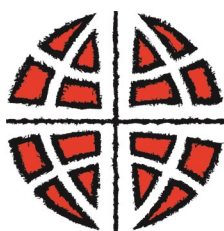




**First Lutheran Church**  
**BOTHELL**

**2019**

**Annual Report**



**Evangelical Lutheran  
Church in America**

God's work. Our hands.

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# Northwest Washington Synod

## Evangelical Lutheran Church in America

God's work. Our hands.

January 2020

Dear Beloveds in Christ,

I am so grateful for each one of you as you faithfully live into the ministry we are called to through Jesus Christ. I thank you for being church in this place and in this time. As I serve as your bishop, I am deeply aware of being the body of Christ together. Thank you.

As many of you might already be aware, “synod” comes from two Greek words: sun- ‘together’ + hodos ‘way’. While I am not changing the name, I do like this image: Northwest Washington TogetherWay. Together we are traveling – living into what God is calling us to do and to be – through established congregations, new ministry sites, chaplaincies, and so much more. I am excited to be with you as we proclaim and live in Jesus this year.

As you have your annual meeting, I hope that you will have conversation on how God is working in your life and the life of the congregation. I hope that your annual meetings is not solely on the budget (although this does have to happen, too) but also on what the Spirit is up to in your area of the synod.

Perhaps these questions would be helpful to start conversation:

- Where in my life was God working that I didn't notice at the time but know now?
- What difference would it make if this congregation was no longer in this neighborhood?
- What is a story about this congregation that brings me joy?
- What do I think God is calling this congregation to in 2020?
- What scares me the most as I look to the future? Where do I see God in the midst of the fear?

As Bishop, I am focusing on some key areas this next year: Community, Leadership, Youth and Young Adults, and Faithful Innovation. I hope and trust that all of us will be working on these areas together in the year 2020. The synod staff and I are eager to partner with you as you also move into the future, trusting God is leading and guiding you.

May you have rich conversation at your annual meeting. May you trust that God through Christ is with you in all things. And may the Spirit lead you in this new year as together we are the Northwest Washington TogetherWay.

In God's Hope and Joy,  
Bishop Shelley Bryan Wee



# ***God's Work. Our Hands.***

## **First Lutheran Church Bothell, Washington**

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.

CARE: Together we create a welcoming community in which all can find love, support, encouragement, acceptance, forgiveness, guidance, and hope. We value relationships of mutual respect, compassion, and attention to the needs of others.

GROW: We nurture personal relationships with God that strengthen us to trust and follow him with devotion. We do this through worship, prayer, study, and other opportunities that enrich us spiritually and equip us for God's work.

SERVE: We show God's love through action. God calls us to use our unique gifts to provide for those in need, speak out for justice, and promote responsible stewardship of God's creation.

PROCLAIM: We proclaim Jesus Christ by sharing with everyone God's story of eternal love for all humanity. God's love is given to us as a gift embodied in the life, death, and resurrection of our Lord and Savior. We accept God's call to declare this good news to all people.

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

**ANNUAL REPORT: January 1, 2019 – December 31, 2019**

THE ANNUAL MEETING OF FIRST LUTHERAN CHURCH IN BOTHELL, WA will begin at 12:30 pm on January 26, 2020. The meeting will formally be called to order at 1:00 PM.

Every member of the congregation is invited and encouraged to attend. A nursery for very young children will be provided and there will be an activity for older children during the meeting, so plan to bring the entire family.

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 be here 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 - 2019**

The Rev. Tor K. Berg	Pastor
Roger Steinke	Director of REACH Ministries
Kristin Smith	Office Manager/Bookkeeper
Lucy Kay Osborne	Music Director
Richard Edmonds	Ensemble Coordinator
Emily Constantine	Janitor (hired 11/27/19)
Forrest Pease	Janitor (9/3/19—11/27/19)
Letai Kassahun	Janitor (resigned 8/24/19)
Beth Bowers	Preschool Director / Teacher
Kathy O'Connell	Assistant Director / Teacher
Amy Case	Preschool Teacher
Brittney Anderson	Preschool Teaching Assistant
Mary Hatlen	Preschool Teaching Assistant
Suzanne Cessna	Preschool Teaching Assistant
Kristin Ladd	Preschool Teaching Assistant
Laurie Rector	Preschool Teaching Assistant
Stephanie Corrigan	Preschool Teaching Assistant

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# Annual Congregational Meeting

Date: January 26, 2020- 1:00 pm  
First Lutheran Church  
Bothell, WA

Call Meeting to Order - President Kaaren Hatlen  
Devotions - Pastor Berg  
Call for Quorum - Secretary Alexia Payne  
Adoption of the Agenda - President Hatlen  
Approve Minutes from January 27, 2019  
Adopt Standing Rules of Order  
President's Report - Kaaren Hatlen  
Special Projects Report  
Heating and Cooling Project - David Osborne  
Organ Refurbishing Project - Lucy Kay Osborne, Director of Music  
Endowment Report - Kae Peterson  
Vision 2025 Report - Kaaren Hatlen, Joe Siebert  
Committee Reports Received  
Nomination Committee  
Council Position Ballots  
Nominating Committee Ballots  
Synod Assembly Voting Members  
Budget Report  
Presentation of 2019 Final Budget  
Presentation of 2020 Budget and Vote  
Pastor's Report  
Closing Prayer

## Standing Rules for Congregational Meetings

1. Anyone may speak during the time that the Chair calls for comments or action from the floor. Comments will be limited to two minutes per speaker for each topic at the direction of the Chair. Comments must be given from a microphone provided. Comments must be directed to the Chair.

*The use of a microphone helps ensure that only one person will speak at a time and that person will be heard by all. This may allow a recording of the session to be made for the accuracy of the minutes. When the Chair recognizes a speaker they should only direct their comments to the Chair and they shall only speak to the issue that is before the congregation. No personal comments may be directed to 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 for inclusion in the minutes. 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 Congregational Meeting JANUARY 27<sup>TH</sup>, 2019

Meeting called to order at 1:00 pm by Kaaren Hatlen, President of Church Council.

Present: 88 members signed in and a quorum was established.

Pastor Berg led devotions, reading from Matthew 6 using “Dwelling in the Word” method. Main message was – Don’t worry. God takes care of us.

Kathy K. moved to adopt the Annual Meeting Agenda. Carsten T. seconded. Passed.

A correction was made to last year’s minutes - Kathy K. continued to serve on the Council through 2018. Allen Glenn moved to approve the 2018 Annual Meeting Minutes with this one change. Bob Berg seconded. Passed.

Stephanie A. moved to approve the Special Congregational Meeting Minutes from July 22<sup>nd</sup>, 2018. Mark Hatlen seconded. Passed.

David Osborne moved to adopt the Standing Rules of Order. Ryan Stute seconded. Passed.

### **PRESIDENT’S REPORT:** Kaaren Hatlen

Kaaren thanked the Council members for serving and informed us that Kathy K., Carsten T., Donella R. and Paul A. are leaving the Council this year. Kaaren spoke on the theme “wild and precious” from the poem by Mary Oliver called *That Summer Day*. This congregation is very precious to Kaaren. Our community is changing and we do not know what the future holds for us. There are many things to be proud of – the risk we took in supporting the Chinese Ministry, the Parish Ministry Team, School Kits project, and the Visioning Team process are some of them. In the midst of this visioning process, we can remember that God’s preferred and promised future is wild and precious.

### **EDUCATION WING HEATING AND COOLING PROJECT:** David Osborne

David reported on the plan to install a new split-ductless heat pump system in the Education Wing (preschool and nursery rooms) and the music room. This will be similar to the system in the narthex and will have a return on investment of 2 ½ to 3 years. The entire process including planning and permitting will take 4-5 months with active construction taking about 3-4 weeks in late May and early June. The Finance Committee has a funding plan in place.

### **ORGAN REFURBISHING PROJECT:** Lucy Kay Osborne

Lucy Kay reported that our 46 year old organ had only basic maintenance and tuning done on it and that it is typical for organs like this to be completed over time. We received 2 bids for work to repair and complete the organ, and have decided to select the bid from Bond Organ Builder’s in Portland, Oregon. The first phase, voicing the pipes, was completed last July. The second phase, replacing the switching system, will be done beginning January 28, 2019, and the third phase, adding a trumpet stop and a solo stop, will be done later pending future fundraising.

### **ENDOWMENT REPORT:** Kae Pederson

An increase in college scholarships has been established from \$500 to \$750. The account was moved from Chase to Banner Bank. There are still some funds in Thrivent. Disbursements for 2018 include \$2,450.00 towards scholarships and \$2,000.00 toward organ. First Quarter Meeting will be March 17, 2019.

### **VISION TEAM REPORT:** Tom Payne

The Vision Team was formed last February, meetings held monthly with the help of a consultant, Pastor Rick Rouse. Members of the team include myself, Jessica Lichtenstein, Kaaren Hatlen, Joe Seibert, Valerie Cole, Karen Thomas, Ryan Stute and Pastor Berg. The team has been reviewing results of the cottage meetings as well as previous work done by the congregation. The goal of the team is to create a “Vision for Mission Plan.”

### **OTHER COMMITTEE REPORTS:**

Building Committee: Everyone is asked to report any items needing attention to the church office. Big project to come – skylights in the atrium.

Please see all other reports as printed in the 2018 Annual Report Booklet.



## **NOMINATIONS FOR COUNCIL:**

Three people have finished their terms on Council: Kathy Konieczka, Donella Robbins and Carsten Thode. Two people resigned: Paul Anderson (due to health reasons) and Lisa Hamilton (her family moved.)

The following people agreed to run for 3 year Council Terms: Karey Coble, Lloyd Condra, Paul Ehe and Andrea Peoples. Johannes Skjonsby volunteered to fill the last 2 years of Lisa Hamilton's Term. Pastor Berg moved to accept the slate in one vote. Melanie Veasy seconded. Passed.

**Nominating Committee Ballots:** Let Pastor Berg or Kaaren Hatlen know if you want to be on a committee.

**2019 Endowment Committee Member Ballots:** Let Kae Pederson know if you are interested.

## **2019 SYNOD ASSEMBLY:**

May 17-19, 2019. Five voting members are needed to attend: 2 males, 1 female, 1 youth and 1 young adult. Volunteers were: Kaaren Hatlen, Kathy Konieczka, Connie Wolter, Ron Sailor. Still looking for a youth to attend. Pastor Berg moved to accept the slate of volunteers to attend the Synod Assembly. Susan Berg seconded. Passed.

## **BUDGET:** Dan Bormann

Dan presented the budget including justifications for the income projections based on pledges received. Of note, there were 79 pledges returned for 2019 totaling \$318,972. For 2018 there were 85 pledges for about \$5,000 more than 2019. There were 68 giving units that pledged for both 2018 and 2019, with a net decrease of \$10,691. Ten giving units, totaling \$38,380 are no longer at First Lutheran, while 13 new giving units, totaling \$11,000, have joined.

The total budget request originally submitted to the finance committee was \$50,000 over expected income. The finance committee only felt comfortable with a \$20,000 budget deficit. The gap was narrowed by suspending contributions to the Replacement Reserve Expense, finding funding for the heating system upgrade elsewhere, and some smaller items.

Personnel expenses were increased to reflect a 2% staff pay increase and to cover the in Washington State Family and Medical Leave Act employee contribution totaling \$1,225.

The final budget proposal includes a \$22,202 deficit. Dan noted that we currently have \$82,573 in reserve. Dan also explained the current Restricted Funds which are controlled by particular committees and took a question on why long term assets, like the building, are not included on the balance sheet.

Our current mortgage balance is \$123,051.

Gordy Phelps moved to approve the budget. Carsten Thode seconded. Passed.

## **CHINESE MINISTRY UPDATE:** Pastor Berg

Last July the congregation voted to support the Chinese Ministry through the end of 2018. We had a goal to raise \$9,000 and actually raised \$10,000. These funds were used to pay Pastor Jade's severance package after her resignation.

There are about 8 – 10 people from the Chinese Ministry still worshipping with us and they are truly thankful for our support.

## **PASTOR'S REPORT:** Pastor Berg

2018 was a great year! It's easy to take the usual things for granted (i.e. worship.) Sunday morning is "important stuff." It takes lots of volunteers to do this work, and we do that well. Pastor Berg gives thanks for that. Bothell is now an urban center and First Lutheran is in the middle of it. Change has happened before, but we remain faithful to God's mission for us. Thank you for the honor of serving. Pastor Berg thanked the staff, volunteers and Council members.

We closed with a prayer.

Meeting Adjourned at 2:15 pm.

Respectfully submitted,  
Alexia Payne, Council Secretary

## First Lutheran Church: Proposed Budget 2020

Acct #		2019 Approved Budget	Actual thru 12/31/2019	2020 Proposed Budget
<b>4-1000</b>	<b>INCOME</b>			
4.1100	Pledges and loose offerings	490,000	522,570	507,000
4.1200	Bldg Use	3,500	4,015	3,500
4.1210	Pre-School Contribution	4,500	4,500	4,500
4.1250	Janitorial Fee Reimbursement			-
4.1400	Altar Flowers	1,300	1,212	1,300
4.1450	Thrivent Choice Income program	1,600	1,502	1,600
4.1453	Amazon-Smile	-	240	-
4.1456	Other E-Rebate Income			
4.1500	Hospitality			
4.1600	Adult Education	500	355	500
4.1610	VBS Reg	3,700	2,352	2,500
4.1620	Library	-		-
4.1710	Monthly Outreach	-		-
4.1900	Interest - Banner Bank	85	204	85
4.1050	Miscellaneous	800	398	800
	<b>Total Income</b>	<b>\$ 505,985</b>	<b>\$537,348</b>	<b>\$ 521,785</b>
	<b>EXPENSE</b>			
5.1000	Mission Support			
5.1005	ELCA	35,770	38,083	37,011
	<b>Total Mission Support</b>	<b>\$35,770</b>	<b>\$38,083</b>	<b>\$37,011</b>
5.1500	Social Ministries			
5.1515	Outreach	13,200	13,200	12,000
5.1520	Rent Subsidy	4,800	3,450	3,600
5.1530	Compass Housing Alliance	500		-
5.1533	Advocacy	50		-
	<b>Total Social Ministries</b>	<b>\$18,550</b>	<b>\$16,650</b>	<b>\$15,600</b>
5.2000	Stewardship			
5.2010	Envelopes	465	365	400
5.2020	Stewardship Drive		-	-
	<b>Total Stewardship</b>	<b>\$ 465</b>	<b>\$ 365</b>	<b>\$ 400</b>
5.3000	Evangelism			
5.3010	Evangelism Supplies		-	-
5.3020	The Lutheran		-	-
	<b>Total Evangelism</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

Acct #		2019 Approved Budget	Actual thru 12/31/2019	2020 Proposed Budget
5.4000	<b>Worship &amp; Music</b>			
5.4001	<b>Special events bulletins</b>	-		-
5.4005	<b>Communion Supplies</b>	900	1,024	900
5.4007	<b>Altar Supplies</b>	600	807	600
5.4008	<b>Altar Guild</b>	300	22	300
5.4010	<b>Lenten Services</b>	-		-
5.4012	<b>Guest Pastors</b>	900	1,900	1,200
5.4015	<b>Altar Flowers</b>	2,000	2,566	2,000
5.4017	<b>Worship Resources</b>	800	682	800
5.4019	<b>Misc. Worship expense</b>	800	76	800
5.4020	<b>Choir Director - Sub</b>	200		200
5.4022	<b>Organ Substitute</b>	300	600	300
5.4024	<b>Musical Licenses</b>	900	727	900
5.4026	<b>Sanctuary Choir Music</b>	1,000	844	1,000
5.4028	<b>Children's Choir Music/Exp</b>	100		100
5.4030	<b>Contemporary Ensemble Music</b>	400	62	400
5.4034	<b>Chime Choir Music</b>	200		200
5.4035	<b>Organ Repair - Maint (tuning)</b>	1,000		-
5.4036	<b>Piano Repairs &amp; Maint</b>	800		-
5.4038	<b>Guest Musicians</b>	300	250	300
	<b>Total Worship &amp; Music</b>	<b>\$11,500</b>	<b>\$9,560</b>	<b>\$10,000</b>
5.5000	<b>Youth</b>			
5.5005	<b>3rd -4th Grade Activities</b>	400	200	200
5.5010	<b>5th - 6th Grade Activities</b>	400	200	200
5.5015	<b>Jr. Hi Activities</b>	800		200
5.5020	<b>Sr. Hi Activities</b>	800	700	200
5.5025	<b>Young Adults activities</b>	500		200
5.5030	<b>Retreats/Youth Nights</b>	500		100
5.5030	<b>Gatherings/Mission Trips</b>	-		-
	<b>Total Youth</b>	<b>\$3,400</b>	<b>\$1,100</b>	<b>\$1,100</b>
5.5500	<b>Christian Education</b>		1	-
5.5501	<b>Sunday School</b>	1,000	307	1,000
5.5503	<b>Bibles</b>	300		50
5.5505	<b>Confirmation</b>	300		150
5.5507	<b>High School</b>	200		100
5.5509	<b>Infant Ministry</b>	100		-
5.5511	<b>Teachers Resource Materials</b>	200		100
5.5513	<b>VBS/ Summer Day Camp</b>	5,000	1,725	2,000
5.5515	<b>Adult Education Ministry</b>	1,200	2,387	1,200
5.5517	<b>Small Group Ministry</b>	100		50

Acct #		2019 Approved Budget	Actual thru 12/31/2019	2020 Proposed Budget
5.5519	Special Events /Retreats	1,200		-
5.5521	Library Expense	750	735	750
5.5523	Christ in Our Home Subs.	650	707	650
	<b>Total Christian Education</b>	<b>\$11,000</b>	<b>\$5,862</b>	<b>\$6,050</b>
5.6000	Fellowship			
5.6010	Fall Church Picnic	500	234	500
5.6015	Hospitality Supplies	2,300	1,664	2,400
5.6025	Special Events	700	275	800
	<b>Total Fellowship</b>	<b>\$3,500</b>	<b>\$2,173</b>	<b>\$3,700</b>
5.7000	Building & Property			
5.7001	Replacement Reserve Exp			3,000
5.7005	Janitorial Supplies	5,500	5,965	5,800
5.7010	Building Maintenance	1,500	8,802	8,800
5.7012	Capital Improvement	-		-
5.7015	Utilities	29,500	28,893	29,500
5.7020	Building Services	8,800	9,754	9,800
5.7025	Insurance (Brotherhood Mutual)	12,500	11,442	12,000
5.7030	Van/trailer maint/gas	1,750	2,332	1,600
5.7032	Van Replacement Reserve Exp	3,000	3,000	3,000
	<b>Total Building/Property</b>	<b>\$62,550</b>	<b>\$70,188</b>	<b>\$73,500</b>
			-	
5.8000	Administration			
5.8005	Office Supplies	3,700	5,600	5,000
5.8012	Office Equipment Purchase	500	1,038	1,000
5.8015	Office Equip Maintenance	720		300
5.8017	Office Equipment-Lease/	10,000	9,415	9,500
5.8018	Computer Support	2,500	1,580	2,500
5.8020	Postage	800	408	400
5.8025	Conventions & Conferences	1,500	2,132	1,500
5.8030	Bank Fees	700	688	700
5.8032	Pay Pal Expenses			-
5.8033	Vanco Expenses	1,600	2,043	2,000
5.8035	Council Contingency	500	440	500
5.8037	Ministry Development Fund	3,000	3,000	-
5.8040	IT/Communications Committees	2,224	589	1,500
5.8055	King Cty-Surface Water Fees	2,800	2,863	2,900
	Online subscriptions	260	630	630
	<b>Total Administration</b>	<b>\$30,804</b>	<b>\$30,426</b>	<b>\$28,430</b>

Acct #		2019 Approved Budget	Actual thru 12/31/2019	2020 Proposed Budget
5.9000	<b>Personnel</b>			
5.9001	<b>Pastor Salary</b>	49,611	50,486	54,611
5.9003	<b>Pastor Housing Allowance</b>	43,860	43,000	48,860
5.9005	<b>Pastor Car Allowance</b>	1,000	1,202	1,000
5.9007	<b>Pastor Cell Phone Allowance</b>	1,200	1,200	1,200
5.9008	<b>Pastor Book Allowance</b>	500	287	500
5.9009	<b>Pastor Discretionary Fund</b>	600	575	600
	<b>Pastor Discr Fund - Gym Memb</b>			600
5.9010	<b>Pastor Pension &amp; Med</b>	29,885	29,855	33,481
5.9011	<b>FICA</b>	6,555	6,555	6,555
5.9013	<b>Continuing Education-Pastor</b>	1,000	689	1,000
5.9101	<b>Director Reach Ministries Salary</b>	56,428	56,428	58,121
5.9102	<b>Dir Reach Ministries Car Allow</b>	1,000	1,137	1,000
5.9103	<b>Dir Reach Ministries Pens &amp; Med</b>	19,690	18,790	19,690
5.9104	<b>Dir Reach Ministries Cont Ed</b>	750	505	750
5.9105	<b>Dir Reach Ministries Book Allow</b>	400	14	400
5.9106	<b>Dir Reach Ministries Cell Phone</b>	1,200	1,160	1,200
5.9201	<b>Bookkeeper/Admin Salary</b>	46,700	46,708	48,101
5.9202	<b>Bkpt/Admin Pension</b>	17,015	16,299	17,015
5.9203	<b>Bookepr/Admin Continuing Education</b>	650		650
5.9300	<b>Chinese Ministry</b>			-
5.9402	<b>Ensemble Director Salary</b>	12,841	11,792	13,226
5.9403	<b>Music Director Salary</b>	23,766	23,766	24,479
5.9405	<b>Musicians Continuing Education</b>	450		450
5.9501	<b>Office Vacation Relief</b>			-
	<b>Janitor Salary</b>	13,155	12,840	14,820
5.9510	<b>Security Salary</b>	2,448	2,448	2,448
5.9601	<b>Nursery Caregivers Salary</b>	1,719	1,933	2,000
5.9700	<b>Payroll Taxes/Industrial Ins</b>	17,000	16,012	17,000
	<b>WA FMLA Contribution</b>	1,225		1,225
	<b>Total Personnel</b>	<b>\$350,648</b>	<b>\$343,681</b>	<b>\$370,982</b>
	<b>TOTAL EXPENSES</b>	<b>\$528,187</b>	<b>\$518,088</b>	<b>\$546,773</b>
	<b>TOTAL INCOME</b>	<b>\$ 505,985</b>	<b>\$ 537,348</b>	<b>\$ 521,785</b>

<b>Projected Income Less Expenses</b>	<b>\$ (22,202)</b>	<b>\$ 19,260</b>	<b>\$ (24,988)</b>
<b>Transfer from Reserves - if needed</b>	<b>\$ 22,202</b>		<b>\$ 24,988</b>

**Reserve Fund Balance**

12/31/2019 Balance	<b>\$ 69,673</b>
2019 Income over Expenses	<b>\$ 19,260</b>
2020 Beginning Balance	<b>\$ 88,933</b>

# Where your offering goes



## TOGETHER WE FUND THE FOLLOWING MINISTRIES:

- **60 new congregations approved**, 50 percent in multicultural communities
- **163 existing congregations** intentionally focused on renewal
- **\$2.5 million in grants** awarded to support ELCA ministries in congregations
- **240 missionaries in 50 countries**, including 50 young adult volunteers
- **Advocacy work with the United Nations and the federal government**
- **26 ELCA colleges and universities**
- **8 ELCA seminaries**
- **Over 180 campus ministries**, with cooperating congregations in campus ministries at an additional 400 campuses nationwide
- **Partnerships** with The Lutheran World Federation, World Council of Churches and the National Council of Churches in Christ



**Evangelical Lutheran  
Church in America**  
God's work. Our hands.

**Thank you!**

Together we do God's work in ways that no individual, congregation or synod can do alone.

## 2019 ANNUAL PASTOR'S REPORT

### The Rev. Tor Kristian Berg

As I finish my first decade among you as your pastor, I would like to echo the psalmist who says: Praise the LORD! I will give thanks to the LORD with my whole heart, in the company of the upright, in the congregation. (Psalm 111:1) In 2010 we began our journey together not knowing what the future might hold for us. It was an uncertain time for this congregation as it recovered from a severe conflict. There were many questions that were on our minds: What were we to make of each other? Would this work out? How do we learn to trust each other? Will we ever be the same? We are not the same and it is safe to say that we are thankful for that!

2019 was a great year for us. We finished our five-year visioning plan entitled: Vision 2025. Your congregational council has embraced this vision and is embarking on two of our core visions. The first is a commitment to learning how to become a “green” congregation and a “green” people; to discover ways that we can become more of a friend of creation. The second is to build on our core value of being a welcoming congregation. How can we expand our welcome to our friends, our community, and those who need the love of Christ in their lives. The hope is that this congregation becomes actively involved in these endeavors.

As I look at this past year I cannot help reflect on the amazing work we do together. I also cannot be more thankful for what I have been able to experience being a pastor in this church. Here are a few highlights from each month:

In **January** I attended the Byberg Preaching Workshop and was reminded again of the power of good preaching and how we prepare is essential to sharing God’s word with God’s people.

In **February** I had the honor of offering the opening prayer to the Washington State House of Representatives in Olympia that was a reminder of the power of public witness.

For our Wednesdays in Lent during **March** we watched the movie “The Blind Side” that showed the negative power of racism, and how important it is to be vulnerable in our relationships.

In **April** we celebrated Easter and the resurrection of our Lord and the funeral for Cami Grillo. It was good to remind ourselves of the Good News of resurrection in our lives and how the life of one person can change our community. April also found me attending our synod’s annual Bishop’s Convocation. This year we had a professional storyteller teach us how to engage people to tell their own stories. This led us to host our own story telling events!

Our synod gathered in **May** for our Assembly to do the work of the church, including electing a new bishop. I was the Chair of the Reference and Council committee as well as the one who accompanied one of the candidates for bishop through the election process. What a joy to announce my dear friend, Shelley Bryan-Wee as our new Bishop.

In **June** we held a special meeting to unveil our Vision 2025 document produced by an excellent task force led by our consultant Rick Rouse. I think we should all be very proud of our vision plan. June also found me on the water fishing for Walleye with pastor friends. This was a great time of recreation!

**July** was a time of rest, Susan and I camped, took time to reconnect with friends. Nora Strothman and I also spent time visiting members. I also attended the retirement party for Bishop Unti. What a great servant of the church.

I was greatly surprised at the celebration of my 25 years of ordained ministry in **August**. I was not really prepared for that! Unrelated to that Susan and I attended a retirement seminar to make sure we are doing all the right things now so we will be prepared for when we retire in 2032.

**September** found us embarking on our fifth year using the Narrative Lectionary for Sunday worship. This way of preaching through God’s word has been very beneficial for our community. It has allowed us to go deeper into the Word and to explore with a different lens who we are in God’s world.

We celebrated the arts in **October** with two concerts and two storytelling events. The church is one of the few organizations that offer these opportunities in this community. I hope we will develop this further by our relationship to the Bothell Arts Council.

We installed Rev. Bryan-Wee as our Bishop at the beginning of **November**. What a great celebration! Susan and I also had the great opportunity of traveling to Mt. Vernon to watch our Lutheran community there stage an original play called “Pray the Gay Away.” It was a poignant reminder of the power of love in healing our communities.

We drew the year to close in **December** with our annual music festival and the celebration of Christmas. We also offered a very powerful worship service called “Prayer Around the Cross.” This special service was a time for those who struggle during the Holy Season, to sit in quiet, to sing, and to light candles to help center our lives.

As you can see we have been a good and faithful community. We also baptized and married and buried the faithful. We sat alongside the ill and celebrated with the recently retired. We did all those things as a community of believers are called to do. May 2020 be just as faithful.

## Statistical Report December 31, 2019

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
Beginning membership: 12/31/2018	513	438	4
Members added by baptism:	10	0	0
Members added by Rite of Confirmation:	0	4	0
Members added by transfer from ELCA congregation:	4	4	0
Members added by transfer from non-Lutheran congregation	0	0	0
Members added by Affirmation of Faith:	3	3	0
Total members added:	17	11	0
Members removed by death:	5	5	0
Members transferred to other ELCA congregation:	3	3	0
Members transferred to other non-ELCA congregation:	0	0	0
Members removed by request:	1	1	0
Members removed due to inactivity/no response:	2	2	1
Total members removed:	11	11	0
Adjustment to match roster	4	4	0
Total of all members 12/31/2019	523	442	3
Number of Sunday school students (all except confirmation)		33	
Number of confirmation students		7	
Number of Vacation Bible School students		72	
Baptisms performed:		10	
Weddings performed:		4	
Funerals performed:		10	



## **COUNCIL PRESIDENT'S REPORT**

**Kaaren Hatlen**

Dear Members of First Lutheran Church,

It has been a privilege serving as the President of the congregation for a second year. With Vision 2025, we are well equipped to continue our life and ministry together. While each of the five components of Vision 2025 are important, the focus has been initially placed on hospitality and sustainability.

In our vision statement, we desire to be a place of welcome and acceptance. For some of us, that comes easy and for others, it is a skill that we must continually work on. Hospitality is something that happens inside and outside of our church walls. Everyone should experience a hospitable welcome when they come to our church, but we are also called to go out into the community, meet and dialogue with our neighbors, and be a hospitable presence.

This year the Sustainability Task Force was established and is energized to find ways for our congregation and its members to be better stewards of the environment, within our church building and beyond. Additionally, we have become congregational partners with Earth Ministry. This partnership will help our task force and the congregation find the resources needed to fully grow into the sustainability component of our Vision 2025.

As we journey through 2020 together, may we continue to live into God's preferred and promised future for our congregation, our community, and our world.

Peace be with you,

Kaaren Hatlen, Council President

### **2019 Church Council Roster**

Kaaren Hatlen, President (1/21)	Jerry Bannister (1/20)	Andrea Peoples (1/22)
Pat Daane, Vice President (1/21)	Karey Coble (1/22)	Johannes Skjonsby (1/21)
Alexia Payne, Secretary (1/20)	Lloyd Condra (1/22)	Joyce Thode (1/20)
Stephanie Almeida (1/21)	Paul Ehe (1/22)	Roger Wolter (1/20)
(month/year term expires)		

### **2020 Church Council Nominees**

Holly Batstone  
Christy Freriks  
Randall Wampler  
Roger Wolter

4 nominees will serve a 3-year term ending January 2022.

## **ANNUAL REPORT OF THE DIRECTOR OF REACH MINISTRIES**

### **Roger Steinke**

First Lutheran Church is very blessed to have 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. Special thanks to the many members who serve as teachers, helpers and musicians with our Sunday school, day camp, VBS, confirmation, high school, adult, journey classes, and who serve on various committees. Your efforts, service and time are very much appreciated!

In May 2016, the congregation approved a change in my position title to Director of REACH Ministries. A definition for the word REACH is: "to actively stretch out in a specified direction in order to touch or grasp something." REACH is an acronym for the following ministries:

**Relationship:** A ministry to provide opportunities for members and friends to deepen their relationships to God and to each other.

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

**Assimilation:** A ministry to help new members engage in the mission of the church.

**Community Outreach:** A ministry that engages our members to live out their commitment to social justice.

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

REACH ministries supports the work of this congregation by coordinating the work of the current Christian Education, Youth, Fellowship and Hospitality, Social Ministries and Building and Property committees.

REACH ministries intends to: build up God-healthy relationships, teach the faith, assimilate new members, provide opportunities for community engagement and ensure a welcoming environment.

REACH ministries helps members discover their spiritual gifts, provide opportunities for families with youth and children to fulfill their baptismal promises, teach them the faith and help them engage in service opportunities.

From breakfast Bible studies to Journey classes to youth mission trips, 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**

### **Kristin Smith**

First Lutheran Church is blessed with many wonderful volunteers who help us get the job done every week.

Thank you to **Gordy Phelps**, who blessed us weekly, entering attendance data into the computer.

Thank you to the newsletter collators, who visit once a month to seal and label the newsletters for our "over 80" members, before mailing. We have a slightly different team each month, including: **Joanne Bjornsen, Nancy Davis, Audrey Fisher, Paula Glandon, Trudy Martin and Terry Straka.**

Thank you to **Kathy Konieczka** for answering phones during weekly staff meetings; **Clint Bastin, Joanne Bjornsen, Evelyn Gaylord, Marcus & Linda Hodges, Anna, Coni and Sarah Holmes and Bobbi Osborne** for acting as pew angels, straightening and restocking pew cards.

Special thank you to **Dawn Bastin, Ann Bormann, Stephanie Conroy, Nancy Funsinn, Paula Glandon, Kathy Konieczka, Linda Siebert & Nora Strothman** for answering the phones and acting as office greeters during my vacations throughout the year!

## **FIRST LUTHERAN CHURCH MUSIC STAFF**

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

**Lucy Kay Osborne**

#### **Worship & Music**

The Sanctuary Choir once again provided special music for the Good Friday Tenebrae service and was accompanied by the Brass Ensemble for Easter worship. Special music was provided in the summer that included, instrumental and vocal solos & duets, vocal quartets, and The Ensemble. We had a flute, piano & guitar recital and a French horn & piano recital in the fall. The Christmas Festival featured 18 different selections that included bagpipes, bass clarinet, violin, flutes, drums and other percussion. The Ensemble, Sanctuary Choir & Chime Choir participated in the Christmas Festival. Worship, on a regular basis provides a variety of hymns, anthems and liturgy. We are grateful for the talent in our congregation and those that graciously share it.

#### **Organ Repairs:**

We are in stage 3 of the organ project. Repairs were completed in January by Bond Organ Company, Portland, Oregon. We look forward to the addition of a trumpet and a tierce stop (to solo out a melody), to finish the organ's compliment of sounds and pipe shades, for the organ's aesthetic beauty. Lucy Kay has the privilege of helping tune the organ twice a year with Joe O'Donnell from Bond, which cuts down on our costs.

### **ANNUAL REPORT OF THE WORSHIP ENSEMBLE DIRECTOR**

**Richard Edmonds**

The Ensemble has provided musical support for worship most Sundays of the year, and they have done so with faithfulness and enthusiasm. The group introduces anthems which are chosen for relevance to the season and the scripture for each Sunday. They especially enjoy music which has a beat!

Thanks to the following:

Pianist: June Condra (and in her absence, Lucy Kay Osborne)

Flute: Cheryl Miller

Violin: Alexia Payne

Guitar: Connie Wolter

Percussion: Joe Siebert, Eric Daane, Trent DeVerter, Nora Strothman, Kevin Prather, Alain Adjorlolo

Vocalists: Rachel Jackman, Gordy & Beth Phelps, Johannes & Karishma Skjonsby, Doug Peterson, Randall Wampler, Curtis Koger, Bob Berg

Sound Techs at 11:00: Andrew Phelps, Alain Adjorlolo, Kevin Prather, Ken Smith, Roger Wolter

To God be the glory!

## **BUILDING AND PROPERTY COMMITTEE**

The building & property committee is responsible for maintenance and minor repairs to the building and grounds. They also make recommendations to the Council for major projects to the property and grounds. They also approve building use requests.

This year's work and planning included:

- Updating heating and cooling for the preschool classrooms and the choir room.

- Finished painting the exterior cross and scrubbed sanctuary skylights.

- Sponsored two clean up Saturdays.

- Initial skylight leak repair will be followed up by more extensive waterproofing. Then the atrium ceiling will be repaired if leaks have ceased.

- Faucet leaks in the kitchen have been stopped. Toilet leaks worked on.

- Getting ready to have the entrance support beams replaced.

The first Tuesday of the month at 6 pm these servants meet to discuss physical plant issues: David Osborne, Paul Ehe (council liaison), Audrey Fisher, Mark Schnarre (chair), Ryan Stute, Roger Wolter, Roger Steinke & Pastor Berg.

## **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. Some 2019 highlights include:

Sunday School (Preschool - Grade 6): An average of 15 students and teachers participated in Sunday School classes in 2019. Students shared a Christmas Play "The News Story" on December 15.

Middle School Confirmation Program (Grades 7 - 8): 7 students and 4 teachers participated in this program. 4 students were confirmed on June 2<sup>nd</sup>.

High School Class (Grades 9 - 12): Due to decreasing numbers, this class has been suspended. A Graduate Breakfast and Recognition was held in June for 3 graduates and their families.

VBS / Summer Day Camp: A Lutherhaven Ministries Day Camp Team helped lead 72 students (aged 3 years—5th grade) and over 35 volunteers in *Adventure Awaits!* The week ended with a Thursday Afternoon Closing Worship Celebration Fair.

Adult Education: Sunday morning classes led by Pastor Berg, included Border Issues, The Future Church, Recent ELCA Decisions and a Vision 2025 Update. Adult class attendance averaged 12 participants. The weekly Tuesday morning Lectionary Class enjoys a group of 14 attendees.

Journey Classes: Dinner classes with 18—42 attendees on World Vision, The History of Bothell, Hospitality, Immigration and Refugee Resettlement

were held on 6 different Sunday evenings in January, September and October.

Men's Saturday Breakfast and Bible Study: A group of 10 - 20 men attend this monthly gathering on the 3rd Saturday of each month.

The Christian Education Committee is excited about the opportunities for growth in the children's, youth and adult 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/Northshore area.

Christian Education Committee Members: Lloyd Condra, Kathy Konieczka, Anne Larsen, Pat Daane (Church Council liaison), Tom Payne (chairperson) and Roger Steinke (staff members).

## **COMMUNICATIONS/IT COMMITTEE**

2018 Committee Members: Roger Wolter, (council liaison), John Godek, Ken Smith, Kristin Smith (staff), Pastor Berg (staff), ), Andrew Phelps (chair)

During 2019, the IT/Communications Committee, in supporting FLC's mission, focused on numerous tasks, including:

- Continued efforts to improve and maintain church computer equipment and network. We configured a new laptop in the sanctuary to project to the large monitors, upgraded Roger Steinke's laptop, and purchased a new computer monitor for Pastor Tor.
  - Purchased and configured three wireless induction loop telecoils, for use during church service for those with compatible hearing aids.
  - Ongoing efforts to improve church website; we have been investigating a website overhaul/redesign, adding pictures to the website, and continue to upload weekly sermon audio to our web page for remote listening ([flcbothell.org/rss-sermons.html](http://flcbothell.org/rss-sermons.html))
  - Purchased and configured two wireless security cameras, placed near the front and side entrance of the church, and are investigating adding more.
  - Provided assistance to the Library Committee with effort to digitize and archive church historical documents and records.
  - Continued ongoing efforts to improve communication, including updating announcements projected on narthex computer monitor. We have also been replacing and fixing wireless microphones and other sound equipment as problems arise.
- Thank you all for your support in our efforts to maintain and update FLC technology, helping us to fulfill our mission. We look forward to another productive year in 2020.

## **FELLOWSHIP COMMITTEE**

Members: Nora Strothman, Kris Linderorth, Mary Hatlen, Joyce Thode, Paula Glandon, Joanne Bjornsen, Darci Desilet, Cindy Bannister, and Susan Berg.

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. This is a delightful duty - and we are so grateful for the many folks who provide the sweets and savorys that we serve. We also enjoyed celebrating and welcoming new members several times throughout the year during this fellowship time.

In addition to Sunday morning fellowship, we sponsored or supported the following events: Soup suppers during Lent; Hot Dogs & Hot Rods community event in June; A treats, water & bathroom station for the public during the Bothell Fourth of July Parade; a Rally Sunday Build Your Own Sundae in lieu of our traditional picnic in the park; and a lovely candlelit reception following the beautiful Christmas Concert in December.

Behind the scenes, we ensure that needed kitchen items, paper products, and coffee/tea supplies are well-stocked. This fall, with generous financial assistance from the FLC Endowment, we were able to purchase a new refrigerator and microwave for the upstairs kitchenette.

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,  
Susan Berg

### **FINANCE/STEWARDSHIP COMMITTEE**

2019 Committee Members: Bob Berg (Chair and Treasurer); Johannes Skjonsby (Council Rep); Kathy Konieczka; Melanie Veazey (Financial Secretary); Dan Bormann; Ann Bormann; Kristin Smith (Bookkeeper); 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 Bookkeeper, Bob Berg served as Treasurer and Melanie Veazey served as Financial Secretary. The Finance Committee met monthly on the second Tuesday.

As of 12/31/2019, Income over Expenses is about \$19,260. This money will be transferred to the Reserve Fund to continue to meet emergency needs.

Through the General Fund we were able to share 7.3% of our pledges and loose offerings with ELCA. In addition, through the General Fund we were able to share 3.2% through Social Ministries. Social Ministries funding was generated through Thrivent Choice elections in addition to General Fund giving.

We thank the offering counting crew - Clint Bastin, Paula Glandon, Mike Markert, Rob McCaw, Neil McGee, Gordy Phelps, Marilyn Sides & Melanie Veazey, - for their dedicated service of counting our offerings each week.

The balance of the mortgage is \$71,877 as of January 1, 2020. First Lutheran Church refinanced the mortgage in April 2011 at 5.5% for 10 years. The mortgage has about a year and a half of payments left to pay..

During the fall stewardship program, we received 87 General Fund pledges. We base projected income on historical giving for the pledges not received.

### **LIBRARY COMMITTEE**

Ann Aagaard (chair), Donna Gilbery, Marilyn Sides, Linda Siebert, Roger Steinke (staff).

Our church library began the year by hosting a journey class with guest speaker Margaret Turcott. We enjoyed stories and images from her book about the history of Bothell as well as an ethnically diverse meal, representing Bothell's early settlers. In order to preserve our own fragile historical records, we continued scanning old church documents throughout the spring. As always, many new books were added to our collection throughout the year, including selections on hospitality and sustainability, supporting those action items from the "Vision for Mission 2025" plan. We continue to select a monthly theme such as grief, social justice, and award-winning fiction, displaying relevant books outside the library. We are especially excited about the new look of the library this year. In addition to the eight beautiful framed photos adorning the walls, courtesy of our annual "Show Us Your Favorite Photo" contest, we purchased several small tables and did some creative furniture arranging. We now have more seating, fewer chairs strewn about the room, an additional electrical outlet, and a place for everyone to set their coffee cup. It's functional, it's cozy, and it's yours to enjoy. Check it out!

### **PERSONNEL COMMITTEE**

Committee Members: Carsten Thode, Chair and council liaison; Clint Bastin, Kaaren Hatlen Council President, Tom Payne and Pastor Berg.

Meetings are held on the third Tuesday of each month at 6:00 pm.

The Personnel Committee focuses on issues related to our Church staff, such as setting and updating personnel policies; establishing and maintaining current job descriptions; reviewing performance; setting salary levels; and approving search task forces.

### **SOCIAL MINISTRIES COMMITTEE**

Members: Alain Adjorlolo, Stephanie Almeida (Council Liaison), Kevin Kastning, Kathy Konieczka (chairperson), Donella Robbins, Terry Straka, Ray Thomas, Eleanor Walters 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. Some of these organizations include Camp Lutherwood, Compass Housing Alliance, Lutheran World Relief, Pacific Lutheran University and Open Door Ministries.

Rent subsidy was provided to four Hopelink families at \$1200 each, paid incrementally for 6-7 months. The Caring Corner Grocery Cart provides food donations and the Change for Change Jar provides additional dollars to Hopelink throughout the year.

The Scrip program proceeds provided additional financial gifts to support the LWR School Kits, Lutheran Community Services Refugee Starter Kits, Backpacks for Northshore School District, and Faith Action Network support of Native American Scholarships. Special thanks to Audrey Fisher and Lucy Kay Osborne and all who participated in the creation of 304 school kits for Lutheran World Relief.

Early in 2019, we helped facilitate the YMCA's Totes to Go program into empty rooms in FLC. They are housing and operating this program, from FLC, as part of their hunger initiative. They provide food/groceries to families in need throughout the Northshore Area.

At the 11th Annual Hot Rods, Hot Dogs and Motorcycle Show in June, over 275 pounds of food and over \$850 was collected to support Hopelink. Not bad for a 3 hour event!

Backpacks and school supplies were collected for the Northshore School District in September, 968 pairs of new socks were collected for the Compass Housing Alliance in October and 80 pumpkin pies (and cans of whipped cream) were purchased for Compass Housing clients in November. In December, generous Christmas Giving Tree donations supported clients at Hopelink, Compass Housing and 2 Bothell High School Families.

Social Ministries also supports the work of the Faith Action Network, which provides advocacy in Washington State. Members regularly attend Advocacy Day in Olympia.

The committee also works with the Christian Education Committee in providing educational and informative Journey Classes that support social ministries and organizations.

Thank you First Lutheran Church members and friends for your generous support!

### **YOUTH COMMITTEE**

First Lutheran's youth ministries follow the congregation's mission of caring, growing, serving and proclaiming.

Due to a severe February snowstorm, the 2019 Youth Auction was rescheduled to March 24. This annual auction included a Dinner, Cake, Silent and Live Auction. Dale Amundsen served as the Auctioneer. Over \$22,000 was raised (\$12,000 for Youth Ministries and \$10,000 for the new HVAC system in the Education Wing). 35 youth and adults helped with this successful "Carnival Themed" event. Many thanks to our dedicated Youth Auction Planning Team!

Youth and adults attended the Middle School GO Event and the Lutherwood Elementary Retreat in March. Youth and adults prepared and served the Easter Breakfast to over 150 people on Easter morning. A Graduate Recognition Breakfast was held in June for 3 graduates and their families.

A group of 8 youth and adults attended a summer mission trip to Shoshone Mountain Retreat (Lutherhaven Ministries Camp) in Prichard, Idaho. We participated in Bible Study, work projects,

campfires, team building initiatives, swimming and a visit to Silverwood Theme Park.

Other youth events included Bible study, swim parties, assembling and sending out 35 College Care Packages in November. 30 youth and adults prepared and served a Thanksgiving Dinner to over 60 seniors on the Sunday before Thanksgiving. 16 children, youth and adults went Christmas Caroling in December to several Bothell retirement communities.

Monthly Family Movie and Game Nights were held during the school year. 12 to 24 children, youth and adults attended these events. The Reptile Zoo Show held in October was a huge success! Over 175 children, youth and adults attended this event which included a kid friendly dinner and show featuring over a dozen animals.

Many thanks to the Youth Committee and First Lutheran members for all their help and support!

Committee Members: Karey Coble (Council liaison), Deb Godek, Sherri Gordon, Alexia Payne (Council liaison), Robyn Sabin (chairperson) and Roger Steinke (staff).

### **VISION TEAM**

In February, 2018, the church council established a Vision Team and charged it with putting together a five-year plan to enhance the ministry of First Lutheran Church (FLC). A consultant, Pastor Rick Rouse, was hired to aid the process. During the following year, the team held monthly planning meetings and workshops with other church leaders to establish a common framework for the study. The team concluded its work in the spring of 2019, producing a document, Vision for Mission - 2025. A draft of this working document was presented at a Leadership Retreat on June 1, 2019, and to the congregation on June 2 during the Adult Education Hour. The plan presents five General Missional Objectives:

1. We desire to be an always-reforming Christian church that honors our Lutheran heritage.
2. We desire to be a place of welcome and acceptance.
3. We will continue to deepen our faith through worship and music.
4. We desire to be partners with our community to promote the well-being of our neighbors.
5. We desire to care for all of God's creation. The plan was then passed on to the Congregation Council who will act as the Implementation Team. The council has decided to focus initially on two parts of the plan - 2. Hospitality and 5. Sustainability.

**First Lutheran Church of Bothell**  
**Balance Sheet as of December 31, 2019**

Account #	Account Name	YTD Balance
<b>Assets</b>		
1.1001	Banner Bank Checking	143,012.87
1.1002	Banner Bank Saving	58,190.56
	<b>Total General Fund Checking &amp; Saving</b>	<b>\$201,203.43</b>
1.1003	Banner Bank Scrip Checking	18,091.06
	<b>Total Scrip Account</b>	<b>\$18,091.06</b>
1.1010	Columbia Bank Loan Checking	0.00
	<b>Total Columbia Bank Account</b>	<b>\$0.00</b>
1.2000	In-kind Donations Received	0.00
	<b>Total In-kind Donations Received</b>	<b>\$0.00</b>
1.3000	Living Truth Chinese Lutheran Church checking	0.00
1.4000	Vanco Giving	120.00
1.5000	Accounts Receivable/Clients	0.00
		<b>\$219,414.49</b>
<b>Liabilities</b>		
2.2001	Accounts Payable/Vendors	13.24
2.2002	Portico	495.90
2.2003	Payroll Clearing Account	0.00
2.2004	Federal Withholding Payable	0.01
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
2.3001	Living Truth Chinese Lutheran Church Exp. Allowanc	0.00
	<b>Total Liabilities</b>	<b>\$509.15</b>
<b>Fund Balances</b>		
3.1000	General Fund Balance	19,259.99
3.1100	Mortgage Fund Balance	9,275.32
3.1200	<i>Social Ministries Fund Balance</i>	
3.1210	Social Ministries Scrip Proceeds Sub Fund Balance	3,418.59
3.1220	Social Ministries Chg 4 Chg Fund Balance	0.00
3.1225	Misc. Social Ministries Balance	0.00
	<i>Total Social Ministries Fund Balance</i>	<i>\$3,418.59</i>
3.1300	Library Fund Balance	193.34
3.1400	<i>Youth Fundraising Fund Balance</i>	
3.1405	Misc. Youth Fund Balance	0.00
3.1410	Mission Trip Sub Fund Balance	410.81
3.1420	Youth Fund Auction Subfund Balance	13,468.68
	<i>Total Youth Fundraising Fund Balance</i>	<i>\$13,879.49</i>
3.1500	Reserve Fund Balance	69,672.57
3.1510	Capital Improvement Balance	0.00
3.1600	Musical Instrument Repair Fund Balance	31,954.72
3.1700	Pastor's Sabbatical Fund Balance	16,008.00
3.1701	Pastor's Sabbatical Grant Fund Balance	0.00
3.1800	2016 Fire & Plumbing Repair Fund Balance	0.00
3.1850	Ministry Development Fund Balance	0.00
3.1900	<i>Anniversary Fund Balance</i>	
3.1905	Banquet Sub Fund Balance	0.00
3.1907	Anniversary Cookbook & Bag Sales Balance	0.00
	<i>Total Anniversary Fund Balance</i>	<i>\$0.00</i>
3.2000	First Lutheran Preschool Fund Balance	23,770.21
3.2010	First Lutheran Preschool Scholarship Fund Balance	552.50



## Balance Sheet continued

3.3000	<i>Living Truth Chinese Lutheran Church Fund Balance</i>	
3.3010	Living Truth General Fund Balance	0.00
3.3012	Living Truth Youth Fund Balance	0.00
	<i>Total Living Truth Chinese Lutheran Church Fund Balance</i>	<i>\$0.00</i>
3.4000	Scrip Fund Balance	18,307.70
3.5050	Building & Property Reserve Fund Balance	2,631.80
3.5051	Van Replacement Reserve Fund Balance	5,750.00
3.5053	Special Events Fund Balance	0.00
3.7000	<i>Clearing - In/Out Fund Balance</i>	
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	139.83
3.7007	Endowment Clearing Fund Balance	0.00
	<i>Total Clearing - In/Out Fund Balance</i>	<i>\$447.93</i>
3.7001	Adult Retreats Balance	1,641.33
3.7004	2015 Bell Tower Fund Balance	0.00
3.8000	<i>Memorial Fund Balance</i>	
3.8001	Memorial - Altar Guild Fund Balance	1,564.41
3.8007	Memorial - Paraments Fund Balance	577.44
	<i>Total Memorial Fund Balance</i>	<i>\$2,141.85</i>
	<b>Total Fund Balances</b>	<b>\$218,905.34</b>
	<b>Total Liabilities and Fund Balances</b>	<b><u>\$219,414.49</u></b>



**First Lutheran Church of Bothell  
Consolidated Fund Activity Report as of 12/31/2018**

Account #	Account Name	Beg Balance	Receipts	Disbursements	Transfers/JE's	End Balance
3.1000	General Fund Balance	15,397.01	537,347.54	518,087.55	(15,397.01)	19,259.99
3.1100	Mortgage Fund Balance	17,095.29	48,844.03	56,664.00	0.00	9,275.32
3.1200	<i>Social Ministries Fund Balance</i>					
3.1210	Social Ministries Scrip Proceeds Sub Fund Balance	4,806.11	108.46	1,518.06	22.08	3,418.55
3.1220	Social Ministries Chg 4 Chg Fund Balance	0.00	1,304.08	1,304.08	0.00	0.00
3.1225	Misc. Social Ministries Balance	0.74	0.00	0.00	(0.74)	0.00
3.1300	Library Fund Balance	193.34	0.00	0.00	0.00	193.34
3.1400	<i>Youth Fundraising Fund Balance</i>					
3.1405	Misc. Youth Fund Balance	3,432.12	5,116.43	8,548.55	0.00	0.00
3.1410	Mission Trip Sub Fund Balance	0.00	3,335.64	2,924.83	0.00	410.81
3.1420	Youth Fund Auction Subfund Balance	6,442.81	10,718.70	3,692.83	0.00	13,468.68
3.1500	Reserve Fund Balance	67,176.26	3,888.18	12,638.57	11,246.70	69,672.57
3.1510	Capital Improvement Balance	20,000.00	12,392.00	32,392.00	0.00	0.00
3.1600	Musical Instrument Repair Fund Balance	3,801.91	29,581.29	1,428.48	0.00	31,954.72
3.1700	Pastor's Sabbatical Fund Balance	16,008.00	0.00	0.00	0.00	16,008.00
3.1701	Pastor's Sabbatical Grant Fund Balance	0.00	0.00	0.00	0.00	0.00
3.1800	2016 Fire & Plumbing Repair Fund Balance	0.00	0.00	0.00	0.00	0.00
3.1850	Ministry Development Fund Balance	(600.00)	3,000.00	2,400.00	0.00	0.00
3.1900	<i>Anniversary Fund Balance</i>					
3.1905	Banquet Sub Fund Balance	0.00	0.00	0.00	0.00	0.00
3.1907	Anniversary Cookbook & Bag Sales Balance	0.00	0.00	0.00	0.00	0.00
3.2000	First Lutheran Preschool Fund Balance	25,797.23	118,656.01	120,683.03	0.00	23,770.21
3.2010	First Lutheran Preschool Scholarship Fund Balance	382.50	170.00	0.00	0.00	552.50
3.3000	<i>Living Truth Chinese Lutheran Church Fund Balance</i>					
3.3010	Living Truth General Fund Balance	0.00	1,537.96	5,688.27	4,150.31	0.00
3.3012	Living Truth Youth Fund Balance	0.00	0.00	0.00	0.00	0.00
3.4000	Scrip Fund Balance	17,762.89	72,644.57	72,099.76	0.00	18,307.70
3.5050	Building & Property Reserve Fund Balance	6,000.00	0.00	3,368.20	0.00	2,631.80

## Fund Report Continued

3.5051	Van Replacement Reserve Fund Balance	2,750.00	3,000.00	0.00	0.00	5,750.00
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	0.00	183.00	0.00	0.00	183.00
3.7003	Vacation Bible School Outreach Balance	0.10	125.00	0.00	0.00	125.10
3.7005	Misc. Clearing Acct. Balance	0.00	2,500.00	2,500.00	0.00	0.00
3.7006	Designated Outreach Balance	21.34	646.00	506.17	(21.34)	139.83
3.7007	Endowment Clearing Fund Balance	0.00	126,913.08	126,913.08	0.00	0.00
3.7001	Adult Retreats Balance	1,641.33	0.00	0.00	0.00	1,641.33
3.7004	2015 Bell Tower Fund Balance	6,607.73	0.00	6,607.73	0.00	0.00
3.8000	<i>Memorial Fund Balance</i>					
3.8001	Memorial - Altar Guild Fund Balance	1,564.41	0.00	0.00	0.00	1,564.41
3.8007	Memorial - Paraments Fund Balance	577.44	0.00	0.00	0.00	577.44
<b>Total</b>		<b><u>\$216,858.56</u></b>	<b><u>\$982,011.97</u></b>	<b><u>\$979,965.19</u></b>	<b><u>\$0.00</u></b>	<b><u>\$218,905.34</u></b>

## **PRESCHOOL**

Beth Bowers

Preschool Director

First Lutheran Preschool has had another fabulous year. We enrolled 80 students in our 7 classes of three, four and five year olds. We filled the cart with food for Hopelink in November and made cards for the senior Thanksgiving dinner and the college boxes. In January we donated clothes and toys to Eastside Baby. It is never too early to teach children to help others. Story night was a huge success with just under 200 parents and siblings in attendance. The halls are always decorated for your enjoyment with the latest works from our budding artist, please stop by and take a look. We added a new Enrichment class in September with extra Science and Math for our 4 and 5 year olds and continue with Lunch Bunch Monday through Wednesday to help the kids learn to eat their lunch at school. This is a quiet fund raiser for us too! Thank you to our wonderful, creative staff of teachers that make coming to school each day fun and exciting for everyone. Our staff members are Beth Bowers, Amy Case, Kathy O'Connell, Mary Hatlen, Suzanne Cessna, Kristin Ladd and Brittney Anderson. In May, we graduated 56 four and five year olds and had a picnic at Blythe Park for everyone. We sadly said good bye to Suzanne and Kristin in May. We welcomed Stephanie Corrigan as our new teaching assistant in September. I would like to thank our Preschool Board members for their time and support. They are Gordon Phelps, Donella Robbins, Nicole Thomas, Andy Robinson, Heather Clayton, Beth Bowers, Kristin Smith and Pastor Berg. Leaving the board in May were Andy, Heather, and Donella. Andrea Peoples joins the board in September. A special thank you to Pastor Berg and Mr. Roger for our chapel time every week in the *big church*.

## **ENDOWMENT FUND REPORT ENDING 12/31/2019**

The Endowment Fund was established to receive and administer bequests, estates, insurance and other assets. The purpose of the Fund is to enhance the work of the church by establishing new ministries to, and apart from, the general operation of the congregation with emphasis on the educational support of our youth, and scholarships for post-secondary schooling and training for young adults, missional outreach of the congregation, and capital improvements for the church.

The Endowment Fund Committee serves as custodian of the Endowment Fund in a manner consistent with fundamental Mission direction of the congregation. Committee members in 2019 were Kae Peterson (Chair), Dawn Bastin (Secretary), Gordy Phelps (Treasurer), Judy Edmonds, and Valarie Cole.

Endowment Committee Report:

Total principal gifts at present - \$239,345.59. Total assets at present - \$242,837.59.

Amount available to disburse - \$3,407.01

Endowment gifts received in 2019 - \$102,055.00

Endowment distributions in 2019: \$2,000 in scholarships, \$3,000 to the organ repair fund for a total of \$5,000.

Goals include: Increase income as interest rates increase. Increase donations to the endowment fund to ensure a long term stream of income for congregational uses.

In May, the Endowment Fund Committee announced that scholarship applications would be accepted from students who attend or will attend Lutheran colleges, universities, and seminaries. Two students submitted applications for the scholarships by the June deadline. After review of the applications, the Endowment Fund Committee approved scholarships for the three students in the amount of \$1,000 each. The Committee also agreed to fund the replacement refrigerator for the small kitchen in the entryway with a cost of approximately \$750.

# WELCA—Women of First Lutheran Church

2019 Governing Board Members: Marilyn Iverson, President; Terry Straka, Vice-President; Dawn Bastin, Secretary; Ruth Neitzel, Treasurer; Audrey Fisher, Stewardship Secretary, and Nancy Davis and Bonnie Ahlstedt, Members-at-Large.

Program Offerings: WFLC hosted three potluck luncheons, including programs featuring guest speaker, Kelly Costinett, from Eastside Baby Corner, our former military members, and the Bothell High School Choir Jazz Ensemble. The following special events were also held:

8<sup>th</sup> Annual Quilt-A-Thon  
Do Not Come Fundraiser  
Quilt and Bake Sale Fundraiser  
Epiphany by Starlight Dessert for Women

Outreach Ministry: With proceeds from the fundraising events, \$5300 was given to the following ministries: Mary's Place, Augusta Victoria Hospital (Jerusalem), Camp Lutherwood, Kenmore Family Shelter, Lutheran Community Services, Operation Bootstrap Africa (Maasai Girls School), Transworld Radio/Project Hannah, and Compass Housing Alliance. Donations of clothing, diapers, toys, quilts, and car seats were given to Eastside Baby Corner as part of that program event. \$2,000 was moved from Programming to the Quilters' dedicated fund.

Quilters: Thank you, thank you on behalf of the 1309 families served by Lutheran World Relief. Your gifts of LOVE for our 2019 Spring and Fall shipments of 1309 items - 229 quilts (830 pounds), 304 school kits 304 (988 pounds), 191 personal care kits (334 pounds) 685 bars of soap (196 pounds). 2348 pounds total - a pound equals 2000 pounds or 1 ton! The people who packed all of our boxes probably had no idea how much the boxes weighed. You also gave enough money for shipment of the 1309 items. And a big thank you to our dedicated band of Thursday quilters, sewers and knotters. P.S. now get ready for next year!

Prepared by Recording Secretary, Dawn Bastin

## WFLC Annual Financial Report 2019

### INCOME

Box Car Fund	\$2,660.00
Circle Offerings	\$1,215.35
General Offerings	\$52.00
"Do Not Come" Event	\$0.00
Quilt Sales (other)	\$901.00
Bake Sale	\$1,080.03

### DISBURSEMENTS

Misc. Expenses	\$381.85
Speakers, Musicians	\$275.00

### OUTREACH

LWF Augusta Hosp	\$1,000.00
Box Car/Quilt & Kits Shipments	\$2,460.00
Camp Lutherwood	\$1,000.00
Compass Housing	\$200.00
Hopelink	\$500.00
Lutheran World Relief	\$300.00
Lutheran Community Services	\$200.00
Operation Bootstrap Africa	\$1,200.00
Mary's Place	\$500.00
TWR Women of Hope	\$250.00
Quilters Supplies	\$750.05
Women of the ELCA (quarterly)	\$608.00

Beginning Balance 12/31/18	\$11,681.17
Income	\$5,908.38
Disbursements	\$9,624.90

Cash On Hand 12/31/2019 **\$7,964.65**

**TOTAL DISBURSEMENTS \$9,624.90**