First Lutheran Church  
Annual Meeting Minutes of January 26, 2025

**DRAFT**

**Location:** First Lutheran Church Sanctuary

**Call to Order:** The meeting was called to order at 11:15 a.m. by the Chair, Ho Brown, Council President.

Secretary Kendahl Adjorlolo reported that 91 members had signed in, confirming a quorum.

**Devotions:** Pastor Berg gave a devotion and prayer.

**Introduction of current Council members:** President Ho Brown introduced the Council members who stood to be recognized:

David Berg (Vice President), Kendahl Adjorlolo (Secretary), Emily Curcio, Christy Freriks, Jean Peterson, Kristi Pyne, Jacky Schnarre, Jess Faubion, Dave Shogren, Joyce Thode, Sandy Flying Cloud, and Gary Curtis (absent).

**Voting Procedures:** David Berg explained the voting procedures which were also projected on the screen for easy reference. At this meeting, we used a QR code that is on the on the paper ballot each member received as they signed in. It was emphasized that everyone needed to choose either the QR code as their voting method or to mark the paper ballot, but not both.

**Standing Rules of Order:** David Berg reviewed the Standing Rules of Order from the FLC Constitution. The rules were also displayed on the screens in the Sanctuary. Persons who wish to speak must use a microphone, speak for themselves only, and provide their name prior to addressing the Chair with their comments or questions.

**Review and Approval of Agenda:** Ho Brown noted that copies of the agenda were available for persons wishing to review it. No questions or comments were received from the Congregation so the agenda was approved by consent.

**Approval of 1/28/24 Annual Meeting Minutes:** Ho Brown drew the attention of the members to the 2024 Annual Meeting Minutes in the Annual Report document. No questions or comments were received from the Congregation so the minutes were approved as written by consent.

**Annual Report:** David Berg reported that all information from the church Committees was in the Annual Report which had been made available to all members via email, with printed copies for those who wished them as they registered.

**President's Report:** The Council President's Report appears on Page 20 of the Annual Report. In addition, Ho Brown thanked members of the Council, committees, guilds and members for their service in 2024. She also thanked everyone for the privilege of serving as Council President and commented on what a great team it was to work with.

**Pastor's Report:** Pastor Berg's 2024 Annual Pastor's Report appears on Page 18 of the Annual Report. Pastor Berg addressed the Congregation, adding his personal reflections on the past year, including his continued thanks for support throughout the year, and especially of the Sabbatical time he and Congregation had from July through September. He called our attention to the fact that this year we ended with a net positive in our membership for the first time in many years. He also said he's looking forward to celebrating our 140th year as a congregation in 2026, planning for which will begin this year.

**2025 FLC Budget:** Dan Bormann, member of the Finance Committee, introduced the 2025 budget

which is printed in the Annual Report. Dan first noted a correction on the budget report from page 23, in the last paragraph. The amount of income over expenses should read \$15,276 which is the amount that will be transferred to the Reserve Fund once the Budget is approved. He then reported that pledges for the General Fund were received in the amount of \$450,822, a 9.3% increase over 2024. Pledges to the Capital Improvement Fund were slightly down. He reminded the congregation that giving through the annual Required Minimum Distribution (RMD) is a very tax-effective way to give and he has information on how to do this, for any who are interested.

Dan noted line items that were able to be increased in 2024, including providing 6% raises to staff members. Dan explained our Mission Support to ELCA will be increased from 6.5% to 7% and is calculated monthly based on loose offerings and pledges received. The Finance Committee was able to budget Social Ministries for the amount they requested this year. We were reminded that profits from SCRIP all go to Social Ministries, another easy way to contribute to the missions of the church. The Consolidated Funds were presented as reported in the Annual Report. The Endowment Fund is a completely separate fund, so is not listed under the Consolidated Funds. Dan explained that our financial policy allows the budget to be accepted with a deficit, so long as there are reserves to cover the deficit amount. Current reserves are over the necessary amount. Previous budgets have passed with a deficit, but only twice in the last 10 years have we actually ended the year in a deficit. Although some line items must be estimated, Dan feels the projections are conservative and realistic to historical trends for giving and expenses.

The Council voted to accept the budget to be referred to the Congregation for approval. There being no further discussion, the vote was taken. The budget was approved.

	Electronic Votes		Paper Ballots		Total		
	Approve	Oppose	Approve	Oppose	Approve	Oppose	Abstain
Approve 2025 Budget	50	0	36	0	86	0	1

**Council Elections:** Ho Brown introduced the current Nominating Committee, thanking them for their service. They are: □Stephanie Almeida, Julie Berg, Kathy Chester, Beth Phelps, Dave Shogren, and Randall Wampler.

**Council Nominations:** Nominating Committee chair, Kathy Chester, introduced the nominees for a 3-year Council position: □Rob Baker (absent), Paul Flatness, Kae Peterson, and Kristi Pyne (for a second term). Carston Thode nominated Noah Berg from the floor, Noah agreed and the vote was taken. □All nominees were approved with more than 51% of the total votes cast for each person.

Nominee	Electronic Votes		Paper Ballots		Total		
	Approve	Oppose	Approve	Oppose	Approve	Oppose	Abstain
Rob Baker	49	0	28	0	77	0	
Paul Flatness	49	0	36	0	85	0	
Kae Peterson	48	1	36	0	84	1	
Kristi Pyne	49	0	37	0	86	0	1
Noah Berg	39	0	28	0	67	0	10

**Nominating Committee:** Ho Brown announced that we have a full slate of six individuals who

have volunteered to serve on the 2025 Nominating Committee: Stephanie Almeida, Julie Berg, Kathy Chester, Jess Faubion, Jean Peterson, Dave Shogren, and Randall Wampler.

All nominees were approved with more than 51% of the total votes cast for each person.

	Online Votes		Paper Ballots		Totals		Abstain
	Approve	Oppose	Approve	Oppose	Approve	Oppose	
Stephanie Almeida	48	2	34	0	82	2	1
Julie Berg	51	0	36	0	87	0	0
Kathryn Chester	42	9	35	0	77	9	0
Jess Faubion	51	0	36	0	87	0	0
Jean Peterson	51	0	36	0	87	0	0
Dave Shogren	45	3	36	0	81	3	3

During vote counting, Pastor Berg had asked Susan Berg to speak about the 2025 Synod event. Susan works for the Synod in event planning and was able to share her enthusiasm for the Assembly and the opportunity it presents. Dave Shogren requested a minute to add his encouragement to all members to take advantage of this opportunity to meet other members of, and participate in the functions of the Synod.

After voting, Pastor Berg announced that the Synod Assembly would be a two-day event, Friday May 16 from 1-8 p.m., and Saturday, May 17 from 9 a.m. to 4 p.m., at the Edward D. Hansen Conference Center in Everett. The 2025 Assembly Voting members will return in May 2026, for a special online meeting to include elections of the Synod Vice President and Synod Secretary.

Pastor Berg asked for volunteers to fill our goal of sending 2 females/non-binary members, 1 male/non-binary member, 1 youth under the age of 18 and 1 young adult (age 18-30). Nominations were taken from the floor and Kae Peterson, Jean Peterson, Jeff Kosman, and Noah Berg (youth) volunteered. There were no Young Adult volunteers. The Congregation voted the slate of nominations to Synod Assembly by unanimous voice.

Pastor Berg closed with prayer.

The meeting was adjourned at 1:17 p.m.

Respectfully submitted, Kendahl Adjorlolo, Secretary

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## First Lutheran Church: Proposed Budget 2025

### Proposed Budget 1-13-26

Acct #		2025 Budget	Actual 2025	Proposed 2026 Budget
<b>4-1000</b>	<b>INCOME</b>			
4.1100	Pledges and loose offerings	560,000	622,197	612,000
4.1200	Bldg Use	4,000	9,505	4,000
4.1210	Pre-School Contribution		1,000	
4.1250	Janitorial Fee Reimbursement			
4.1400	Altar Flowers	1,200	1,038	1,200
4.1450	Thrivent Choice Income program	2,650	1,690	1,200
4.1456	Other E-Rebate Income		110	
4.1500	Hospitality			
4.1600	Adult Education		249	
4.1610	VBS Reg	1,600	2,301	1,600
4.1620	Library			
4.1710	Monthly Outreach			
4.1900	Interest - Banner Bank	1,000	16	20
4.1050	Miscellaneous		690	
	<b>Total Income</b>	<b>\$ 570,450</b>	<b>\$ 638,796</b>	<b>\$ 620,020</b>
	<b>EXPENSE</b>			
5.1000	Mission Support			
5.1005	ELCA	39,200	43,104	45,900
	<b>Total Mission Support</b>	<b>\$39,200</b>	<b>\$43,104</b>	<b>\$45,900</b>
5.1500	Social Ministries			
5.1515	Outreach	12,000	11,000	13,200
5.1520	Rent Subsidy			
5.1530	Special Social Ministries Projects	1,000	222	1,250
5.1533	Advocacy		-	
5.1525	Quilting Ministry	600	600	800
5.1535	Earth Ministries Membership	250		-
5.1538	Creation Care Ministry	500	169	500
	<b>Total Social Ministries</b>	<b>\$14,350</b>	<b>\$11,991</b>	<b>\$15,750</b>
5.2000	Stewardship			
5.2010	Envelopes	310	266	310
5.2020	Stewardship Drive			
	<b>Total Stewardship</b>	<b>\$ 310</b>	<b>\$ 266</b>	<b>\$ 310</b>

Acct #		2025 Budget	Actual 2025	Proposed 2026 Budget
5.3000	Membership			
5.3010	Membership Supplies	1,000	740	1,700
5.3020	The Lutheran			
	Total Membership	\$ 1,000	\$ 740	\$ 1,700
5.4000	Worship & Music			
5.4001	Special events bulletins			
5.4005	Communion Supplies	363	149	400
5.4007	Altar Supplies	600	508	600
5.4008	Altar Guild	100	33	100
5.4010	Lenten Services			
5.4012	Guest Pastors	900	1,499	1,500
5.4015	Altar Flowers	1,863	1,246	1,000
5.4017	Worship Resources	1,100	550	800
5.4019	Misc. Worship expense	200	1,071	400
5.4020	Choir Director - Sub	220		220
5.4022	Organ Substitute	320		320
5.4024	Musical Licenses	600	1,140	600
5.4026	Sanctuary Choir Music	600	604	600
5.4028	Children's Choir Music/Exp			
5.4030	Contemporary Ensemble Music	100		
5.4034	Chime Choir Music			
5.4035	Organ Repair - Maint (tuning)			
5.4036	Piano Repairs & Maint			
5.4038	Guest Musicians	100		300
5.4041	Orchestra Music			
	Total Worship & Music	\$7,066	\$6,800	\$6,840
5.5000	Youth			
5.5005	3rd -4th Grade Activities	100		100
5.5010	5th - 6th Grade Activities	100		100
5.5015	Jr. Hi Activities	150		150
5.5020	Sr. Hi Activities	350		350
5.5025	Young Adults activities	200		200
5.5030	Retreats/Youth Nights	100		100
5.5032	Gatherings/Mission Trips			
	Total Youth	\$1,000	\$0	\$1,000

Acct #		2025 Budget	Actual 2025	Proposed 2026 Budget
5.5500	Christian Education		337	
5.5501	Sunday School	1,000	598	1,000
5.5503	Bibles	100		100
5.5505	Confirmation	222	28	222
5.5507	High School	100		100
5.5509	Infant Ministry			
5.5511	Teachers Resource Materials	100		100
5.5513	VBS/ Summer Day Camp	3,803	3,264	3,803
5.5515	Adult Education Ministry	1,400	1,613	1,400
5.5517	Small Group Ministry	100		100
5.5519	Special Events /Retreats			
5.5521	Library Expense	750	517	750
5.5523	Christ in Our Home Subs.	650	715	715
	<b>Total Christian Education</b>	<b>\$8,225</b>	<b>\$7,072</b>	<b>\$8,290</b>
5.6000	Fellowship			
5.6010	Fall Church Picnic	500		500
5.6015	Hospitality Supplies	1,300	1,278	1,300
5.6025	Special Events	400	280	400
	<b>Total Fellowship</b>	<b>\$2,200</b>	<b>\$1,558</b>	<b>\$2,200</b>
5.7000	Building & Property			
5.7001	Replacement Reserve Exp			
5.7005	Janitorial Supplies	2,000	810	\$1,000
5.7010	Building Maintenance	9,000	34,466	23,000
5.7012	Capital Improvement			
5.7015	Utilities	35,000	38,149	42,000
5.7020	Building Services	10,000	7,067	9,500
5.7025	Insurance (Brotherhood Mutual)	18,500	17,488	18,500
5.7030	Van/trailer maint/gas	1,700	3,414	1,500
5.7032	Van Replacement Reserve Exp			
	<b>Total Building/Property</b>	<b>\$76,200</b>	<b>\$101,394</b>	<b>\$95,500</b>
5.8000	Administration			
5.8005	Office Supplies	2,600	1,375	500
5.8012	Office Equipment Purchase	1,000		1,000
5.8015	Office Equip Maintenance	300		300
5.8017	Office Equipment-Lease/Rental	10,000	11,020	10,000
5.8018	Computer Support	500		500

Acct #		2025 Budget	Actual 2025	Proposed 2026 Budget
5.8020	Postage	350	446	350
5.8025	Conventions & Conferences	750	1,355	1,400
5.8030	Bank Fees	460	685	460
5.8033	Vanco Expenses	4,000	4,225	4,400
5.8035	Council Contingency	1,000	385	500
5.8040	IT/Communications Committees	2,000	3,107	2,000
5.8043	Janitorial Service	22,000	21,888	22,000
5.8055	King Cty-Surface Water Fees	3,800	3,898	3,800
5.8058	Online subscriptions	5,000	6,243	6,250
	<b>Total Administration</b>	<b>\$53,760</b>	<b>\$54,627</b>	<b>\$53,460</b>
5.9000	Personnel			
5.9001	Pastor Salary	68,382	71,562	70,981
5.9003	Pastor Housing Allowance	56,180	53,000	58,315
5.9005	Pastor Car Allowance	850	1,140	850
5.9007	Pastor Cell Phone Allowance	1,200	900	1,200
5.9008	Pastor Book Allowance	500	447	500
5.9009	Pastor Discretionary Fund	600	240	600
5.9006	Pastor Discr Fund - Gym Memb	600	-	600
5.9010	Pastor Pension & Med	31,822	29,042	34,304
5.9011	FICA	6,555	6,555	6,555
5.9013	Continuing Education-Pastor	1,000	905	1,000
	Intern			6,000
5.9101	Director Reach Ministries Salary	72,085	72,085	80,169
5.9102	Dir Reach Ministries Car Allow	800	952	800
5.9103	Dir Reach Ministries Pens & Med	14,171	13,187	15,276
5.9104	Dir Reach Ministries Cont Ed	750		750
5.9105	Dir Reach Ministries Book Allow	400	14	400
5.9106	Dir Reach Ministries Cell Phone	1,200	1,200	1,200
5.9201	Bookkeeper/Admin Salary	57,906	57,906	60,106
5.9202	Bkpt/Admin Pension & Med	14,000	11,093	15,092
5.9203	Bookepr/Admin Cont Ed	650	-	650

Acct #		2025 Budget		Actual 2025		Proposed 2026 Budget
5.9403	Music Director Salary		32,566		32,574	33,804
5.9405	Musicians Continuing Education		450			450
5.9510	Security Salary		2,878		3,045	3,050
5.9601	Nursery Caregivers Salary		1,500		1,080	1,500
5.9700	Payroll Taxes/Industrial Ins		17,425		14,808	17,500
5.9701	WA FMLA Contribution		1,600		1,332	1,600
	Total Personnel		\$386,070		\$373,067	\$413,252
	TOTAL EXPENSES		\$589,381		\$600,619	\$644,202
	TOTAL INCOME		\$ 570,450		\$ 638,796	\$ 620,020
Projected Income Less Expenses			\$ (18,931)		\$ 38,177	\$ (24,182)
Prepaid 2024						
Transfer from Reserve Fund - if needed			\$ (18,931)		\$ 38,177	\$ (24,182)
Reserve Fund Balance						
	12/31/2025 Reserve Fund Bal-				\$ 130,881	
	2025 Income over Expenses				\$ 38,177	
	2026 Beginning Reserve Fund				\$ 169,058	

## 2025 ANNUAL PASTOR'S REPORT

### The Rev. Tor Kristian Berg

The year 2025 will be remembered as a year of great accomplishment for First Lutheran Church. We followed through in honoring our core values: Care, Serve, Grow, and Proclaim. We leaned into our Vision 2025 top priorities of being a welcoming and caring community, to be an ever-reforming congregation, to deepen our faith through worship and music, to partner with our community to aid in the well being of our neighbors, and to care for God's creation.

First and foremost, we continue to **care** for our faith family. Our Eucharist Team and I have been out to provide communion and prayer for those who are unable to leave their homes or find themselves struggling with health issues. According to what I put on my calendar I made over 60 visits this past year. I presided at one wedding in an Evergreen Hospital ICU unit. There were also 12 memorial services.

This congregation out-did itself in **service** to our neighbors. We assembled hundreds of quilts, school kits, and personal care kits on behalf of Lutheran World Relief. We were generous in purchasing gift cards for Compass Housing Alliance. You can see in the reports in this report that we did so much more.

We have grown in our **worship** attendance and in our faith development. We hosted sixty-seven worship services (not including memorial services), several wonderful musical performances, and educational opportunities like: Journey Classes, Sunday School, Book Club, Movie Review, Vacation Bible School and New Member class.

Our **proclamation** of the Good News of Jesus Christ is made known in all that has been mentioned above. Our preaching and teaching has been centered on the call of God to attend to our ordinary lives in ways that promote peace, healing, and making known the love of Christ is for everyone.

Thank you for the gift of time that allows me to serve the wider church. I accepted the role as chair of the Byberg Preaching Workshop. I continue to serve the Northwest Washington Synod as chair of the Constitution Review Committee, and the Reference and Council Committee for our Synod Assembly. I have taken on a new role as a member of the Synod's Generosity Team and the Bishop's Convocation planning team.

I am honored to to be your pastor these past 15 years and look forward to seeing what 2026 will hold for us. I pray that we continue to discover God's preferred future for us.

*Everything that the Father gives me will come to me, and anyone who comes to me I will never drive away; for I have come down from heaven, not to do my own will, but the will of him who sent me. (John 6:37-38)*

## Statistical Report December 31, 2025

Note: All members are baptized as shown in Baptized Members column. Voting members are those baptized members who have been confirmed or joined by affirmation of faith. Associate members are not voting members.	Baptized Members	Voting Members (Baptized/Confirmed)	Associate Members
<b>Beginning membership: 12/31/2024</b>	<b>400</b>	<b>343</b>	<b>7</b>
Members added by baptism:	6	0	0
Members added by Rite of Confirmation:	0	1	0
Members added by transfer from ELCA congregation:	2	2	0
Members added by transfer from non-Lutheran congregation	2	2	0
Members added by Affirmation of Faith:	12	8	0
<b>Total members added:</b>	<b>22</b>	<b>13</b>	<b>0</b>
Members removed by death:	12	12	0
Members transferred to other ELCA congregation:	3	3	0
Members transferred to other non-ELCA congregation:	0	0	0
Members removed by request:	7	4	0
Members removed due to inactivity/no response:	1	1	0
<b>Total members removed:</b>	<b>23</b>	<b>20</b>	<b>0</b>
Adjustment to match roster	+6	+6	-2
<b>Total of all members 12/31/2025</b>	<b>405</b>	<b>342</b>	<b>5</b>
Number of Sunday school students (all except confirmation)		32	
Number of confirmation students		6	
Number of Vacation Bible School students		55	
Baptisms performed:		6	
Weddings performed:		0	
Memorials/Funerals performed:		10	

**2025 COUNCIL PRESIDENT’S REPORT**

**Joyce Thode**

Dear Brothers and Sisters in Christ

I first want to take this opportunity to say that it has been an honor to be the FLC Congregation president. Your council held monthly meetings and we have watched Harbour Homes Apartments begin construction next door.

We were asked in March to host a Rapid Response presentation in support of our neighbors dealing with ICE and immigration issues. We hosted Liz Curran from North Seattle Progressives to lead discussion and give information in this time of uncertainty.

In September, Jeffrey Kosman, David Osborne, Tom Payne and Carsten Thode volunteered to begin bus service for Woodland Terrace residents to and from Sunday and Christmas Eve worship. The residents are very appreciative to be able to attend worship. Thank you!

The council approved the submission of an updated FLC Constitution that was completed in summer 2025. This will put us in alignment with 2019 - 2025 updates to the ELCA Model Constitution for Congregations.

In December Council approved a Safe Community Policy to protect all vulnerable populations in our congregation. People in the congregation who work with our youth, elderly and disabled will need to read the booklet and sign that they are aware of the policy, as well as undergo a background check.

The Council approved FLC to continue to be a Reconciling in Christ (RIC) congregation.

In September, Kendahl Adjorloro led 2 information discussions on how we as FLC can support people in our neighborhood who are unhoused. These were well attended and may lead to more opportunities next year.

Council approved to be an Intern Site for Liz Colver, who is currently a minister of Word and Service. This internship will begin January 1 and end March 31 as Liz becomes a Minister of Word and Sacrament.

In December the FLC congregation surpassed Council’s challenge to donate \$7000 of gift cards for Compass Housing Alliance. The congregation raised \$8675! Thank you for your generosity!

I want to thank the members of the 2025 FLC council as being a supportive group in getting the work of the church completed. As the new year begins, FLC will be busy getting ready for its 140th Anniversary Heritage Fair in March 2026.

**2025 Church Council Roster**

Joyce Thode, President (1/27)	Emily Curcio (1/26)	Kristi Pyne (1/28)
David Berg, Vice Pres. (1/26)	Paul Flatness (1/28)	Jacky Schnarre (1/26)
Rob Baker, Secretary (1/28)	Sandra Flying Cloud (1/27)	David Shogren (1/27)
Kendahl Adjorloro (1/27)	Christy Freriks (1/26)	
Ho Brown (1/27)	Kae Peterson (1/28) (resigned 1/26)	(month/year term expires)

**2026 Church Council Nominees**

David Berg  
Melinda Wax  
Nominees will serve a 3-year term ending January 2029

## ANNUAL REPORT OF THE DIRECTOR OF REACH MINISTRIES

### **Roger Steinke**

First Lutheran Church is blessed to have many active members who serve in our congregation's mission of caring, growing, sharing and proclaiming God's love. Many dedicated and skilled volunteers share God's love with children, youth and adults. In reviewing the past year, I was reminded of the number of people who generously give of their time and talents to serving God and the mission of this congregation.

I want to give special thanks to the many members who serve as teachers, helpers, musicians and chaperones with our Sunday school, Vacation Bible School, confirmation, youth, adult, journey classes, and who serve with various Church committees and groups. Thank you to the many volunteers who quilt and knit, sew school bags, sort school supplies, assemble school kits, help lead worship, clean and maintain the Church building and property. Your efforts, service, talents and time are so very much appreciated!

REACH Ministries was established in May 2016. A definition for REACH is: "to actively stretch out in a specified direction in order to touch something." REACH is an acronym for the following ministries:

**Relationship:** Help members and friends deepen their relationships to God and to each other.

**Education:** To teach the faith to all ages in a variety of settings.

**Assimilation:** To help members and friends engage in the mission of the church.

**Community Outreach:** Advocate and engage members to live out their commitment to social justice.

**Hospitality:** Invite and welcome through evangelism, fellowship and care of the FLC physical building.

In my opinion, a primary strength of First Lutheran Church lies in the active and generous members and friends of this congregation! Thank you for your help and support.

From breakfast Bible studies to Journey classes to youth mission trips to personal care collections to food drives and Christmas gift giving to the needy, our ministries REACH out into the world.

As Paul writes in Philippians, "I thank my God every time I remember you. In all my prayers for all of you, I always pray with joy because of your partnership..." Thank you!

## ANNUAL REPORT OF THE OFFICE MANAGER / BOOKKEEPER

### **Kristin Smith**

In 2025 we have continued using and expanding our online procedures, streamlining the workflow. We produced 68 worship bulletins, 12 newsletters, 30 prayer emails and 50 weekly news emails, along with special mailings as needed. We updated our phone system in September, which seems to be working very well, and has streamlined our phones and internet!

On the bookkeeping side, invoices were paid in a timely manner, payroll was processed bi-monthly and all taxes were paid bi-monthly and quarterly. W-2s and 1099s were sent in January, and filed with the federal government. Thank you to Melanie Veazey and Clint Bastin for serving as Financial Secretary in 2025. Thank you to Gordy Phelps and Andrew Schliep for counting with Clint.

A huge thank you to our weekly pew angels who work tidying the sanctuary each week: **Clint Bastin, Marcus & Linda Hodges and Noreen Kloster.**

Another huge thank you to **Gordy Phelps** for his continued support, entering attendance into our database each week, and for keeping the scrip cards stocked and ready for your purchases on Sunday mornings.

A big thank you to **Beth Phelps** for keeping our outdoor sign updated with current worship service times, which lets our neighbors know when they can join us.

We had two faithful (money) counters each week in 2025. Thank you to **Melanie Veazey** who served as Financial Secretary until October. Thank you to FLC Financial Secretary, **Clint Bastin** and **Gordy Phelps** for their diligence in keeping our income up to date.

Thank you to **Pastor Berg, Lucy Kay Osborne and Ken Smith** for proofreading this annual report, and to **Lucy Kay Osborne and Pastor Berg** for proofreading bulletins.

## **ANNUAL REPORT OF THE MUSIC DIRECTOR**

### **Lucy Kay Osborne**

Our choir sings around 36 weeks of the year with the summer off to rejuvenate. We have a committed group of singers dedicated to the enhancement of worship, in leading congregational singing of hymns and helping with new hymns & liturgy. They provided pieces for the Good Friday service and Easter with trumpet and organ.

There were two concerts by Lyric Arts Ensemble this past year and those that were able to come experienced beautiful music accompanied by a small orchestra.

The Christmas concert brought added voices in the choir accompanied by percussion instruments and flute. It was a chance to hear from members of the congregation with vocal solos, piano solo, flute/piano offerings, percussionists, and piper (as in bagpipes). The reception is always so delightful with lights, wonderful treats, and hearty appetizers. We thank everyone who brought food, beverages, helped set up, clean up and were there to cheer on the performance.

If you would like to join choir, come for a season or just a couple of Sundays, please contact Lucy Kay Osborne, 425-753-2822.

### **BUILDING AND PROPERTY COMMITTEE**

The committee meets on the first Tuesday of the month (except August). The committee is responsible for maintenance and repairs to the building and grounds. They interact with State and local regulators to confirm that our building and grounds meet statutory requirements. They make recommendations to the Council related to the property and grounds. The Committee approves building use requests. They coordinate with the Art Guild and the Garden Guild.

Members: Richard Keltner, David Osborne, Christy Freriks (council liaison), Mark Schnarre, Eric Peoples, Andrew Baungard, Roger Steinke & Pastor Berg. On January 1<sup>st</sup>, David will assume Chair responsibilities, and Richard will assume Secretary responsibilities.

In 2025,

- The storeroom was cleaned.
- We reviewed numerous Building Use requests.
- Furnace #1 was repaired (again...).
- Two semi-annual cleanup events were coordinated and completed.
- The pavers at the parking lot entrances were reset or replaced.
- We coordinated with Harbor Homes to manage the risks associated with the 102 Main construction project.
- The kitchen range hood fire suppression system and the roll-down door were repaired.
- We met with the city fire marshals to develop a plan to “decommission” our “commercial” kitchen and convert it to a “standard” kitchen, thereby saving significant annual repair and inspection costs.
- The elevator was repaired and inspected.
- We replaced the window blinds in the Landing and the Pre-school.
- We coordinated the re-striping of the parking lot.
- We coordinated the annual inspection and repair of our roof.

With the assistance of Dan and Ann Bormann, we developed the paperwork necessary to comply with the state’s Clean Building Performance Standard.

Rodent intrusions and problems were identified and managed.

Plumbing and electrical issues (malfunctioning lights, leaking faucets, malfunctioning toilets, etc.) were identified and repaired.

Considerations for 2026:

The Committee agrees that improved Choir loft ventilation and cooling are necessary. Until we replace our furnaces (approximately 2031), we should rent portable air conditioning units in the summer. The annual cost will be roughly \$5,000.

The committee provided the Council with estimates of capital requirements related to our roof replacement and heating/air conditioning upgrades. The Council is encouraged to develop long-range planning for those costs.

Respectfully submitted,  
Richard Keltner  
Chair

### **ART GUILD**

The Art Guild is comprised of Sue Ebert, Lucy Kay Osborne, Ann Bormann and Rebecca Baungard.

We continue to post photos for the FLC Ministry board for Quilting, Vacation Bible School, School Kits, Personal Care Kits, the Youth Gathering, Endowment Scholarship Presentation and Musical Presentations. We will continue to update the wall as we are given new photos for current events.

- Sue Ebert added a framed VBS art piece to The Landing.
- We hung a donated art piece at the Administration office entrance near Kristin’s office.
- Sue Ebert updates the council photos display yearly.

- We have added eleven new poster sized photos to the wood framed photo wall.
- Any donations of furniture and art will be evaluated by the committee for possible use in the church's public rooms.

### **CHRISTIAN EDUCATION COMMITTEE**

Christian Education is a vital ministry of First Lutheran's mission of caring, growing, serving and proclaiming. From preschool through adult education, programs and activities are offered year-round for all of God's Children.

#### **Sunday School (Preschool - Grade 6):**

Sunday School begins in the Youth Room at about 10:40 AM - following the 9:30 AM Worship Service - with an Opening, which includes a message, music and singing. Bible Lessons are taught using animated videos, Bible reading, crafts, activities and storytelling. A combined class meets for 3-year-olds through 6<sup>th</sup> Grade, with 15 students enrolled and 10 different adult and high school teachers.

**Middle School Confirmation Program (Grades 7 - 8):** 7 students participated in this program during 2025. One student was confirmed in 2025. 6 students are enrolled in the 2025 -2026 School Year.

**Vacation Bible School:** "Operation Restoration!" was the 2025 theme. Preschool and Kindergarten students met from 9 AM to 12 PM/Noon. Students in Grades 1 - 6 met from 9 AM to 3 PM (included lunch). 54 students were registered and over 30 youth and adults served on staff.

**Adult Education / Journey Classes:** Sunday Morning Adult Classes, Tuesday Morning Lectionary Classes and occasional Journey Classes met with 10 to 30 participants.

**Men's Saturday Breakfast and Bible Study:** A group of 15 - 18 men attend this monthly gathering on the third Saturday of each month.

**Book Club and Movie Review Meetings:** Book Club meets monthly online, discussing a variety of book titles with 10 - 17 participants per meeting. Movie Review Nights meet quarterly and watch a movie together in the Youth Room. Between 3 -10 people attend the Movie Nights. These meetings provide meaningful discussion and fellowship.

The Christian Education Committee is hopeful for growth in these education programs. We pray that God may continue to bless, guide and direct the education ministries of First Lutheran Church as we proclaim God's love to the people in the Bothell and Northshore area.

**Committee Members:** Rene' Baker, David Berg (Church Council Liaison), Lloyd Condra, Sue Ebert, Tom Payne (Chairperson) and Roger Steinke (staff liaison).

### **COMMUNICATIONS / IT COMMITTEE**

**2025 Committee Members:** Kristin Smith (staff), Andrew Phelps (chair), Rob Baker (council liaison), Noah Berg (council liaison), Pastor Berg

The IT/Communications Committee meets the first Tuesday of each month at 7:00 PM. During 2025, in

supporting FLC's mission, we:

- Assisted church staff in maintaining and updating office computer equipment and software.
- Maintained church wifi hotspots, helped manage committee sharepoint access, and worked to improve management of the bulletins on the Narthex monitor.

Thank you to our committee members and all who have supported our efforts to maintain and update technology at FLC. We look forward to another productive year in 2026.

### **FELLOWSHIP COMMITTEE**

**Members:** Susan Berg & Nora Strothman (co-chairs), Cindy Bannister, Paula Glandon, Mary Hatlen, Sandy Hendricks, Karen Johnson, Jacky Schnarre (council liaison) and Roger Steinke (staff member)

The Fellowship Committee seeks to help First Lutheran Church be welcoming and encourages opportunities for fellowship. Most often you see members of our team on Sunday mornings serving coffee, tea & treats during the fellowship time. We also enjoyed welcoming new First Lutheran Church members and celebrating graduation and confirmation Sundays this year. This is a delightful duty - and we are so grateful for the many folks who provide the sweets and savories that we serve.

In addition to Sunday morning fellowship, we sponsored or supported the following events: Soup suppers during Lent; End of the School Year Celebration, Bothell Fourth of July Parade Rest Station; Rally Sunday Ice Cream; Hospitality and treats for the Lyric Arts Concert, and a lovely candlelit reception following the beautiful Christmas Concert in December.

Behind the scenes, we ensure that kitchen items (paper products, coffee/tea supplies, and equipment) are well-stocked. (This next year we are planning another deep clean and sorting of both kitchen areas - look for ways you can help with that in the spring.)

Many thanks to all who helped support these activities! We would love to share the fun - please speak with one of us about bringing treats, helping on a Sunday, or joining our committee. We meet at 6pm on the third Tuesday of the month - join us!

Joyfully submitted by,  
Fellowship Committee

### **FINANCE/STEWARDSHIP COMMITTEE**

**2025 Committee Members:** Bob Berg (Chair and Treasurer), Emily Curcio (Council Rep), Melanie Veazey (Financial Secretary thru October), Clint Bastin (Financial Secretary beginning in November) Dan Bormann, Ann Bormann, Gary Curtis through March, Kristin Smith (Office Manager/Bookkeeper), and Pastor Berg

Thank you for sharing your financial resources with First Lutheran. Because of your generosity, First Lutheran continues to provide mission and ministry in this community.

During the past year, Kristin Smith served as Office Manager/Bookkeeper, Bob Berg served as Treasurer and Melanie Veazey served as Financial Secretary through October. Thank you, Melanie, for your many years of service. Clint Bastin is the current Financial Secretary. The Finance Committee meets monthly on the second Tuesday.

As of 12/31/2025, income over expenses was \$38,177.18. We plan to transfer \$38,177.18 to the Reserve Fund, which can be used to pay for items outside the budget and for emergencies with council approval.

Through the General Fund FLC gave \$43,104 (7% of our pledges and loose offerings) to ELCA Mission Support. Through the General Fund FLC gave \$11,991 through Social Ministries. In addition, FLC members gave \$8,675 in Compass Health gifts cards during the holiday season. Hopelink was given \$1,200 during December through the FLC Giving Page. Additional social ministry giving comes directly from members who buy school supplies for LWR school kits and other direct funded projects. Some Social Ministries funding is generated through Thrivent Choice elections and the SCRIP program. The SCRIP program funded Lutheran World Relief school kit items and shipping for school kits, quilts and health kits.

We thank the offering counting crew of Melanie Veazey (through October), Gordy Phelps, Clint Bastin and Andrew Schliep for their dedicated service to counting our offerings.

FLC continues to receive Capital Improvement Fund donations to provide for future roof repair/replacement and other building maintenance projects. The Capital Improvement Fund account balance is \$170,968.34.

The past year's receipts, detailed expenses, and current fund balances are reported elsewhere in the annual report.

#### **LIBRARY COMMITTEE**

Committee Members: Ann Aagaard, Linda Siebert, Trygve Enger, Clint Bastin, Donna Gilbery, Katie Pyne, Marilyn Sides, Roger Steinke(staff).

This year, 34 photos (one youth) were submitted and on display in the library for our **Show Us your Favorite Photo** project, celebrating the 139<sup>th</sup> (birthday) year of the founding of our church in Bothell.

The book Club continues to meet monthly on the 4<sup>th</sup> Tuesday via Zoom. On December 10<sup>th</sup>, we had our Christmas social gathering at Nora Strothman/Bob Everitt's home. The library purchases a copy of each book we read for the monthly discussion.

Summary of books read:

- 11 books
- 4518 pages
- the longest book was 724 pages and the shortest was 219 pages
- 4 different genres (fiction, nonfiction, historical fiction, and biography)
- topics and themes including family, race, religion, faith, class, science, genetics, art, war, addiction, prejudice, adventure, and hope
- the most common moods of the books we read were emotional and reflective. but we also read books that were sad, informative, inspiring, dark, challenging, adventurous, tense, and hopeful.

A subcommittee of the Library, Oral History, includes Ann Aagaard, Nora Strothman, Andrew Phelps, Neil McGee. We recorded/conducted 6 interviews. Three

thumb drives with the interview, and printed Transcripts and photo(s) from the oral history interview were given to interviewees/ and or their families (at their Memorial services.)

#### **MEMBERSHIP COMMITTEE**

The Membership Committee includes Kathy Chester (Chair), Ho Brown (Council liaison and secretary), Kathy Telford-Luiz (member), Pastor Berg (ex-officio), and Kristin Smith (resource/support). The committee meets monthly and typically in person.

We prepared bulletin inserts for Easter and Christmas Eve 2025 with details about our church and services, recognizing that these Sundays have higher attendance. We also distributed welcome gifts (a small wooden cross) on Easter.

Welcome packets were created for new members that were received during the year. A few of the items included in the packets are FLC's Constitution, a list of council members, committees and chairpersons and a layout of the church. The committee also arranged for a tour of the church for new members; existing members were also welcome to participate. Thank you to David Osborne for conducting the tour. The packet will be updated on a regular basis. At Pastor's invitation, the committee agreed that one member will attend each new member class to distribute packets and answer questions.

Goals for 2026 include updating pew cards, sending birthday greetings to members, thank you notes to visitors, and updating FLC's online directory. The committee is focused on retaining and gaining members.

**Respectfully submitted, Kathy Chester, Chair**

#### **PERSONNEL COMMITTEE**

The Personnel Committee's responsibilities pertain to policies such as employment, staff job descriptions, evaluations, compensation, benefits, and training. Committee members for 2025 were: Ho Brown (chairperson); Susan Casperson; Marilyn Iverson; Rachel Jackman (recorder); Joyce Thode (Council president and Council liaison); and Pastor Berg.

The Personnel Committee completed several objectives in 2025. The Committee compiled Pastor Berg's survey results and provided Pastor and the church leadership with a written summary. The Committee also updated the FLC Personnel Policies, including enhancing the sick leave policy for accrual, carryover, and for use as a supplemental benefit, when applicable. The Policies were expanded to include volunteers, and the Committee created a Safe Community Policy (Appendix B of the Policies). This new policy applies to all Church-related activities that involve children, youth, and vulnerable populations.

In conjunction with the Policies review, timesheets for nonexempt (overtime eligible) staff were established to comply with laws regarding payroll records. First Aid and CPR training were provided for appropriate personnel. The Personnel Committee also developed a template for staff job descriptions that identified duties

common across all staff positions and, with input from our staff, updated specific responsibilities unique to each position. These updated job descriptions were approved by the Congregation Council in late 2025 and will go into effect in early 2026.

### **SOCIAL MINISTRIES COMMITTEE**

Members: Alain Adjorlolo, Paul Flatness (Council Liaison), Mike Markert, Donella Robbins, Carsten Thode (Co-Chair), Ray Thomas (Co-Chair) and Roger Steinke (Staff).

This committee oversees and coordinates activities that help people in our community and beyond. Each month, a different organization receives a financial gift to support their work and ministries. During 2025 we continued to support frontline services helping those in need, natural disasters, and refugee support. These organizations include Compass Housing Alliance, Hopelink, Lutheran Community Services, Washington Poor Peoples Campaign, ELCA World Hunger, Global Refuge, Camp United We Stand, Lutheran World Relief, ELCA Lutheran Disaster Response, Faith Action Network, Northshore Senior Center Food Bank, and Lutherwood Camp and Retreat Center. Our committee meets monthly with Hybrid Meetings, both in-person and online.

Lutheran World Relief (LWR) received 900 Personal Care Kits, 237 Handmade Quilts and 376 School Kits from First Lutheran Church. Many members helped sew LWR fabric school bags. Our Quilter's Ministry enjoys a weekly gathering on Thursdays from 9:30 am–noon, of 13 Church members and friends. Scrip proceeds helped pay over \$2,800 in shipping costs for these LWR kits and quilts, which weighed over 3,800 pounds!

Our congregation also participates in various special drives and events throughout the year. These include receiving over 3,000 non-perishable food items for the Northshore Nourishing Network supporting local food pantries at Bothell High School and the Northshore Senior Center. School supplies and a \$500 donation was made to the Northshore Schools Foundation "Backpacks for Kids" program at the start of the school year. The committee supported our Youth Group providing 50 brown bag lunches to Camp United We Stand.

We collected over 400 clothing items, towels, health and beauty items for Compass Housing's "TOP 5 Most Needed Items" Campaign. Our Church gave \$1,800 in Costco Gift Cards to 5 Compass Housing Shelters for Thanksgiving Meals and gave \$8,675 in \$25 gift cards for Compass Housing families in December for Christmas gifts.

We thank all First Lutheran Church members and friends for your generous support! We welcome anyone who would like to join us in this ministry.

### **STEWARDSHIP COMMITTEE**

Members: Kendahl Adjorlolo and Gary Curtis

Gary Curtis resigned from the committee in spring 2025 to move to Las Vegas, leaving Kendahl alone on the committee.

Tasks we were able to accomplish were:

Updating the Time and Talent Survey which went out during the annual Pledge Drive in November;

Completing a Pledge Drive resulting in an increase in responses and pledged amount;

Gathering names of people interested in volunteering for the various ministries and committees of our congregation;

Encouraging reflection about use of time, talent, and treasure through Temple Talks during services;

We thank all First Lutheran Church members and friends for your continuing generous support - and will be happy to welcome those interested in knowing more about this Committee and joining in this gratifying work!

### **YOUTH COMMITTEE**

Youth Ministries are a vital part of First Lutheran's mission of caring, growing, serving and proclaiming. Activities and programs are offered year-round for elementary, middle school, high school and college students.

The 2025 Youth Auction was held on Sunday, February 2, with a "Mardi Gras!" theme. This auction helped a group of youth and adults attend the ELCA New Orleans Youth Gathering. Appetizers and lunch included a salad bar, taco bar and Jambalaya. The afternoon featured a Silent Auction, Cake and Live Auction. 118 people attended and over \$28,000 was raised for our Youth! Over 30 youth and adults helped serve in multiple ways during the Youth Auction. Many thanks to the friends and members of First Lutheran for their generosity, help and support of our marvelous Young People!

Monthly Youth Events held in 2024 included Family Game and Movie Nights, visits to Sparta's Restaurant, swimming at Jackie Fairbanks indoor swimming pool, jumping at Lynnwood Pump It Up, Fall Fun at Swan's Trail Farms and preparing sack lunches for residents of Camp United We Stand.

In July, a group of 16 First Lutheran youth and adults attended the ELCA New Orleans Youth Gathering. Our trip included a Swamp Tour on an Air Boat, a tour of Oak Alley Plantation, eating delicious Cajun foods, tasting alligator, enjoying Beignets and experiencing the Southern Charm of New Orleans! This Gathering did not disappoint! Incredible speakers, great music and interesting interactive experiences provided many "Faith Growth" experiences. Lots of walking: 18,000 to 24,000 step days! A few powerful rainstorms dropped lots of water! Our last 4 days were spent in Orlando, where we visited Disney World. It was "magical!" We returned exhausted but filled with much Joy! Special Thanks to Rene' Baker and Emily Curcio for serving as Adult Leaders!

Our committee is very thankful for your ongoing help and support with our Youth Ministries! May God continue to bless, guide and direct the Youth of First Lutheran Church.

Committee Members: Karey Coble, Isabella Curcio (Youth Representative), Jackie Fairbanks (Youth Representative), Sandy Flying Cloud (Council Liaison), Deb Godek, Sherri Gordon, Alexia Payne, Robyn Sabin (Chairperson) and Roger Steinke (staff).

**First Lutheran Church of Bothell**  
**Balance Sheet as of December 31, 2025**

Account #	Account Name	YTD Balance
<b>Assets</b>		
1.1001	Banner Bank Checking	357,291.39
1.1002	Banner Bank Saving	8,390.37
1.1010	Banner Bank CD 3.21.2023	52,902.62
	<b>Total General Fund Checking &amp; Saving</b>	<b>\$418,584.38</b>
1.1003	Banner Bank Scrip Checking	10,493.80
	<b>Total Scrip Account</b>	<b>\$10,493.80</b>
1.2000	In-kind Donations Received	0.00
	<b>Total In-kind Donations Received</b>	<b>\$0.00</b>
1.4000	Vanco Giving	7,528.88
1.5000	Accounts Receivable/Clients	173.98
		<b>\$436,781.04</b>
<b>Liabilities</b>		
2.2001	Accounts Payable/Vendors	87.89
2.2002	Portico	5,008.36
2.2003	Payroll Clearing Account	0.00
2.2004	Federal Withholding Payable	0.01
2.2007	Washington Cares Withholding Payable	840.15
2.2050	Pastor Continuing Education Payable	0.00
2.2051	Youth/Christian Ed Continuing Ed Payable	0.00
2.2052	Bookkeeper Continuing Education Payable	0.00
2.2053	Secretary Continuing Education Payable	0.00
	<b>Total Liabilities</b>	<b>\$5,936.41</b>
<b>Fund Balances</b>		
3.1000	General Fund Balance	38,177.18
3.1010	Quilters Fund Balance	2,202.58
3.1200	<i>Social Ministries Fund Balance</i>	
3.1210	Social Ministries Scrip Proceeds Sub Fund Balance	583.72
3.1220	Social Ministries Chg 4 Chg Fund Balance	570.00
3.1225	Misc. Social Ministries Balance	29.85
3.1230	Lutheran World Relief Projects Fund Balance	827.95
	<i>Total Social Ministries Fund Balance</i>	<i>\$2,011.52</i>
3.1300	Library Fund Balance	0.00
3.1400	<i>Youth Fundraising Fund Balance</i>	
3.1405	Misc. Youth Fund Balance	0.00
3.1410	Mission Trip Sub Fund Balance	0.00
3.1420	Youth Fund Auction Subfund Balance	21,474.27
	<i>Total Youth Fundraising Fund Balance</i>	<i>\$21,474.27</i>
3.1500	Reserve Fund Balance	130,880.69
3.1510	Capital Improvement Fund Balance	170,968.34
3.1600	Musical Instrument Repair Fund Balance	6,919.72
3.1700	Pastor's Sabbatical Fund Balance	12,108.00
3.1800	UW Bothell Campus Ministry Fund Balance	4,100.00
3.1850	Ministry Development Fund Balance	0.00
3.2000	First Lutheran Preschool Fund Balance	14,331.41
3.2010	First Lutheran Preschool Scholarship Fund Balance	1,557.50
3.4000	Scrip Fund Balance	10,493.80
3.5050	Building & Property Reserve Fund Balance	0.00
3.5051	Van Replacement Reserve Fund Balance	11,800.00
3.5053	Special Events Fund Balance	0.00
3.7000	Clearing - In/Out Fund Balance	

## Balance Sheet continued

Account #	Account Name	YTD Balance
3.7002	Sunday School Outreach Balance	183.00
3.7003	Vacation Bible School Outreach Balance	125.10
3.7005	Misc. Clearing Acct. Balance	0.00
3.7006	Designated Outreach Balance	467.03
	<i>Total Clearing - In/Out Fund Balance</i>	<i>\$775.13</i>
3.7001	Adult Retreats Balance	1,641.33
3.8000	<i>Memorial Fund Balance</i>	
3.8001	Memorial - Altar Guild Fund Balance	1,403.16
	<i>Total Memorial Fund Balance</i>	<i>\$1,403.16</i>
	<b>Total Fund Balances</b>	<b>\$430,844.63</b>
	<b>Total Liabilities and Fund Balances</b>	<b><u>\$436,781.04</u></b>

# First Lutheran Church of Bothell Consolidated Fund Activity Report as of 12/31/2025

Account #	Account Name	Beg Balance	Receipts	Disbursements	Transfers/IE's	End Balance
3.1000	General Fund Balance	15,276.08	638,796.47	600,619.29	(15,276.08)	38,177.18
3.1010	Quilters Fund Balance	2,853.04	0.00	650.46	0.00	2,202.58
3.1200	<i>Social Ministries Fund Balance</i>					
3.1210	Social Ministries Scrip Proceeds Sub Fund Balance	877.85	7,000.00	7,294.13	0.00	583.72
3.1220	Social Ministries Chg 4 Chg Fund Balance	380.00	907.78	717.78	0.00	570.00
3.1225	Misc. Social Ministries Balance	223.29	0.00	193.44	0.00	29.85
3.1230	Lutheran World Relief Projects Fund Balance	827.95	0.00	0.00	0.00	827.95
3.1300	Library Fund Balance	0.00	0.00	0.00	0.00	0.00
3.1400	<i>Youth Fundraising Fund Balance</i>					
3.1405	Misc. Youth Fund Balance	0.00	2,799.48	4,023.34	1,223.86	0.00
3.1410	Mission Trip Sub Fund Balance	1,129.82	2,250.00	4,659.32	1,279.50	0.00
3.1420	Youth Fund Auction Subfund Balance	0.00	25,867.00	1,889.37	(2,503.36)	21,474.27
3.1500	Reserve Fund Balance	114,053.14	1,551.47	0.00	15,276.08	130,880.69
3.1510	Capital Improvement Fund Balance	115,414.20	55,144.07	0.00	410.07	170,968.34
3.1600	Musical Instrument Repair Fund Balance	6,969.75	1,236.00	1,286.03	0.00	6,919.72
3.1700	Pastor's Sabbatical Fund Balance	12,108.00	0.00	0.00	0.00	12,108.00
3.1800	UW Bothell Campus Ministry Fund Balance	4,100.00	0.00	0.00	0.00	4,100.00
3.1850	Ministry Development Fund Balance	0.00	0.00	0.00	0.00	0.00
3.2000	First Lutheran Preschool Fund Balance	6,740.87	64,771.00	57,180.46	0.00	14,331.41
3.2010	First Lutheran Preschool Scholarship Fund Balance	1,302.50	2,000.00	1,745.00	0.00	1,557.50
3.4000	Scrip Fund Balance	13,072.84	89,641.51	92,220.55	0.00	10,493.80
3.5050	Building & Property Reserve Fund Balance	410.07	5,000.00	5,000.00	(410.07)	0.00
3.5051	Van Replacement Reserve Fund Balance	11,800.00	0.00	0.00	0.00	11,800.00
3.5053	Special Events Fund Balance	0.00	0.00	0.00	0.00	0.00
3.7000	<i>Clearing - In/Out Fund Balance</i>					
3.7002	Sunday School Outreach Balance	183.00	0.00	0.00	0.00	183.00
3.7003	Vacation Bible School Outreach Balance	125.10	0.00	0.00	0.00	125.10
3.7005	Misc. Clearing Acct. Balance	0.00	0.00	0.00	0.00	0.00
3.7006	Designated Outreach Balance	414.03	1,578.00	1,525.00	0.00	467.03
3.7001	Adult Retreats Balance	1,641.33	0.00	0.00	0.00	1,641.33
3.8000	<i>Memorial Fund Balance</i>					
3.8001	Memorial - Altar Guild Fund Balance	1,403.16	0.00	0.00	0.00	1,403.16
<b>Total</b>		<b>\$311,306.02</b>	<b>\$898,542.78</b>	<b>\$779,004.17</b>	<b>\$0.00</b>	<b>\$430,844.63</b>

## **PRESCHOOL**

Amy Case Co-Director and Teacher

Stephanie Corrifan Co-Director and Teacher

Staff:

Mary Hatlen, Laurie Ferraiolo, Taia Wilen

First Lutheran Preschool currently has 26 students enrolled. There are two classes. The three's class meets on Tuesdays and Wednesdays and they have a full class of 12 students with 4 students on a waiting list. There are 14 students in the pre-kindergarten class with 2 students on the waiting list. 14 students in the pre-K class attend school Monday-Wednesday and eight of those students also attend on Thursdays as well.

The Preschool students participate in Chapel on Tuesday mornings with Pastor Berg and Mr. Roger (Steinke). The families at First Lutheran Church Preschool enjoyed an evening open house in October. At Christmas time the students participated in a Christmas concert for the families. The families also contributed generous food donations to Northshore Nourishing Networks. In January the preschool prepares for registration for the 2026-2027 school year. The directors will attend a community "Preschool Preview Night" for families looking for a preschool. First Lutheran Preschool will also hold a community open house for prospective students before open enrollment at the preschool. The preschool is planning for a story night in March. The three's class will finish the year in May with a family picnic. The pre-K class will finish the year with an end of the year performance and graduation ceremony followed by a picnic at the park with all the families.

Thank you to the FLC Endowment Committee for the new circle time rug and window blinds! Also thank you David and Roger for hanging a new preschool sign at our entrance.

The preschool staff works hard every day to inspire and care for the students. The staff continues to create a curriculum that is challenging and fun for all students.

Thank you to the preschool board for the constant support and prayers for the preschool. The board members are Gordy Phelps, Kristi Pine, Erika Schliep, Michaela Flying Cloud (parent representative), Pastor Berg and Kristin Smith (Bookkeeper) .

## **ENDOWMENT FUND REPORT ENDING 12/31/2025**

The FLC Endowment Fund was established to receive and administer bequests and other gifts to enhance the work of the church. The endowment fund may not spend any of the principal of the gifts it receives but relies entirely on the income that the fund derives from the investment of these donations.

The purpose of the fund is set forth in its founding resolution of 1998 in three general areas:

Christian Education support for youth and post-secondary school and training

Missional Outreach of the Congregation

Capital Improvements for the Church

The Endowment Fund has grown significantly in recent years from bequests from members (through a will or trust), as well as other gifts, often given at memorial services. We encourage members to consider the Endowment Fund in their estate planning.

Gifts to the endowment fund in 2025 totaled \$15,953

Distributions from the fund in 2025 totaled \$21,009.

In 2025 distributions from the fund included three University scholarships of \$1,500 each.

Assets in the fund as of 12/31/2025:

Charles Schwab investment account \$458,906

Banner Bank checking \$3,931

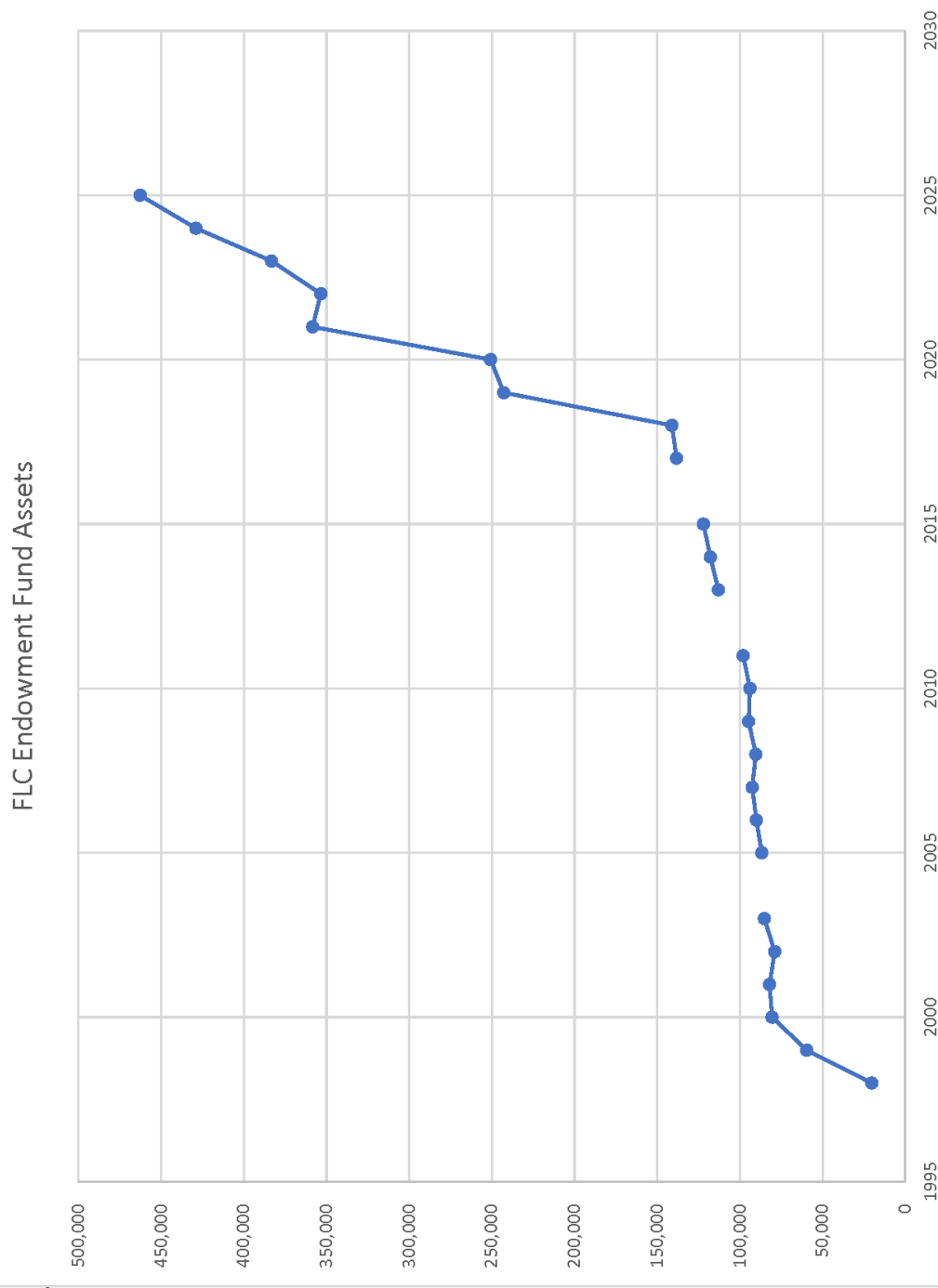
Total assets \$462,837

Yours in Christ: Ryan Stute-Chair, Gordon Phelps, Kae Peterson, Linda Chapman, Kerry Swanson and Kendahl Adjorlolo-Council Liaison

**Endowment Fund  
FLC Bothell**

**Historical Endowment Fund Growth**

Year	FMV
1998	20,266
1999	59,685
2000	80,606
2001	82,137
2002	78,971
2003	85,291
2004	
2005	86,871
2006	90,112
2007	92,633
2008	90,482
2009	94,773
2010	94,000
2011	98,000
2012	
2013	113,067
2014	117,829
2015	122,165
2016	
2017	138,336
2018	141,108
2019	242,837
2020	250,799
2021	358,412
2022	353,401
2023	383,248
2024	428,973
2025	462,837



**First Lutheran Church Endowment Fund**  
**First Lutheran Church**  
**Bothell, Washington**

First Lutheran Church (FLC), at the annual meeting of **January 25, 2026**, approves and adopts the following resolution as the First Lutheran Church Endowment Fund Bylaws.

**WHEREAS** First Lutheran Church, located in Bothell, Washington, acknowledges that it has an abundance of faithful members with rich gifts and varied talents; and

**WHEREAS** 1 Peter 4:10 states, “Like good stewards of the manifold grace of God, serve one another with whatever gift each of you has received”; and

**WHEREAS** the future of the Church is everchanging but the need for a financial foundation will always be needed; and

**WHEREAS** in 1998 this congregation established an endowment fund with the purpose of furthering the mission God has put before us; and

**WHEREAS** the resolution of that endowment needs updating for our particular time and place; be it

**RESOLVED** that First Lutheran Church hereby establishes in full the First Lutheran Church Endowment, and be it further

**RESOLVED** that the current endowment funds will be considered forthwith as part of this established fund, and be it further

**RESOLVED** that this congregation in establishing this fund hereby adopts the First Lutheran Church Endowment Bylaws as written and presented at this meeting, and be it further

**RESOLVED** that members of FLC will consider the endowment in the distribution of their extra funds and in their wills.

Submitted by: FLC Church Council, the Endowment Committee

**FIRST LUTHERAN CHURCH ENDOWMENT FUND**

**BYLAWS**

Preamble: We, the voting members of First Lutheran Church, responding to the call of the Holy Spirit through the Gospel, desiring to further the vision and mission of FLC, do hereby establish the First Lutheran Church Endowment Fund to the glory of God.

**Name**

The name of this endowment shall be “First Lutheran Church Endowment Fund.”

For the purpose of these bylaws, First Lutheran Church will be referred to as “the Congregation,” and the First Lutheran Church Endowment Fund will be referred to as “the Fund.”

The Fund will operate within the laws of the State of Washington and the Internal Revenue Service of the United States.

**Purpose**

The purpose of the Fund is to enhance the work of the Congregation by funding ministry opportunities outside of the general operational budget of the congregation.

This Fund will focus primarily on:

educational support of our youth;

scholarships for post-secondary schooling at ELCA colleges, universities and seminaries;

missional outreach of the congregation;

and capital improvements for the church.

## Oversight

The Congregation, at its annual meeting, shall establish an Endowment Committee of no fewer than five members and up to eight members, all of which shall be voting members of this congregation.

The Endowment Committee shall be the custodian of the Fund in ways that are consistent with the fundamental vision and mission of the Congregation.

The Endowment Committee shall follow the provisions established in these bylaws.

At each annual meeting of the Congregation, the Endowment Committee shall prepare a written report as well as a financial report of its activities for the past year.

While the intention is to follow the established bylaws as follows, it is acknowledged that there will be change in the future needs of the Congregation. In the case of potential expenditures that are outside the intention of these bylaws, the Endowment Committee will make request of the President of the Congregation to call a special congregational meeting wherein the purpose of the expenditure will be discussed and voted on.

## The Endowment Committee

Once the Endowment Committee is established, the term for each member will be three years, with the ability to serve two consecutive terms. Each year the Endowment Committee shall determine the terms of each member so that every year two members' terms will conclude.

At each Annual Meeting, the Congregation shall elect two members to serve for three years. A partial term shall not be counted as a full term.

The Endowment Committee shall elect among its members three officers consisting of a Chair, a Secretary and a Financial Officer. No one may hold more than one office at a time.

In the event of a vacancy on the Endowment Committee, the members shall fill the vacancy with the approval of the Church Council.

Though they are allowed to serve on the committee, no member of the Congregation Council shall serve as Chair or Financial Officer.

A nominating committee shall be formed by the Pastor, the Council President and the current committee Chair.

Candidates will be elected by a majority vote of the members present at a legally called Congregational Meeting.

The Pastor and the Council Chair shall be *ex officio* members of the committee with voice but no vote.

## The Work of the Committee

All Committee members shall endeavor to communicate the work of the committee and promote the growth of the fund.

The Committee shall meet quarterly or more frequently as the work of the committee demands.

Meetings shall be established by consensus of the committee and such time and place shall be noted on the Congregation calendar.

A quorum shall consist of four members.

The Committee shall establish standards and goals to guide the expenditure of the income from the Fund.

The Committee shall maintain accounts with such financial institutions as it may by resolution.

All checks and other documents transferring or expending any funds or assets in the Fund shall be agreed to by the Financial Officer and either the Chair or Secretary. This shall be reported at the next meeting.

At the expense of the Fund, the committee may employ a financial advisor or legal advisor to assist in the care of the Fund.

The Committee shall maintain accurate books of accounts and may employ a bookkeeper to help in this endeavor.

The books shall be reviewed by a committee established by the Congregation Council. This committee shall review the policy, procedures and the completeness of the books.

The Chair of the Committee, or the member designated by the chair, shall provide an agenda and shall preside at all meetings.

The Secretary shall maintain complete and accurate minutes of all meeting of the Committee and supply a copy to each member of the Committee before the next officially called meeting.

The Financial Officer shall provide a financial report of all accounts in the fund at each regularly called meeting.

No member of the Committee shall benefit financially from any dealings with the Fund.

The Committee may receive funds designated for the Fund through financial gifts, life insurance proceeds, bequests, wills, estates, etc., from any individual, corporation, organization, or any other legal entity.

Gifts of stock or real property must be liquidated within a year of receipt of said gift.

No gift to the Fund may be designated for any separate purpose.

Only income earned by the Fund may be dispersed, up to the amount of accumulative undistributed income, for purposes determined by the Committee.

The principal of the Fund shall remain in the Fund. Capital gains derived from investment activities are not considered income, but rather a part of the principal of the fund.

## THROUGH YOUR GENEROSITY, GOD IS AT WORK ACROSS THE ELCA.

### MISSION SUPPORT

A portion of your offering, called Mission Support, advances the ministry of our church, helping the ELCA nurture Christian community, raise up leaders, serve our neighbors and strive for justice.

### ELCA WORLD HUNGER

Part of our church's long tradition of meeting human needs, ELCA World Hunger testifies to our hope for and commitment to God's promise of a time when we will hunger and thirst no more. ELCA World Hunger walks alongside communities in more than 60 countries — including the United States — to create unique solutions to hunger and poverty.

### LUTHERAN DISASTER RESPONSE

Lutheran Disaster Response shares God's hope, healing and renewal with people whose lives have been disrupted by disasters in the United States and around the world. When the dust settles and the headlines change, we stay to provide ongoing assistance to those in need.

### WHERE NEEDED MOST

Where Needed Most supports the powerful ways we work together around the world — supporting leaders, inspiring young people, fueling ministries and championing global mission. Gifts to Where Needed Most support and sustain the people, congregations, synods and ministries working around the world to realize the hope-filled future God promises.



Evangelical  
Lutheran Church  
in America

Sign up to hear more stories of impact from the ELCA churchwide organization at [ELCA.org/subscribe](https://elca.org/subscribe).

Read about Mission Support and learn more at [LivingLutheran.org/SOFIA](https://LivingLutheran.org/SOFIA).