

## **VISION FOR MISSION—2025**

### **Vision Team Report to the Congregation**

#### **First Lutheran Church, Bothell WA**

### **INTRODUCTION**

This Vision for Mission plan is the result of a congregation-wide discussion that took place in 2018 – 2019. To lead this effort, the church council established a Vision Team (see below) and engaged the services of the Rev. Dr. Rick Rouse as consultant to the process.

Our primary effort was to ask where God is leading First Lutheran Church, and what God might be asking us to accomplish over the next several years. Acts of discernment are a major task for Christians of course, and certainly for members of First Lutheran Church. What does our calling look like, as individuals and as a congregation? How does God wish us to approach and live out our future in God's kingdom?

Discernment is a gift of God and revolves around our practice of faith in our individual and communal lives. It is a call that comes again and again, most probably in different forms, but always in a way that is both renewing and transformative. That is our hope for First Lutheran Church.

Because we hear God's call as individuals and a congregation, it is natural for us to hear God's voice in different ways. This became evident as our study progressed, so the reader may perceive a certain diversity of thought in the following pages. However, it also became clear that we are in agreement concerning the major tenets of God's call, chiefly that we wish to wed our deep gladness as children of God to the world's deep hunger, and that we will seek to meet those challenges with the abilities of the congregation.

First Lutheran Church approaches its mission from a position of great strength. We have lived in God's immense grace for well over a hundred years, and have a strong desire to continue in that service. We have received God's love, lived God's love, and wish to share God's love.

As you read this document, please give thanks to Almighty God for the opportunity to share in this grand adventure, and pray always and fervently for God's guidance as we seek to live out God's dream.

## **MISSION STATEMENT OF FIRST LUTHERAN CHURCH**

Several years ago, the congregation developed the mission statement which is reproduced below. We believe that it summarizes the way we wish to pursue our ministry in Bothell and offer it as a preamble to our Vision for Mission plan.

“At First Lutheran Church, 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.

### *Guiding Principles*

**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 God with devotion. We do this through worship, 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.”

## **OUR VISION TOGETHER**

Our vision for the future is borne of several core values. First Lutheran Church is a collection of imperfect people who receive, live, and share the freely given grace of God. In that light, we will receive God’s love through worship, prayer, and the other spiritual disciplines; we will care for ourselves, our neighbor, and the world by creating a welcoming community for all; and, we will grow in our understanding of who we are and whose we are through on-going study and discernment. We will serve those in need, those seeking justice, and the earth. We will proclaim the story of God’s grace poured out on the world through the life, death, and resurrection of Jesus the Christ.

While our calling as Christians is timeless, the world changes continually. For this reason, it is important that our plans for ministry stay flexible. This document will need to be reviewed regularly and amended to reflect changes in the world, our community, and our evolving and contextual understanding of what it means to be a Christian.

## **FIRST LUTHERAN CHURCH 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. A series of cottage meetings was held to provide an avenue for congregational discernment of our ministry—in Pastor Rick’s words, to seek out “God’s preferred and promised future” for FLC. Results of those conversations were tabulated (Appendix I). A separate Parish Leadership Team (Clint Bastin, Kathy Konieczka, Carsten Thode, Pastor Jade Yi, Pastor Berg) interviewed community leaders to learn more about local needs (Appendix II). From these efforts, it became clear that members of FLC accept our Christian calling and value our Lutheran heritage, our worship, our relationships, and our place in the community. At the same time, we recognize the many possibilities for future ministry in a fast-changing community that is faced with issues such as hunger, homelessness, and loneliness. From these findings, the Vision Team created this strategic plan, making it available for congregational discussion and ratification in the spring of 2019.

Members of the team were Tom Payne (chair), Valarie Cole, Kaaren Hatlen, Jessica Lichtenstein, Joe Siebert, Ryan Stute, Karen Thomas, and Pastors Rick Rouse and Tor Berg.

## **HISTORY OF FIRST LUTHERAN CHURCH**

First Lutheran Church was founded as a pioneer congregation in 1886 by Norwegian immigrants employed largely by logging and fishing. As the years passed, the community changed. World War II brought a host of military personnel to the area, many of whom stayed after hostilities ceased. The aircraft and other industries flourished, gradually but steadfastly replacing earlier occupations. In more recent years, software, bioengineering, and pharmaceutical companies have become major industries in the Seattle and particularly Bothell areas. In the background, social changes were also taking place in Bothell. Professional employment, with its attendant upscale businesses, restaurants, and housing, increased substantially, but lower paying jobs grew as well. Unemployment and homelessness were consequences, sometimes infrequent enough to be overlooked, but present nonetheless.

Change also came to the church. We have experienced a broadening of worship practices, growth of an active and collaborative youth program, improved church staffing, and enhanced social ministry. The sanctuary has been remodeled and modernized, making it available for more diverse worship. We have become a ‘reconciling church,’ one pledged to welcome and lift up people of all backgrounds, be they ethnic, economic, sexual, or other. For some fifteen years, we hosted a sister church, The Living Truth Chinese Church, which shared our facilities. Over time, however, membership in that congregation decreased, and the congregation was formally closed in 2018. In other arenas, we have supported interns in both parish and youth ministry. Pastor Berg has made significant inroads in developing cooperation

among the community's many churches, helping form the Kenmore/Bothell Interfaith Group.

Today, we find ourselves in a community – and congregation – that is composed largely of middle, upper middle, and upper class individuals and families. This is indicated by recent census data (Appendix III). However, despite the apparent well-being of much of the Bothell area, our church members are also startled on occasion by the homeless person curled up in the church's doorway or on a library couch.

If our congregation is to follow and live out the teachings of Jesus Christ, these changes must be front and center in our minds and ministry. We are blessed with a vibrant, good-natured, and faithful congregation, one with the soul to do expanded, multi-cultural ministry. But we also need the understanding and tools to pursue such a ministry. This Vision for Mission plan is designed for that purpose.

### **REPORT OF PARISH LEADERSHIP TEAM**

In order to better understand the needs of the citizens of Bothell (and our neighboring community, Kenmore), the council established a Parish Leadership Team which worked closely with a similar team from Northlake Lutheran Church in Kenmore. Members of the Leadership Teams interviewed officials of the Bothell University of Washington and Cascadia College branches; the Northshore YMCA manager; the Bothell High School Campus Supervisor; the Mayor of Kenmore; the Principal of Kenmore Elementary School; the Deputy Mayor of Bothell; the Chief Executive Officer of the Northshore Senior Center; and, the Superintendent of the Northshore School District. Summaries of these interviews are found in Appendix II. From these conversations, the team learned of diverse needs in the communities, including food and housing, child care, and English-as-a-Second-Language training for immigrants, or even dual language classes (one teaching English and one teaching Spanish, with classes then getting together for conversation). A desire to coordinate efforts among community groups was expressed by several of those interviewed.

### **GENERAL MISSIONAL OBJECTIVES**

From the results of the cottage meetings, it is clear that we recognize our responsibilities as Christians steeped in the Lutheran tradition. We feel called to marshal our love of God and each other to foster good will and well-being among all of God's people. Because of our location and long history in the Bothell community, we will focus most of our efforts locally, while realizing that human needs are universal. We have had considerable success partnering with other faith communities and service organizations and will continue to do so, in ways that fill particular needs. We will welcome and serve all members of the community regardless of personal backgrounds and differences. We will share our physical plant with the community in ways that benefit its citizens.

For these reasons, and based upon our vision for mission, our core values, and our congregational strengths, we set out the following goals for the next five years.

**1. We desire to be an always-reforming Christian church that honors our Lutheran heritage.**

*Guiding Scripture: 2 Corinthians 5:17-21 and Romans 12:2*

- A. We will strive to develop a culture of listening for the call of God through sermons, education, and other opportunities.

Action 1: Develop a congregational process for re-examining our educational programs.

Action 2: Offer sermons and education series around discipleship, discernment, and reformation.

- B. We will create opportunities for individuals and groups in the church to practice the ways of discipleship.

Action 1: Take steps to discover our gifts and passions for discipleship, while answering the question 'How do we live out our baptismal calling?' Use Journey classes and other occasions to learn about discipleship and the spiritual disciplines.

Action 2: Ask each committee or group to reflect and act upon their calls to discernment and discipleship.

**2. We desire to be a place of welcome and acceptance.**

*Guiding Scripture: Hebrews 13:2 and Leviticus 19:34*

- A. We will study and practice the ways of hospitality.

Action 1: Offer forums on congregational hospitality, with special focus given to marginalized, intergenerational, and senior groups.

Action 2: Provide opportunities to meet and dialogue with our neighbors.

- B. We will actively work to be a welcoming congregation, especially offering hospitality to people who have been marginalized by the church and/or society.

Action 1: Provide congregational training in cultural awareness and sensitivity to diversity.

Action 2: Embrace our commitment to being a Reconciling in Christ congregation; participate in events that affirm the LGBTQ community (for example, Pride, the AIDS Walk, and Transgender Day of Remembrance).

**3. We will continue to deepen our faith through worship and music.**

*Guiding Scripture: Psalm 95:6, Psalm 100:2, and Psalm 150:1-6*

- A. We will honor our Lutheran heritage with theologically sound worship services.

Action 1: We will continue to thoughtfully provide quality, liturgically relevant, and inspiring music each Sunday.

Action 2: We will expand our use of the liturgical arts in worship (for example dance, drama).

Action 3: We will continue to provide theologically sound and challenging sermons that help us live out our individual and collective calls to serve God and our neighbors.

- B. We will leverage our musicians and facilities to provide quality music for the congregation and the community.

Action 1: Look for creative ways to expand our community outreach through music and the arts.

**4. We desire to be partners with our community to promote the well-being of our neighbors.**

*Guiding Scripture: Luke 10:27 and Matthew 25:31-40*

- A. We will seek out partnership opportunities with other faith communities and service groups in our neighborhood and the world.

Action 1: We will support the Kenmore Bothell Interfaith Group (KBIG).

Action 2: We will establish relationships with community groups and leaders.

- B. We will maximize our building use for the good of the community.

Action 1: Investigate ways to support local students of all ages.

Action 2: Explore ways to create safe spaces for the LGBTQ and other marginalized communities.

**5. We desire to care for all of God's creation.**

*Guiding Scripture: Psalm 8 and Colossians 1:15-20*

- A. We will reduce our environmental footprint.

Action 1: We will become a 'Green Congregation' (see Earth Ministry guidelines).

Action 2: We will find additional ways to reduce our footprint.

- B. We will provide educational opportunities for our congregation and community to promote good stewardship of our natural resources.

Action 1: Form a 'sustainability task force' to ensure that this happens.

## Appendix I: Results of Cottage Meetings and On-line Surveys

A number of church members hosted cottage meetings in the autumn of 2018. At these meetings, we asked members to consider the present and future ministry of First Lutheran Church by responding to the four questions shown below. For those who could not attend meetings, we made an on-line survey available. The following is a tabulation of those comments.

### Results of 2018 Cottage Meetings and On-line Surveys

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Question	Tally *
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#### *What do you most appreciate about First Lutheran Church?*

People and relationships	60
Music and worship	24
Place of welcoming	23
Education	12
Social ministries	7
Youth	5
Pastor	5

#### *What do you consider our greatest assets?*

Building and location	49
Members with varied talents and gifts	45
Ministries and programs	30
Staff	23
Generosity and stable finances	22
Music capacity	18
Theologically-based education	7
Openness	6
Preschool	5
History	4



## Results, continued

### *What do you see as opportunities and challenges?*

Changing community	54
Increase our intergenerational focus	26
Revitalize our membership	20
Partner with other churches and organizations	13
Make communication more effective	13
Implementation and follow-through by members	7
Youth	6
We are settled in our ways	3
Theology should be inclusive	3

### *What particular dreams do you have about our future?*

Community service	34
Expanding our welcome	24
Serving as a community hub / gathering place	20
Helping to increase community fellowship	18
Increasing our visibility	8

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\* Number of individuals responding to each topic

## **Appendix II: Summary of Community Interviews by Northlake Lutheran and Bothell First Lutheran Parish Leadership Teams \***

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Members of the Northlake and First Lutheran Parish Leadership Teams interviewed a number of community leaders, in an effort to learn more about how our churches might help meet the needs of our communities. Team members used a standardized questionnaire in their interviews:

How long have you lived in this community?

Tell me about your current position and how you seek to serve those in this community.

What are those things that you care deeply about?

From your experience, what do you consider some of the needs of those you serve?

Are you aware of Northlake Lutheran Church or First Lutheran Church, and if so, do you have any impressions of our congregation and its work in the community?

Are there ways that you might suggest we could work together to serve the needs of our neighbors?

Do you have suggestions for other people to contact for our community information gathering?

*Interview with David Baker, Mayor of the City of Kenmore (conducted by Rick Huling and Cindi Englehardt, Northlake Lutheran Church, January 2019)*

Mayor Baker addressed the following issues:

- Affordable housing
- Senior issues – housing and other services
- Safety of citizens – concern about the homeless people’s impact on safety
- Support of kids, particularly when not in school
- Asks faith communities for help in advocacy

1) Mr. Baker’s primary concern is affordable housing. Kenmore has been working to protect single family neighborhoods and concentrate growth in the 522 corridor near transportation, which he called the “Transit Only Development Zone.”

The city does not have a lot of income (no big businesses), only property taxes. Since he first took office, Police Services has gone from \$2.25 million to \$4 million and 100% of the property taxes collected go to Police Services, which is contracted through King County (making it more affordable).

The mayor is upset that people who work in Kenmore at minimum wage (like at Diva Espresso, where we were meeting in The Hangar) are unable to live in Kenmore and have to bus in to work. The same occurs with the students at Cascadia and UW Bothell. The schools do not have dormitories, so a lot of students cannot afford to live in the apartments in Bothell and have to take buses or drive to school.

He wants to work to ensure that new apartment growth does not replace single family homes. To help, the city put restrictions on the mobile home parks so that they can't be sold and low income housing there will remain available. The owners of the properties can still raise rent, but he is working to get them to give their residents 90 days' notice instead of the current 30 days.

The city has been working with developers by offering incentives to include affordable housing in their projects. Lakepointe, which is a big planned development where the cement plant is now, is zoned to offer 300 units, but developers cannot afford to build down to the 30% Median Income Level. He hopes government will step in and subsidize.

We discussed the ideas that people have had to develop the vacant property behind Northlake Lutheran Church, but he said that current zoning keeps that from being feasible at this time, although there is a possibility for "Spot Zoning." He said a good idea would be to offer a trade with an interested developer to ensure it would be used for low income housing.

He explained that the City of Kenmore is currently contributing more than its share per person as a community for Human Services (ex: ARCH which is a coalition for affordable housing – Kenmore funds the affordable part of it). The city's hands are tied by government, which puts up roadblocks to their ideas. All they can do is work on the framework by changing the code to make it easier for developers and giving incentives to developers.

2) The mayor is an advocate for senior needs and goes to Olympia to discuss current issues with seniors and lawmakers. Taxes keep rising and many people live on a fixed income. He believes that mechanisms should be in place to prevent additional taxation for these people, and has been working with Tax Assessors on property tax exemptions for seniors to redefine what is considered "disposable income."

Seniors need to see, hear, and eat, but they often cannot afford hearing aids, dental services, or eye glasses. People are having to make decisions every day whether to take their medication or eat. They can't find a job to ensure they have both. He himself supplements his extremely low income as mayor by driving for Uber!

He would love to see the faith communities become vocal about senior issues instead of being a “silent majority”. He feels that if church congregations took on senior advocacy, Kenmore could do a lot more good.

There are only a few low-income housing situations for seniors in Kenmore. There are some ideas for developing the area around St. Vincent DePaul and the transit area. He suggested we check out some current effective low-income housing solutions such as at the Kirkland Transit Center, which added apartments on upper floors.

3) He wants the residents of Kenmore to feel safe, and is against low-barrier shelters. He was displeased that these shelters had no background checks or weapon checks and was concerned that eventually there could be a shooting. He was also upset that the shelter project bussed in people. He explained that there have been instances of non-residents harassing Kenmore residents, because, he feels, it is their lifestyle to harass.

He is concerned that there isn't enough being done to find jobs and permanent housing for those who are currently homeless (he supports Mary's Place, for example). He understands that some people want to live in tents, and supports well-organized tent cities such as Camp Unity.

He said that the City of Sammamish offered people jobs for \$15/hour, but people didn't take them.

4) The mayor favors ideas to support Kenmore kids, and understands the issue of where kids go after school and in the summer. When the Northshore School District cancelled a school bus route that picked up kids in central Kenmore, he complained and the route was reinstated.

He said that Kenmore has the highest free lunch program participation in the NSD, but also has residents with incomes of \$90,000, so there is quite a gap.

5) Overall Mayor Baker feels that the strongest support faith communities can give to the community is to advocate on behalf of low-income people, seniors, and the homeless. This can be done in many ways.

*Interview with Melissa Riley, Principal of Kenmore Elementary School (conducted by Cindi Engelhardt and Rick Huling, Northlake Lutheran Church, December 13, 2018)*

### Summary

Overall three topics of concern directly impact children and their families:

- Helping low-income families with food – perhaps starting a cooperative food bank, helping existing food banks, looking for other ways to deliver food.

- Kids are in need of a place to go when not in school and parents are working. Weekends and summers are a special challenge. A community center/safe gathering place for kids to play would greatly help this situation.
- Assisting immigrants. For example, helping to provide English lessons (ESL) by offering space and volunteers to assist instructors. Perhaps work with Hopelink with this.

### Interview Overview

Ms. Riley has been thinking about ways to increase community partnerships for a long time. She welcomed our interest. Kenmore Elementary is a Title One school, which means about 40% of the families qualify for the free or reduced lunch program. It is getting better.

- They have Head Start Pre-school (children come from families that are all below the poverty line) and there is another state-funded ECEAP Pre-School serving slightly less poor families at a different site. These programs offer early education intervention opportunities.
- 50% white, 50% people of color; 28% Hispanic and about 25% other languages spoken in the home.
- Many families are suffering from the gentrification of the neighborhoods and having to move away because they can no longer afford rent.
- Four mobile home communities.
- They used to have a Sunshine Fund where people donated to help families be able to pay their bills, but it is no longer allowed. A community member donated \$500 to combat hunger, so they have to figure out how to use that money correctly. Rules and Regulations make it hard to think outside the box. Some kids come to school hungry and the nurse has snacks, but it is hard to follow the rules for healthy snacks and some kids don't get healthy food at home so they won't eat it when provided at school.
- The Summer Meals program at Kenmore City Hall where kids get lunch and have a place to play has been very successful, but there can still be a stigma and the police dept. is there.
- They can provide backpacks for kids to take home over the weekend, but they found that expecting young children to be responsible for getting the backpack home is unrealistic. There can also be a stigma to expecting the children to be the ones providing the family with food.
- Cedar Park Northshore church on 68th has a free Food Pantry that people can walk to with their kids and it helps the adults learn Self-Agency.

What Ms Riley really thinks Kenmore needs is place for kids to GO, like a community center.

- Right now kids spanning many age groups hang out together, often where they shouldn't be, and it isn't good for the younger kids because they are encouraged to act up.
- Some kids have to stay locked in their apartments all summer playing video games because there is no safe place for them to be.
- Registration and scholarship opportunities and transportation to the YMCA where they have the Adventure programs. Churches or people in the community could be on a rotation to support. The schools could advertise in the community.
- Community center would give them something to DO. They need a place to go and play, like an open gym to play basketball instead of playing and riding bikes in the driveways and in the mobile home parks.

People are often telling Ms Riley that they would like English lessons

- Provide a place where people can take English classes. There are opportunities at Cascadia and Evergreen, but not in the community that they can walk to and be with friends and people with similar experiences.
- Pay an instructor and have volunteers as practice partners.
- Hopelink offers English classes; perhaps find a way to get the instructors to Kenmore.
- The Library or the churches have classrooms
- Also, an idea might be to ask the Library if people can help with Read-along or Story Time or Pick-up tutoring times

The teachers set up Home Visits at The Hangar, and Kenmore Community Church offered their basement for Kenmore Elementary families to come together to meet and be able to walk from their homes.

In general, there are many opportunities for churches to work together in these areas. A particular challenge, however, is building trust between people of different cultures. Relationships have to be built to overcome people's reluctance to accept help from strangers.

*Interview with Dr. Eric Murray, President of Cascadia College and Erin Blakeney, Dean for Student Success (conducted by Pastor Jade Yi and Kathy Konieczka, October 2018)*

The school serves a lot of young and international students, with about 5,000 students total. They are a state organization, so funding on all levels is a constant challenge. They do have a United Way Hub on campus that can provide some help for students in need. They are also part of the community schools program, which works in partnership with students, parents, staff, and community. Each provides a variety of resources and

insights to support educational excellence and special skills or needs programs. They are always looking for additional resources.

Dr. Murray's primary value is that all students, whatever their story, origin, history, gender preference, religious preference, etc., are ALL equal, included and valued. He is focused on how to teach diversity, equality, and social justice.

Erin meets with their Care Team every two weeks. They get reports from teachers and students about anything that they've noticed or that could be a problem, i.e., drugs, alcohol, missing classes or something someone says that feels off or if they suspect or know about homelessness, etc. They work with internal and community resources to help and refer their students. Currently, reporting is up. Many students are experiencing a stormy student life. They do have a resource guide and are always looking to expand this list.

They are working on adding a food pantry that will have food stuffs, both for immediate consumption and for take-home needs. They are working to remove the stigma attached to going to the pantry by adding classes, resources, etc. they envision the pantry serving all students. There may be opportunities for us to participate in this.

They are always looking for referrals for affordable housing and/or financial assistance or free designated parking spots around town. There are boards on each floor for posting for available parking, rooms for rent, classes or groups outside the college that might be of interest. They also thought some of the students might be interested in a daytime Bible study. They occasionally have needs for short term classroom space or NA or AA meeting space.

*Interview with Dr. Tim Wilson, President, University of Washington Bothell (conducted by Pastor Jade Yi and Kathy Konieczka, October 2018)*

Dr. Wilson has only been at UW Bothell since July of this year. Even though he is new to Bothell, he has spent many years in this industry and has a good sense of the needs of the school and students. UWB, as a university, has some unique challenges. They only have about 300 students living at the school, so a large part of their focus is on commuter students. Even providing service for the resident students is complicated because they don't live in dorms on the campus, but offsite apartments and normal services, such as meals, are not provided. They hope to build dorms for the future that is more community oriented, including common areas for students to hang out. This is a 4-5 year project.

Dr. Wilson is concerned with the mental health and anxiety issues of his students. With less community of students, he sees loneliness and less resiliency as more prevalent currently. Breakups of relationships are more depressing, brokenness is hard to accept. They have a very high demand for counseling and want to create group counseling to free up space for more individual counseling.

Space is their biggest resource to crack. They are looking for ways to develop the campus. There are no common areas for students to hang out or evening activities for students to join. They do have a small reflection area accessible to students only that is currently used by a small group of Muslim students. He expressed the need for the faith community to be open to interfaith activities, things that the students could engage in, close to campus. These opportunities could be posted on the community boards on each floor and section of the campus. Social Justice topics would resonate.

They do have a limited food pantry, but it's grab and go items and there are no real services available with it. Being able to afford food is a real challenge for about 50% of the students.

*Interview with Cynthia Klever, manager for Northshore YMCA (conducted by Pastor Jade Yi and Kathy Konieczka, November 2018)*

The YMCA serves about 12,000 members in the Northshore area, from ages 2-95. An infant program for 10 weeks to 2 years is their next step. When they've put initiatives out there, they have had great community support in help and donations. They have a spirit, body and mind focus for support and activities. They provide chaplain and pastoral care through a local pastor. They hope to expand this ministry in the future.

She cares about strong community. She feels teens are the missing link and they and the community aren't doing enough to engage them. Teens need room to move and tinker with things and leadership skills and career path help. They are considering how to engage seniors so they remain active and young. One thought has been to bring seniors in to interact with their preschool children.

One focus is on Crisis management for teens and high school ages, including how to respond to active shooter scenarios. She feels there is a need for a community connection group to bring leaders together to discuss and brainstorm needs and coordinate resources. She sees too much duplication of efforts and not a broad enough focus.

The most pressing need for her is their Hunger Initiative. They provide food to nurses in 16 schools to give to kids. Their storage and refrigeration is currently at the Carol Edward Center in Woodinville. The center will be closing for about two years for remodeling. They have nowhere else to move these critical services at this time. I believe she said that the center will be closing next spring. They are desperate to relocate this service temporarily.

*Interview with Davina Duerr, Deputy Mayor of Bothell (conducted by Carsten Thode and Clint Bastin, March 2019)*



The deputy mayor has lived in Bothell for seven years, originally hailing from upstate New York. Ms. Duerr has been a councilperson prior to her present position, and is particularly interested in homeless matters, the opioid crisis, the community's apparent lack of civics understanding, and engaging youth in our community. She hopes to teach people about these matters, and recognizes the need to communicate with a wide variety of constituents. Education is vitally important, and she supports the Citizens Academy, a program designed to give residents a working knowledge of how cities work, including resources, processes, and responsibilities. Bothell has a homeless problem, and needs help with a wide variety of groups, such as the NAVIGATOR group; volunteers are needed at the Northshore Senior Center and for groups like Beloved Bothell. She recommended that we contact the Northshore Senior Center and YMCA for additional information.

*Interview with Brooke Knight, CEO of Northshore Senior Center (conducted by Carsten Thode and Clint Bastin, March 2019)*

Brooke has been with the Northshore Senior Center (NSC) for 1.5 years; she lives in Marysville. She is the CEO of Northshore Senior Center, and deals with programs for seniors as well as for youth and families. A community feeling brought her here. Many changes have been made to the Senior Center in response to events, like breaking off from the United Way, in a desire to have more local control rather than regionally and nationally. She is involved in redoing their strategic plan to look 3-5 years ahead in the community. The Center is relying on its strong history of evidence-based programs, as well as starting program innovations. Among Brooke's concerns are community needs, including food insecurity. The Center has hired a new mental health professional to help with individuals with depression or anxiety. They have started a small transportation program, and are hoping to work more with language proficiency. The Center has started the Wranglers program, which services the special needs community, especially those with autism and Down Syndrome. The Center is also dealing more with younger people. In answer to how we might work together to serve the needs of the community, Brooke noted that we could partner NSC on a small food pantry, help with additional donations, provide volunteer help, including work parties for outdoor projects, help with rummage sales, and pancake breakfasts. Volunteers are also needed to expand the transportation program. NSC is looking at doing a Fourth of July pancake breakfast after the parade/festival, and thinking about establishing a mobile food bank. She suggested we speak with the local YMCA and Mary's Place in Kenmore for additional information.

*Interview with Dr. Reid, Superintendent of the Northshore School District (conducted by Carsten Thode, March 2019)*

Dr. Reid has been with the Northshore School District (NSD) three years. She serves as Superintendent of the school district, a large one with 23,000 students, 3000 staff

members, and a \$500 million budget. The district can be viewed as a supporting organization that serves children. Education is the most important thing that we do for children, she says. Molding our children is very important. The district has evolved in her time here, and for example, now has 94 different languages spoken in the district. In her role, Dr. Reid often meets with a variety of cultural groups, recently with the Hindu Temple, ICOB, and Jewish leaders. The NSD celebrates five different cultural holidays, which reflect the cultural diversity in the district, as well as the gender-fluid nature of the community.

Dr. Reid cares about kids! Her job is an excellent match for that; it is important to nurture the intellectual, emotional, and physical potential for the children in the district. The district has a variety of needs. Dr. Reid discussed AVID mentorships (<https://www.avid.org/>) which she had worked with in Port Orchard, as well as working with the local Methodist church and middle and high schools. As part of this effort, tutoring and dinners were provided after school. From the AVID website, “Regardless of their life circumstances, AVID students overcome obstacles and achieve success. They graduate and attend college at higher rates, but more importantly, they can think critically, collaborate, and set high expectations to confidently conquer the challenges that await them.” Truthfully, kids need tutoring, meals, help with college applications and building relationships with helpers and tutors.

Another district effort is preschool Head Start (EACAP - Early Childhood Education and Assistance Program <https://del.wa.gov/eceapandheadstart>). NSD would possibly be interested in renting space to run such a program.

With regard to the faith community, Dr. Reid discussed the importance of prayer for children and families. She suggested other organizations that the leadership team may want to approach: the Chamber of Commerce, Mary’s Place, and even random people walking on Main Street. To meet with the Northshore School District Student Board, we could contact Vanessa Blake.

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\* Note: These summaries are the result of informal conversations and should not be interpreted as official policy statements by those interviewed.

### **Appendix III: Community Demographics**

The following statistical description of Bothell was obtained from US Census data (2016), unless indicated otherwise.

#### *Population*

Population approximately 45,500 (July 2017)

Less than 5 years	7.1%
5 to 17 years	15.6%
18 to 24 years	8.4%
25 to 44 years	29.8%
45 to 59 years	21.1%
60 to 64 years	5.5%
65 to 74 years	7.0%
75+ years	5.4%
Median age (native-born)	35.6 years
Median age (foreign-born)	41.0 years
Female	50.6%

#### *Additional Population Characteristics*

Veterans – 2500  
Foreign-born persons – 18.9%  
Citizenship – 90.8%  
Crime rate is 24% lower than WA average

#### *Racial Composition*

White – 73.5%  
Asian – 13.4%  
Hispanic or Latino – 8.6%  
Black or African American – 2.3%  
American Indian & Alaska Native - 0.6%  
Two or more races – 6.7%

Language other than English spoken at home – 23%

Spanish – 2500 (5.5% of population)

Chinese – 1100 (2.5% of population)

### *Income*

Median household income - \$86,000

Per capita income - \$40,000

Median household income is 37% higher than WA average

Cost of living is 28% higher than WA average

### *Housing*

Owner occupied – 66.6%

Median home value is 38% higher than WA average

### *Poverty Level*

Persons in poverty – 6.7% (approximately 3000)

Largest group is female age 18-24, 2<sup>nd</sup> is female 25-34, 3<sup>rd</sup> is female 35-44

By race: 1-White, 2-Hispanic / Latino, 3-Asian

### *Education*

High school graduate or higher – 93.9%

High school graduation rate is 6% higher than WA average

Bachelor's degree or higher – 48.4%

University of Washington Bothell – 1600 graduates

Cascadia Community College – 521 graduates