



ANNUAL REPORT 2022



Evangelical
Lutheran Church
in America



First Lutheran Church

BOTHELL

God's Work. Our Hands.



Dear friends in Christ,

We have seen many changes throughout the years and throughout the world. Sometimes we've been left yearning for the days when things didn't feel so complicated. Other times, we have seen something new happen and have asked, "Why did this take so long?" The church has been through its own changes as well. Some of these have left us wishing for simpler times while others have us waiting for even more to come about.

But, dear church, God still is unchanging. God's love is still the foundation on which the church was built. While we have seen many changes, both in the world and at the Evangelical Lutheran Church in America, the eternal love of God and the good news that dwells with Christ's death and resurrection continue to provide hope for everyone. This is why our mission remains steadfast, whether that is through our traditional mission work in places near and far or from new ventures and visions that encourage us to think of different ways to reach even more people.

The writer of Hebrews reminds us: "Do not neglect to do good and to share what you have, for such sacrifices are pleasing to God" (13:16). That could not be truer in the work we have been doing in each expression of the church. Your gifts continue to benefit the good work of spreading the good news throughout your communities, your synods and the whole church. We are all answering the call to continue to do good work with the help of your support, whether that is through your resources, your time or your talents.

I am grateful for your generous support of each expression of the church. God calls all of us to continue to do the good work, and you continue to answer that call. We also continue to join you in that call and will remain true to looking toward God's unchanging promise. There is still much change and learning that will come before us, but God's steadfast love energizes us for the work God is still doing in the world through this church.

In Christ,



Northwest Washington Synod
Evangelical Lutheran Church in America
God's work. Our hands.

January 2023

Dear Beloveds in Christ,

"Now among those who went up to worship at the festival were some Greeks. They came to Philip, who was from Bethsaida in Galilee, and said to him, 'Sir, we wish to see Jesus.'" (John 12:20-21)

When I was in college, I sold books door to door in Alabama. One home that I approached was a trailer with no door - it had burned at some point and there was a smell of decay in the air. We were taught in Sales School that you knocked on every door. Since there wasn't a door, I knocked on the wall. A young mother with two small naked children came. I told her I was selling books. Her face lit up. She said, "Do you have any about Jesus?" And when I said yes, she came back with a jar full of coins that she emptied into my hands. "I want Jesus for my kids," she said.

I have thought about this young mother and her children for decades now. I still wrestle with my decision to take her coins rather than just giving her the book. I wonder how the children grew up. I hope that they soon moved out of that shack and into a place with at least a door.

But her question has stayed with me the most, "Do you have any about Jesus?" It is so much like the plea from the gospel of John quoted above, "Sir, we wish to see Jesus."

Are we not still asking this today? To see Jesus and to be seen by Jesus. To truly see and be seen in holy community.

In this time in history when there are so many things that are difficult – in our personal lives, in this nation, in this church – we are all longing for Jesus. The very world, in its beauty and in its brokenness, is longing for Jesus.

I encourage you, as you gather for your annual meeting – and as you discuss budgets and maintenance and worship attendance and the building and salaries and all of the things needed to keep the organization of church going – to also, perhaps mostly, think about the question this young woman was so eagerly asking, "Do you have any about Jesus?" The longing that goes back to some Greeks who ran into Philip one day 2000 years ago. "Sir, we wish to see Jesus."

I pray that as you gather, much of the conversation is about how Jesus sees you and how, through Jesus, you see each other and the world. What are some ways that this is made tangible in your community? Where are we falling short? Where is Jesus being shown to us outside of the church buildings and even outside of Christian community?

Above all things, I pray that as you gather, you experience the love and grace of Jesus. While we don't have the answer for all things that are happening or are coming in this next year, we do know this, Jesus is with us. The Spirit is journeying with us. We are held in God's hands. And when I see you, I see Jesus.

Thank you for the honor of being your Bishop. I am so thankful for you.

God's abundant blessings on your annual meeting and throughout 2023.

Shirley B. Weller

**FIRST LUTHERAN CHURCH
10207 NE 183RD STREET
BOTHELL, WASHINGTON 98011
Established 1886**

ANNUAL REPORT: January 1, 2022– December 31, 2022

THE ANNUAL MEETING OF FIRST LUTHERAN CHURCH IN BOTHELL, WA will begin at 10:30 am on January 29, 2023 in person. The meeting will formally be called to order at 10:30 am. Please arrive early.

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

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

The enclosed pages contain more than facts and figures. This report becomes part of the history of First Lutheran Church, and what happened here during an important year in the long history of FLC. The effectiveness of our mission in the community - local, national, and worldwide continues to depend on the efforts of many people. The church is people -and YOU are the church! We hope you will join us on Sunday, January 29. We know you will help carry out our mission and message in the coming year.



The Staff of First Lutheran Church - 2022

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
Kenny Pyne	Janitor (resigned August 2022)
Beth Bowers	Preschool Director / Teacher
Kathy O'Connell	Preschool Teaching Assistant (res. 9/2022)
Amy Case	Preschool Teacher
Mary Hatlen	Preschool Teaching Assistant
Stephanie Corrigan	Preschool Teaching Assistant
Taylor Jackson	Preschool Teaching Assistant

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Annual Congregational Meeting

Date: January 29, 2023 10:30 am
First Lutheran Church
Bothell, WA

Care - Grow - Serve - Proclaim

Meeting Room Open/Registration (10:15 a.m.) – Ho Brown & Kristi Pyne

Call to Order (10:30 a.m.) – Holly Batstone

Devotions – Pastor Berg

Introduction of Current Council Members – Holly Batstone

Voting Procedures – Holly Batstone

Standing Rules of Order – Holly Batstone

Review and Approval of Agenda – Holly Batstone

Approval of 1/30/22 Annual Meeting Minutes – Holly Batstone

Initial Congregational Vote:

Standing Rules of Order

Meeting Agenda

Annual Meeting Minutes for 1/30/22

Annual Report – Holly Batstone

President's Report – Holly Batstone

Pastor's Report – Pastor Berg

New Business:

2023 FLC Budget - Dan and Ann Bormann

Discussion

Congregational vote

Council Elections (3-year term)

Nominating Committee introduction – Holly Batstone

Nominees – David Berg, Christy Freriks (2nd term); Kathy Konieczka; and Jacky Schnarre.

Congregational vote

Elections of 2023 Nominating Committee (6 members; 1-year term) – Holly Batstone

Nominees – Lloyd Condra (2nd term); Tom Payne (2nd term); Carsten Thode (2nd term); Holly Batstone; Karen Johnson; and Randall Wampler.

Congregational vote

Synod Gathering – Pastor Berg

Closing Prayer – Pastor Berg

Adjournment – Holly Batstone

Standing Rules for Congregational Meetings

1. Anyone may speak during the time that the Chair calls for comments or action from the floor. If you need to get the Chair's attention you can either wave your hand on the screen or use the Zoom command to raise your hand or write in the comments that you would like to speak. Comments will be limited to two minutes per speaker for each topic at the direction of the Chair. Comments must be directed to the Chair.

This meeting will be recorded for the accuracy of the minutes. When the Chair recognizes a speaker 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 in the comments section 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

Congregation Annual Meeting Minutes

January 30, 2022

DRAFT

Meeting Room Open/Quorum Reached:

The meeting room opened at 11:30 so that members could check in prior to the 12 noon start time. For those who had more than one person sharing meeting access, instructions were given on how to modify the “participant” name on Zoom so that first and last names were shown. This allowed all persons at each location to be identified and counted. A quorum was reached by 11:50 a.m. Information was then provided on how to use the new closed-captioning. At its highest point, there were 88 members in attendance.

Call to Order:

President Holly Batstone called the meeting to order at 12:00 p.m.

Devotions:

Pastor Berg took the devotion from 1 Corinthians 2:1-5, where Paul wrote about what it means to bring the Word to the people. Pastor Berg asked how do we, in the modern world, deconstruct our faith? The word “deconstruction” isn’t a negative thing, but helps us break out of our preconceptions and misconceptions of the world so that we can see it with clear eyes. He stated that at First Lutheran Church (FLC) we have been doing that for a while – asking who we are and how we can be better in the world. Much of that involves embracing change. We constantly need to call on ourselves to break down who we are so that we can build up a better body of Christ. Each time we receive new members we become a new church and a more diverse and more precious body of Christ.

Introduction of Current Council Members:

President Holly Batstone introduced the current church council: Roger Wolter, Vice-President; Ho Brown, Secretary; Stephanie Almeida; Karey Coble; Lloyd Condra; Christy Freriks; Craig Lichtenstein; Andrea Peoples; Johannes Skjonsby and Randall Wampler. Holly thanked the entire council for their work this year and gave special thanks to Roger, Karey, Lloyd and Andrea for all of their years of service and support on the council. These four members stepped off council this year because their terms have expired and/or because they have other commitments.

Google Docs Voting Procedures:

Holly explained how the voting would be accomplished. The process allowed multiple people sharing a single computer to vote independently. Christy Freriks took the one voice vote cast by a member who was on the phone.

Standing Rules of Order:

Holly reviewed the Standing Rules of Order for congregational meetings as specified in the 2021 Annual Report.

Initial Ballot:

The first ballot included the following three questions: 1) approval of the meeting agenda; 2) approval of the January 31, 2021 annual meeting minutes and 3) approval of the Standing Rules of Order. The question was asked if there were any changes and/or corrections to the January 31, 2021 meeting minutes. None were identified and the voting proceeded, with Christy taking 1 voice vote. All 3 items on the first ballot were approved as follows:

Meeting Agenda: Total Responses – 75; Approved - 75; Opposed – 0; Abstained – 0

Annual Meeting Minutes for 1/31/21: Total Responses – 74; Approved - 73; Opposed – 0; Abstained – 1

Standing Rules of Order: Total Responses – 74; Approved - 73; Opposed – 0; Abstained – 1

Annual Report:

The question was asked if there were any changes to the annual report. Corrections to some items on page 17 of the report were requested. The 2021 Church Council Roster showed Johannes’s term expires in 1/21; it should be 1/24. The note under nominees for the 2022 council stated 4 nominees will serve a 3-year term ending January 2024. Five positions were actually open and any 3-year terms will end in January, 2025.

President’s Report:

President Holly Batstone reported that the council met monthly on Zoom and had one extended meeting during which time the council was able to do a deeper dive on some subjects. It’s anticipated that multiple extended meetings will also occur in 2022. Holly shared that a council liaison was assigned to each member of the congregation, communicating with the congregation through various methods. The goal was to provide the congregation with a direct connection to the council to whom questions and issues could be referred. This also provided an opportunity for each

person to get to know the other. The council plans to continue this activity in 2022, although the liaison-to-members assignments may change.

Holly stated that COVID-19 was a constant topic of discussion during all of the council's meetings and commended the COVID-19 task force for doing an incredible job. The task force monitored the ever-changing situation throughout the year and continually updated and provided recommendations to the council.

Holly then congratulated the entire congregation for the amazing accomplishment of paying off the mortgage in 2021, commenting that this was probably the biggest highlight, financially, of the entire year. We now own our church! Holly thanked the congregation for their continued generosity and for the significance of such a celebratory achievement.

Last, Holly discussed how the council has revisited our Vision 2025 goals. She reminded the membership that those who created the vision had no idea that a pandemic would impact our world soon after the *Vision for Mission – 2025* was published. Holly described how the council is determined to move forward with this work, in spite of a pandemic, by being creative, thinking outside of the box and praising the Lord and doing good work in His name.

Pastor's Report:

Pastor Berg reminded the congregation that his annual report is printed in FLC's *Annual Report*. It primarily focused on the pandemic, so he used the annual meeting as an opportunity to discuss other items. Pastor Berg noted that he will have been at FLC for 12 years as of June, 2022 and his sabbatical is coming up in 2 years.

Pastor Berg shared that he is just now realizing the scope of the struggle that he has had over these last 32 or so months. A lot of it has to do with the number of changes that have taken place, whether it's changes in worship or meeting habits, how we are connected and the biggest change - how we interact with our community, especially as clergy. He mentioned other events that impact the church, such as book bans and the rise of white fascism. We are a church that believes in freedom of self and freedom of communities. What is our reaction to this kind of authoritarian presence among us and how do we have a voice in this?

Pastor Berg stated he believes that revitalizing our effort on Vision 2025 will be a great propeller to move us into God's preferred future for us. He is looking forward to being more creative to find new ways to gather and to reconnect with each other as we come out of the pandemic. He then read the paraphrase from 1 Timothy 6:11-12 that he had written at the end of his annual report, asked that we continue to be the light in the world that it needs and thanked the congregation for allowing him to be its pastor.

COVID-19 Report:

Johannes Skjonsby reported that the task force continues to meet regularly, and provided an updated presentation from the task force's last report that was presented in April, 2021. Statistics included current data for King County and vaccine statuses for both King and Snohomish counties. The task force uses recommendations from the health departments, King County, the CDC and state and federal information as well. The current recommendation is that large groups can continue to meet, assuming that everyone is fully vaccinated, including a booster shot for those who qualify. Masks are required for anyone 5 years of age and older, with proper coverage over the nose and mouth. The N95 and surgical-grade masks are more beneficial in lowering the transmission rate. If cloth masks are used, the recommendation is to wear two cloth masks.

Johannes then discussed the possibility of a new Omicron variant as well as some reporting that Omicron may be transitioning to an endemic stage. He ended the presentation by stating that if anyone has any questions or concerns, to please reach out to any member of the council or Pastor Berg or contact the task force directly. All questions do get passed to the task force. Christy Freriks provided the following link in chat for anyone who would like to order free at-home tests from the federal government: <https://www.covidtests.gov>

2022 First Lutheran Church Budget:

Dan and Ann Bormann presented the proposed budget for the General Fund for 2022. Dan stated that although the mortgage was paid off in April 2021, we continue to collect funds for capital improvements to pay for existing building repairs such as the entryway beams, parking lot repairs, skylight repairs and to accumulate funding for a new roof in the future. Dan provided specifics on pledges for 2022 compared to 2021. He also mentioned that for those who give through an Individual Retirement Account (IRA) Required Minimum Distribution (RMD), it is a very tax-efficient way of giving to the church.

Dan noted that there is an updated copy of the budget; the data did not change but some dates shown were incorrect. The 2021 year ended with income exceeding expenses by \$4,867. Ending the year in the black was due to strong financial support from the membership; in-person Christmas Eve services; and because expenses ran significantly below the budgeted amount, primarily due to the cancellation of several programs and in-church activities. The \$4,867 will be transferred to the Reserve Fund.

The proposed 2022 budget has a negative ending balance of \$28,084. Dan explained that we are allowed to approve a deficit budget as long as the church has reserves to cover it. The Reserve Fund balance for the beginning of 2022 is \$121,543, which is more than adequate to cover the proposed budget deficit. To achieve the proposed budget, some committee expense requests had to be reduced. For example, Social Ministries has a fund account with a balance of \$11,000 that can be used to support some of their requests. These funds came from the profits of Scrip sales, which shows the value of the Scrip program.

Dan stated that flower expenses were also increased because we are worshipping in-person again. This expense could be reduced if members who have a special occasion would like to fund the flowers for that week. Pink forms are available on the bulletin board near the children's corner in the inner narthex for that purpose. The Building & Property section of the budget had the most significant change: the committee requested \$60,000 to repair the beams in the entryway and \$10,000 for parking lot repairs. These expenses will be covered by the Capital Improvement Fund, which has a current balance of \$70,710. Accruals for the Building & Property reserve fund and the van replacement fund have been suspended for 2022.

Regarding Personnel, the budget provides for a 4% increase in all salaries and a 3% increase in the pension and benefit expenses for full-time employees. A new line, account 5.9055, was added under Personnel for \$780.00 to support the mileage expenses associated with the Pacific Lutheran Theological Seminary seminarian who was placed with FLC. This increase in expense was offset by a reduction in the mileage budgeted for other personnel.

Dan clarified how fund accounting works for churches. The budget for the General Fund is for the operation of the church and is the only budget for which the congregation can vote. The church has about \$300,000 worth of other funds that are restricted and can only be used for certain purposes. He then provided examples of some of these restricted funds and their current values.

All inquiries were responded to and a vote was taken to approve the proposed General Fund budget. There was a total of 79 responses. The 2022 budget was unanimously approved.

Washington Poor People's Campaign:

Stephanie Almeida proposed a motion from the church council to support the Washington Poor People's Campaign (WAPPC), as follows:

"Whereas First Lutheran Church of Bothell identifies itself publicly as a welcoming congregation and we, as a congregation, have an established Vision for Mission - 2025 which guides our council's decisions and future planning, therefore the FLC Church Council moves to align and join with the Washington Poor People's Campaign in order to leverage and support their cause and endeavors while furthering our own vision to "be partners with our community to promote the well-being of our neighbors" and to "care for all of God's creation."

A discussion ensued, primarily around the church's financial obligations, if any. It was clarified that the motion is for FLC to show support and show that we are aligning ourselves with the WAPPC; there is no financial obligation. All questions that were asked were answered. A total of 81 votes were cast, including 1 voice vote. The motion was approved with results of the voting as follows: Approved – 76; Opposed – 3; Abstained – 2.

Council Elections:

Kaaren Hatlen, chairperson of the Nominating Committee, stated that there are 5 open positions due to the departure of 4 members off of council plus 1 vacant seat that remained unfilled in 2021. Kaaren announced that Jean Peterson, Jess Faubion and Kristi Pyne have all agreed to run for council. Two additional members were needed and Kaaren asked for any self-nominations.

Holly explained that FLC's constitution requires a minimum of 12 members on the council (up to a maximum of 18). If all 3 of the current nominees were to be elected, the council would still not meet the minimum requirement. If the minimum requirement cannot be met, then the congregation would need to discuss going through the process to change and ratify the constitution to lower the minimum requirement.

Questions were addressed and Gary Curtis and Karen Johnson both volunteered from the floor. Pastor Berg asked Karen to fill Roger W.'s position, thereby serving a 1-year term as Roger had to leave council with 1 year remaining of his 3-year term. Karen agreed to do so. Including 1 voice vote, 82 responses were received. All proposed nominees were elected, as per the following results: Jess Faubion, Kristi Pyne, Jean Peterson and Gary Curtis each received 82 votes; Karen Johnson received 75 votes.

Changes in Constitution Provisions:

Holly declared that we do not need to pursue any immediate changes to the constitution because the minimum required number of council members was fulfilled. The council has discussed some minor changes and may decide to pursue

those this year. If council does move ahead with any recommendations, the congregation will be given at least 30 days' notice prior to presenting any changes to the congregation for a vote.

Nominating Committee Elections:

First Lutheran Church's constitution dictates that the Nominating Committee has six voting members, each serving a one-year term. Committee members may be elected for two consecutive terms. In addition, the constitution recommends that two members of the committee are outgoing council members. Lloyd Condra has agreed to serve on the committee. Pastor Berg nominated Andrea Peoples as the second outgoing council member. With self-nominations from the floor, the slate of nominees included: Lloyd Condra; Pat Daane (2nd year); Andrea Peoples; Tom Payne; Derrick StaRosa and Carsten Thode. There were 77 votes cast, including 1 voice vote, and all 6 nominees were unanimously elected with 77 votes for each.

NW Washington Synod Assembly Meeting Lay Voting Members:

Holly announced that the Synod Assembly meeting will be held on Saturday, June 4th, 2022, from 9:00 a.m. to 4:00 p.m., at Trinity Lutheran Church in Lynnwood. She requested 5 self-nominations, specifically: 1 woman; 2 men; 1 youth (under age 18) and 1 young adult (under age 30). These specifications were defined by the Synod so that the assembly has equal representation. Pastor Berg described the work of the assembly, including voting on the Senate budget; elections to leadership roles and working on resolutions that encourage the church to pursue certain areas, such as in areas of justice. Questions were answered and Jacky Schnarre and Paul Flatness volunteered. A total of 70 members, including 1 voice vote, cast their ballots in the NW Washington Synod Assembly Meeting lay voting members election. The two nominees were elected, with Paul Flatness receiving 69 votes and Jacky Schnarre receiving 70 votes. Pastor Berg stated that the remaining seats will be appointed by the council.

Closing Prayer:

Pastor Berg led the congregation in a closing prayer.

Adjournment:

Council President Holly Batstone adjourned the meeting at 1:53 p.m.

Respectfully submitted,

Ho Brown
Congregation/Council Secretary

First Lutheran Church: Proposed Budget 2023

Acct #		2022 Approved Budget	Actual thru 12/31/2022	2023 Proposed Budget
4-1000	INCOME			
4.1100	Pledges and loose offerings	532,000	519,893	511,000
4.1200	Bldg Use	2,000	3,470	3,400
4.1210	Pre-School Contribution	-		
4.1250	Janitorial Fee Reimbursement			
4.1400	Altar Flowers	400	830	800
4.1450	Thrivent Choice Income program	2,000	2,070	2,000
4.1453	Amazon-Smile	405	337	405
	Amazon - Parking space	3,600	3,300	600
4.1456	Other E-Rebate Income			
4.1500	Hospitality		74	
4.1600	Adult Education		115	
4.1610	VBS Reg	300	1,625	1,625
4.1620	Library			
4.1710	Monthly Outreach			
4.1900	Interest - Banner Bank	20	36	20
4.1050	Miscellaneous	-	712	
	Total Income	\$ 540,725	\$ 532,462	\$ 519,850
	EXPENSE			
5.1000	Mission Support			
5.1005	ELCA	38,836	37,908	22,995
	Total Mission Support	\$38,836	\$37,908	\$22,995
5.1500	Social Ministries			
5.1515	Outreach	12,000	11,000	6,000
5.1520	Rent Subsidy	-	100	-
5.1530	Special Social Ministries Projects	500	79	100
5.1533	Advocacy			
	Quilting Ministry	1,200	1,200	600
	Earth Ministries Membership			250
	Total Social Ministries	\$13,700	\$12,379	\$6,950
5.2000	Stewardship			
5.2010	Envelopes	400	320	400
5.2020	Stewardship Drive	-		
	Total Stewardship	\$ 400	\$ 320	\$ 400
5.3000	Evangelism			
5.3010	Evangelism Supplies	-		
5.3020	The Lutheran	-		
	Total Evangelism	\$ -	\$ -	\$ -

Acct #		2022 Approved Budget	Actual thru 12/31/2022	2023 Proposed Budget
5.4000	Worship & Music			
5.4001	Special events bulletins	-		
5.4005	Communion Supplies	900	218	300
5.4007	Altar Supplies	600	256	300
5.4008	Altar Guild	300	59	100
5.4010	Lenten Services			
5.4012	Guest Pastors	1,200	600	900
5.4015	Altar Flowers	1,800	1,299	1,300
5.4017	Worship Resources	800	270	300
5.4019	Misc. Worship expense	800	185	200
5.4020	Choir Director - Sub	220		220
5.4022	Organ Substitute	320	200	320
5.4024	Musical Licenses	1,000	1,024	1,000
5.4026	Sanctuary Choir Music	800	273	500
5.4028	Children's Choir Music/Exp	100		
5.4030	Contemporary Ensemble Music	400	31	100
5.4034	Chime Choir Music	100		
5.4035	Organ Repair - Maint (tuning)			
5.4036	Piano Repairs & Maint			
5.4038	Guest Musicians	300		100
5.4041	Orchestra Music			
	Total Worship & Music	\$9,640	\$4,415	\$5,640
5.5000	Youth			
5.5005	3rd -4th Grade Activities	100		100
5.5010	5th - 6th Grade Activities	100		100
5.5015	Jr. Hi Activities	150		150
5.5020	Sr. Hi Activities	150		350
5.5025	Young Adults activities	200		200
5.5030	Retreats/Youth Nights	100		100
5.5030	Gatherings/Mission Trips	-		-
	Total Youth	\$800	\$0	\$1,000
5.5500	Christian Education	-		
5.5501	Sunday School	1,000	490	500
5.5503	Bibles	100		-
5.5505	Confirmation		106	
5.5507	High School	100		-
5.5509	Infant Ministry			
5.5511	Teachers Resource Materials	100		100
5.5513	VBS/ Summer Day Camp	1,000	1,301	1,300
5.5515	Adult Education Ministry	1,400	1,553	1,000
5.5517	Small Group Ministry	100		-

Acct #		2022 Approved Budget	Actual thru 12/31/2022	2023 Proposed Budget
5.5519	Special Events /Retreats			
5.5521	Library Expense	750	508	500
5.5523	Christ in Our Home Subs.	650	727	500
	Total Christian Education	\$5,200	\$4,685	\$3,900
5.6000	Fellowship			
5.6010	Fall Church Picnic	500	194	300
5.6015	Hospitality Supplies	1,300	432	500
5.6025	Special Events	700	327	350
	Total Fellowship	\$2,500	\$953	\$1,150
5.7000	Building & Property			
5.7001	Replacement Reserve Exp	-		-
5.7005	Janitorial Supplies	6,000	5,627	6,000
5.7010	Building Maintenance	8,000	7,571	8,000
5.7012	Capital Improvement			-
5.7015	Utilities	32,000	32,668	34,000
5.7020	Building Services	9,800	6,375	6,000
5.7025	Insurance (Brotherhood Mutual)	14,800	14,910	16,600
5.7030	Van/trailer maint/gas	1,500	1,397	1,700
5.7032	Van Replacement Reserve Exp	-		
	Total Building/Property	\$72,100	\$68,548	\$72,300
5.8000	Administration			
5.8005	Office Supplies	5,250	2,530	3,000
5.8012	Office Equipment Purchase			
5.8015	Office Equip Maintenance	300		300
5.8017	Office Equipment-Lease/Rental	6,500	8,474	8,000
5.8018	Computer Support	1,500	258	500
5.8020	Postage	400	176	200
5.8025	Conventions & Conferences	750	680	750
5.8030	Bank Fees	1,000	1,414	1,250
5.8032	Pay Pal Expenses			
5.8033	Vanco Expenses	4,500	3,753	3,800
5.8035	Council Contingency	500	-	500
5.8037	Ministry Development Fund Ex-			
5.8040	IT/Communications Committees	2,000	1,931	2,000
	Sustainability Task Force	1,000		
	Janitorial Service			21,888
5.8055	King Cty-Surface Water Fees	3,200	3,289	3,300
	Online subscriptions	2,500	4,247	4,300
	Total Administration	\$29,400	\$26,752	\$49,788

Acct #		2022 Approved Budget	Actual thru 12/31/2022	2023 Proposed Budget
5.9000	Personnel			
5.9001	Pastor Salary	59,067	61,101	61,101
5.9003	Pastor Housing Allowance	52,847	50,814	50,814
5.9005	Pastor Car Allowance	600	837	850
5.9007	Pastor Cell Phone Allowance	1,200	500	1,200
5.9008	Pastor Book Allowance	500	772	500
5.9009	Pastor Discretionary Fund	600	307	600
	Pastor Discr Fund - Gym Memb	600		600
5.9010	Pastor Pension & Med	34,594	34,391	35,805
5.9011	FICA	6,555	6,555	6,555
5.9013	Continuing Education-Pastor	1,000	195	1,000
5.9055	Pacific Lutheran Theological Semi-	780		
5.9101	Director Reach Ministries Salary	62,864	62,864	62,864
5.9102	Dir Reach Ministries Car Allow	620	752	800
5.9103	Dir Reach Ministries Pens & Med	21,529	21,248	22,283
5.9104	Dir Reach Ministries Cont Ed	750		750
5.9105	Dir Reach Ministries Book Allow	400	78	400
5.9106	Dir Reach Ministries Cell Phone Al-	1,200	831	1,200
5.9201	Bookkeeper/Admin Salary	52,026	52,027	52,027
5.9202	Bkpt/Admin Pension	17,818	17,585	18,442
5.9203	Bookeepr/Admin Continuing Educa-	650		650
5.9402	Ensemble Director Salary	14,305	14,305	14,305
5.9403	Music Director Salary	26,476	26,476	26,476
5.9405	Musicians Continuing Education	450		450
5.9501	Office Vacation Relief	-		
	Janitor Salary	17,098	14,411	
5.9510	Security Salary	2,648	2,646	2,648
5.9601	Nursery Caregivers Salary	832	819	1,842
5.9700	Payroll Taxes/Industrial Ins	17,000	16,160	17,000
	WA FMLA Contribution	1,225	917	1,225
	Total Personnel	\$396,233	\$386,591	\$382,386
	TOTAL EXPENSES	\$568,809	\$542,551	\$546,509
	TOTAL INCOME	\$ 540,725	\$ 532,462	\$ 519,850

Projected Income Less Expenses	\$ (28,084)	\$ (10,089)	\$ (26,659)
Transfer from Reserves - if needed	\$ 28,084	\$ 10,089	\$ 26,659

Reserve Fund Balance		
12/31/2022 Balance		\$ 119,754
2022 Expenses over Income		\$ 10,089
2023 Beginning Balance		\$ 109,665

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.

2022 ANNUAL PASTOR'S REPORT

The Rev. Tor Kristian Berg

However that may be, let each of you lead the life that the Lord has assigned, to which God called you. This is my rule in all the churches. (1 Corinthians 7:17)

The gifts that are shared in this congregation never cease to amaze me. In 2022, these gifts were on full display! As we eased our way back into worshipping in person during this COVID-19 pandemic, this congregation stepped forward into this new normal with excitement and faithfulness. I am thankful that God has put me in this place to witness the mission and ministry of First Lutheran Church.

January began the new year as all Januarys do, with a bang. We had people in the hospital, needing pastoral care and prayer. Plumbing concerns, tweaking the wi-fi system, and a meeting with folks who would like to start a campus ministry at UW-Bothell; these things happened all while we prepared for our Annual Meeting. We continued with one worship service in person but still zoomed the service and all meetings as well.

I give thanks to Holly Batstone and the rest of the council for their good work on behalf of the congregation. Vision 2025 is still a driving document for all of our decisions and we see that in our worship, our welcoming of the stranger, our continued support of the work of our social outreach, the effort to be a more green congregation, and the care for our building.

I give thanks for our staff - Roger, Kristin, Beth, Lucy Kay and Richard. They continue to serve through their gifts. We have worked hard at diversifying worship, attending to our youth and families, and attending to those in need.

My work continues to be about supporting all of you in the ways that I can. I have been out visiting, though often many retirement communities have been closed due to COVID and flu outbreaks. I continue to preach and lead worship. We had baptisms and memorial services this year. I continue to support the Northwest Washington Synod as the chair of the Constitution Review Committee and late last year helped Lutherwood rewrite their bylaws.

We had only one worship service through March and after Easter, resumed our regular schedule of two Sunday worship services with Sunday school between. Some have missed the fuller feeling of one service, but as predicted, we increased the number of people attending.

My hope for the new year is that we continue to live into Paul's admonition to lead the lives that we are called, and also to allow others to lead their lives as God has called them. In this, we are sure, is how we find peace.

Statistical Report December 31, 2022

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: 12/31/2021	514	437	2
Members added by baptism:	3	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:	10	11	0
Members removed by death:	9	9	0
Members transferred to other ELCA congregation:	0	0	0
Members transferred to other non-ELCA congregation:	0	0	0
Members removed by request:	0	0	0
Members removed due to inactivity/no response:	124	105	0
Total members removed:	133	114	0
Adjustment to match roster	-1	0	0
Total of all members 12/31/2022	390	334	2
Number of Sunday school students (all except confirmation)		20	
Number of confirmation students		8	
Number of Vacation Bible School students		50	
Baptisms performed:		3	
Weddings performed:		0	
Memorials/Funerals performed:		6	

2021 COUNCIL PRESIDENT'S REPORT

Holly Batstone

Dear FLC Congregation,

Over the past two plus years of the COVID pandemic, we have learned to adapt and change. Through these changes we have found things that enhance and make our church better. One of the most positive blessings, I think, that came out of the pandemic is our online church; now it's here to stay. What a blessing to those who are sick at home, in the hospital, traveling, or otherwise unable to be with us in person and can still worship at FLC.

In 2022, we started to get back to more of a normal routine. It's such a bright light of hope to see all the smiling Preschool children learning and playing at the church. Meeting in person, seeing the smile of a friend, giving hugs, and sharing a cup of coffee together between services are all glimmers of things we missed and possibly used to take for granted. I was so happy to see a full church on Christmas Eve and all the services offered to our community over the Advent and Christmas season.

I am really looking forward to 2023 and all it has to bring. One thing you can look for in 2023 is a special congregational meeting to amend our Constitution. A committee has been going over the constitution along with committee bylaws and will be proposing changes and edits to FLC's constitution to make sure it is up to date and consistent with what our church needs now.

Council has also brought back a worship and music committee and they will be meeting quarterly to plan worship in 2023. I am grateful for Jean to get this committee going. I am also thankful for Ryan, Derrick, and Dave who will serve on the audit committee this coming year. I appreciate them taking extra time to look at processes and make recommendations to the council for future audits. One of our focuses in 2023 is growth. Council is looking at adding a stewardship committee and a membership committee. These committees should support that goal and help FLC continue to touch the lives of so many in our community. It is inspiring to see the congregation step up to lead the way.

As I look back on 2022, I am amazed at all the wonderful things FLC's congregation is doing. I'd like to thank the church council for all their time and energy that they have put into making FLC the best church it can be. I would like to give a special thank you to Randall and Karen for completing their service. We have been blessed to have their input and leadership on the church council. A huge thank you to Ho, secretary. She has created so many helpful organizational tools for the council that they will benefit from for years to come. As I complete my three-year term on council, I want to thank you for your trust and encouragement as I have led council these past few years.

God's blessings in 2023,

Holly Batstone
Council President

2022 Church Council Roster

Holly Batstone, President (1/23)	Gary Curtis (1/25)	Craig Lichtenstein (1/24)
Randall Wampler, Vice Pres. (1/23)	Jess Faubion (1/25)	Jean Peterson (1/25)
Ho Brown, Secretary (1/24)	Christy Freriks (1/23)	Kristi Pyne (1/25)
Stephanie Almeida, (1/24)	Karen Johnson (1/23)	Johannes Skjonsby (1/24)
(month/year term expires)		

2023 Church Council Nominees

David Berg
Emily Curcio (1-year Term)
Christy Freriks (2nd term)
Kathy Konieczka
Jacky Schnarre

4 nominees will serve a 3-year term ending January 2026

ANNUAL REPORT OF THE DIRECTOR OF REACH MINISTRIES

Roger Steinke

First Lutheran Church is very blessed to have many active members who serve in our congregation's mission of caring, growing, sharing and proclaiming God's love. Many dedicated and skilled volunteers share God's love with children, youth and adults. Special thanks to the many members who serve as teachers, helpers and musicians with our Sunday school, Vacation Bible School, confirmation, youth, adult, journey classes, and who serve with various Church committees and groups. Thank you to the many volunteers who quilt and knit, sew school bags, sort school supplies, assemble school kits, help lead worship, clean and maintain the Church building and property. Your efforts, service, talents and time are so very much appreciated!

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

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

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

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

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

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

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 to personal hygiene collections to food drives and Christmas gift giving to the needy, our ministries REACH out into the world.

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

ANNUAL REPORT OF THE OFFICE MANAGER

Kristin Smith

In 2022 we continued getting back to life in the new normal. We have continued using and expanding our online procedures, streamlining the workflow.

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

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

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

Due to increased online giving during COVID, we have two faithful (money) counters each week. Thank you to FLC Financial Secretary, **Melanie Veazey** and **Gordy Phelps** for their diligence in keeping our income up to date.

FIRST LUTHERAN CHURCH MUSIC STAFF

ANNUAL REPORT OF THE MUSIC DIRECTOR

Lucy Kay Osborne

It was wonderful to begin choir again this year in September. We welcomed Kelsey B. Hanning to the choir and she is singing second soprano at present.

We were able to have a Christmas concert this year “Repeat the Sounding Joy” on Dec. 11th with the Sanctuary Choir, vocalists, instrumentalists, percussion accompaniment, and a delectable reception sponsored by the Fellowship Committee. Several choir members & FLC members went caroling Dec. 18 to Woodland Terrace & the Chateau in Bothell.

The FLC Concert series began Sept. 25 with the Ian Dobson Steel Band that presented an “Escape to the Tropics.” Lyric Arts Ensemble performed Yuletidings on Nov. 20th with choir & orchestra. They will perform again March 26 and a flute quartet with piano accompaniment will end this year’s series with a performance April 23.

Many thanks to the Ensemble, Richard Edmonds, June Condra, piano, instrumentalists, vocalists and the Sanctuary Choir for their dedication and leadership. Thanks be to God!

ANNUAL REPORT OF THE WORSHIP ENSEMBLE DIRECTOR

Richard Edmonds

I have been leading the Ensemble now for nearly 18 years. I was amazed when I realized that! There have been many changes of musicians over the years, folks who have faithfully supported worship with their musical gifts. Since the COVID pandemic, the Ensemble has been in a kind of transition state. Some have chosen not to participate in the group, and that is fine. They are offering their talents in other places. We are a rather small group now, but we all enjoy the opportunity to support the 11:00 service. I want to thank our pianist, June Condra, our flutist, Cheryl Miller, our percussionists, Joe Siebert, Trent DeVerter, and Eric Daane, as well as our two vocalists, Rachel Jackman and Doug Peterson. Thanks also to Lucy Kay Osborne who plays when June is away on her travels! Lucy Kay and I also work together in planning for Sundays when there is only one service. We’re also grateful for the sound engineers who help with setup.

If you would like to join us and sing or play with us, you are most welcome. Just speak with me. If you have any suggestions, please speak with me.

Thanks for the opportunity to serve the Lord and First Lutheran Congregation in worship! 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.

In 2022, the parking lot was resealed and restriped; the Amazon Bot dispenser box remained on site (the program is scheduled to expire in 2023). The main entrance portico was refurbished (including primary beam replacement); one skylight was replaced and the remaining skylights were inspected and re-sealed. The committee managed air conditioning repairs, minor vermin infestation, appliance repairs and required infrastructure inspections.

Current building issues include: parking lot asphalt repairs and continued roof maintenance.

On the first Tuesday of the month these servants meet via Zoom to discuss physical plant issues:

Richard Keltner (chair), Jeff Almeida, David Osborne, Christy Freriks (council liaison), Audrey Fisher, Mark Schnarre, Jess Fabion, 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 for all of God's Children.

Sunday School (Preschool - Grade 6):

Sunday School begins in the Sanctuary at 9:45 AM with an Opening, which includes a message, music and singing. Bible Lessons are taught using animated videos, Bible reading, crafts, activities and storytelling. A combined class meets for 3-year-olds through 6th Grade. There are 8 students enrolled, with 9 different adult and high school youth leaders.

Middle School Confirmation Program (Grades 7 - 8):

4 students participated in this program during the Spring and 4 students were confirmed in 2022. 4 students are currently enrolled in the Fall and Winter session.

Vacation Bible School: "Masterpiece!" VBS was held July 11- 14. Preschool and Kindergarten students met from 9 AM to 12 PM/Noon. Students in Grades 1 - 6 met from 9 AM to 3 PM (included lunch). 50 students were registered and 25 staff served. A great VBS experience!

Adult Education / Journey Classes: Sunday Morning Adult Classes, Tuesday Morning Lectionary Classes and occasional Journey Classes continued to meet in-person and online.

Men's Saturday Breakfast and Bible Study: A group of 15 - 22 men attend this monthly gathering on the 3rd Saturday morning of each month, both online and in-person.

The First Lutheran Church Book Club and Movie Review Nights: These groups continue to meet monthly on Zoom. The Book Club discusses a variety of book titles with 12 - 18 participants per meeting. Movie Nights review a variety of films with 8 - 12 participants per meeting. We enjoy meaningful discussion and fellowship at these gatherings.

The Christian Education Committee is hopeful 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 and Northshore area.

Committee Members: Rene' Baker, Lloyd Condra, Sue Ebert, Tom Payne (chairperson), Roger Steinke (staff member) and Randall Wampler (Church Council liaison).

COMMUNICATIONS/IT COMMITTEE

2022 Committee Members: Roger Wolter, Kristin Smith (staff), Pastor Berg (staff), Andrew Phelps (chair), Craig Lichtenstein (council liaison)

During 2022, the IT/Communications Committee, in supporting FLC's mission, focused on numerous tasks, including:

- Made improvements to the church wifi coverage by purchasing a new repeater
- Improved the remote worship experience by purchasing a second camera for the choir loft, and drum and piano microphones
- Purchased a new computer for the volunteer counters, to replace an older laptop
- Assist church staff in maintaining office computer equipment

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 2023.

FELLOWSHIP COMMITTEE

Members: Nora Strothman, Mary Hatlen, Paula Glandon, Cindy Bannister, Susan Berg, Council Liaison Karen Johnson, and FLC Staff Member Roger Steinke

The Fellowship Committee seeks to help First Lutheran Church be welcoming and encourages opportunities for fellowship.

It was a joy to be able to offer beverages and refreshments more often this year between services. It is a wonderful time to greet visitors and catch up with friends.

Over this last year we have been diligent about using up our non-compostable and non-recyclable cups, plates, and flatware and soon we will be using compostable eco-friendly items exclusively! We look forward to working with the Property Committee to improve and increase the use of the new system for garbage, recycling, and compost bins around the building.

On the Fourth of July we again opened our doors for use of the restrooms and offered water to over 150 parade attendees.

Perhaps the highlight of the year was the return of the Christmas concert & reception. It was a delight to help host a delicious, candlelight “sips and bites” reception to accompany the beautiful music concert!

Thank you to all who have helped support our team this year by bringing treats and helping with events. We look forward to more opportunities to gather in 2023!

FINANCE/STEWARDSHIP COMMITTEE

2022 Committee Members: Bob Berg (Chair and Treasurer); Ho Brown (Council Rep); Melanie Veazey (Financial Secretary); Dan Bormann; Ann Bormann; Kristin Smith (Office Manager/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 Office Manager/Bookkeeper, Bob Berg served as Treasurer and Melanie Veazey served as Financial Secretary. The Finance Committee met monthly on the second Tuesday.

As of 12/31/2022, expenses over income was (\$10,088). We will transfer \$10,088 from the Reserve Fund to the General Fund to cover this negative balance. A negative balance was budgeted in 2022 budget as we have done the past several years. This is the second time in ten years that we actually have a negative ending balance for the year.

Through the General Fund we shared 7.3% of our pledges and loose offerings with the ELCA in Mission Support. Through pledges and loose offerings, we shared 2.1% through Social Ministries. In addition, Social Ministries funding was generated through Thrivent Choice elections and the SCRIP program. The SCRIP program funded Lutheran World Relief school kit items and shipping for school kits, quilts and health kits.

We thank the offering counting crew for their dedicated service to counting our offerings. During the pandemic, our crew has been Gordy Phelps and Melanie Veazey.

We will continue to receive Capital Improvement Fund donations, which will be accrued for future roof repair/replacement and other building maintenance projects. The Capital Improvement Fund account balance is \$77,562.67. The Building

and Property Committee used funds in 2022 for the parking lot maintenance and restriping, and to repair the rotted wood beams in the entryway. The final bill for the entryway repair will be paid in 2023.

During the fall stewardship program, for fiscal year 2023 we received 78 General Fund pledges and 38 Capital Improvement Fund pledges. For fiscal year 2022, we received 84 General Fund pledges and 36 Capital Improvement Fund pledges. We base projected income on historical giving for the pledges not received.

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

LIBRARY COMMITTEE

Committee members include Ann Aagaard, Donna Gilbery, Marilyn Sides, Linda Siebert, Roger Steinke, and Katie Pyne..

The publication of our “Our Pandemic Story- 2020” is a reminder of how we found fun and meaningful ways to make it through the most difficult first year. In addition to making the book available in our library, an additional 31 copies were purchased by individuals.

The library continued to add new books to our collection. In addition to the monthly book club book, new acquisitions included a variety of children’s books focusing on living together in community and an assortment of Advent devotional books to help us find quiet moments and discover new meaning in the busy holiday season.

We are sponsoring the “Share your Favorite Photo” contest and are initiating a new oral history project.

The monthly 4th Tuesday book club discussion group continues to be well attended (12-14). The 12 books of 2022 totaled 3506 pages (longest book being 404 pages and shortest 174). There were 6 different genres of biography, fiction, historical fiction, memoir, nonfiction, and a new genre-graphic novel.

PERSONNEL COMMITTEE

Committee Members: Holly Batstone, Kaaren Hatlen, Dave Freriks 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, Gary Curtis (Council Liaison), Kathy Konieczka (chairperson), Donella Robbins, Ray Thomas, and Roger Steinke (staff).

This committee oversees and coordinates activities that help people in our community and beyond. Each month, a different organization receives a financial gift, to support their work and ministries. During 2020 we continued to support frontline services helping those in need during the Pandemic, natural disasters and refugee support. These organizations include Compass Housing Alliance, Hopelink, Lutheran Community Services, Earth Ministries, ELCA World Hunger, Lutheran World Relief, Poor People's Campaign, Lutherwood Camp and Retreat, Lutheran Immigration and Refugee Services, Faith Action Network, and Lutheran Disaster Response. Our rent subsidy program with Compass Housing, with a client receiving \$1,000 over a six month period, was temporarily suspended for the second half of 2022 due to staffing issues at Hopelink. We plan to resume this program as new clients are identified.

We continued to conduct business through email and Zoom meetings this year. Many in our congregation helped to sew and stuff the much needed school bags and support our Quilter's ministry at two Quilt-A-Thons. All the fabric for the school kits and quilts was donated. We provided funds for materials and shipping for the 568 LWR School Kits, 409 Personal Care kits and 316 Quilts through the income earned on Scrip sales. Thanks to our congregation buying gift cards through our Scrip program, the \$8,500 costs of these and other special projects was covered. Thank you so much for your generosity.

In February, March, April, November and December, we held food drives and collected over 2700 food items for Northshore Nourishing Network to support local food pantries.

Through generous donations from our congregation, in October we collected 864 items for Compass Housing's "Socks and 5 Most Needed Items" campaign. We purchased 75 pies and whip cream for all of Compass Housing clients, that were delivered in time for Thanksgiving. Giving for our Christmas campaigns provided over \$2,200 in gift cards for Compass Housing families.

In January, after a period of discernment, the congregation approved becoming a Faith Partner with Washington Poor People's Campaign.

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

Youth Ministries are a vital part of First Lutheran's mission of caring, growing, serving and proclaiming. Activities and programs are offered year-round for elementary, middle school, high school and college students. The ongoing Coronavirus Pandemic continued to interrupt, postpone and modify the congregation's Youth Ministries.

Monthly Zoom youth events, emails, greeting cards, phone calls and texting were a few of the ways we have continued to stay in touch with our young people during this pandemic.

We were so thankful that in-person events returned in June! Our group enjoyed an outdoor event at the Coble home with games, smores and a fire pit. Several young people enjoyed trips to Five Guys and Arby's for food and fellowship during the summer. A Mission Trip to Camp Lutherhaven took place in early August with 12 youth and adults attending. Our service activity was splitting and stacking several chords of firewood. We also enjoyed a variety of camp and water activities and a beautiful day at Silverwood Theme Park.

In-person activities continued in the fall with visits to Sparta's Pizza Restaurant and McDonald's. A highlight was visiting Swans Trail Farms in October where we explored the Corn Maze, Pumpkin Patch and enjoyed many other fall-related activities.

College Care Packages were assembled and sent out to 15 college students in November. Instead of preparing a Thanksgiving meal at the Church, our youth assembled over 50 turkey sandwich box lunches for pick up after worship services. This was a popular event! In December, we went bowling and visited the Lights of Christmas in Stanwood.

Our committee is very thankful for the congregation's ongoing help and support with our Youth Ministries! We are hopeful about the upcoming opportunities for growth and the congregation's ministries with young people. We pray that God may continue to bless, guide and direct the Youth Ministries of First Lutheran Church as we proclaim God's love to the people in the Bothell and the Northshore area.

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

First Lutheran Church of Bothell
Balance Sheet as of December 31, 2022

Account #	Account Name	YTD Balance
Assets		
1.1001	Banner Bank Checking	196,038.28
1.1002	Banner Bank Saving	58,314.48
	Total General Fund Checking & Saving	\$254,352.76
1.1003	Banner Bank Scrip Checking	18,640.34
	Total Scrip Account	\$18,640.34
1.2000	In-kind Donations Received	0.00
	Total In-kind Donations Received	\$0.00
1.4000	Vanco Giving	6,085.00
1.5000	Accounts Receivable/Clients	0.00
		\$279,078.10
Liabilities		
2.2001	Accounts Payable/Vendors	100.09
2.2002	Portico	706.04
2.2003	Payroll Clearing Account	0.00
2.2004	Federal Withholding Payable	2,344.09
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
	Total Liabilities	\$3,150.22
Fund Balances		
3.1000	General Fund Balance	(10,088.36)
3.1010	Quilters Fund Balance	3,137.88
3.1050	PPP Loan Fund Balance	0.00
3.1100	Mortgage Fund Balance	0.00
3.1200	Social Ministries Fund Balance	
3.1210	Social Ministries Scrip Proceeds Sub Fund Balance	2,433.31
3.1220	Social Ministries Chg 4 Chg Fund Balance	134.00
3.1225	Misc. Social Ministries Balance	397.48
3.1230	Lutheran World Relief Projects Fund Balance	627.95
	Total Social Ministries Fund Balance	\$3,592.74
3.1300	Library Fund Balance	39.00
3.1400	Youth Fundraising Fund Balance	
3.1405	Misc. Youth Fund Balance	0.00
3.1410	Mission Trip Sub Fund Balance	0.00
3.1420	Youth Fund Auction Subfund Balance	15,928.02
	Total Youth Fundraising Fund Balance	\$15,928.02
3.1500	Reserve Fund Balance	119,753.59
3.1510	Capital Improvement Fund Balance	77,562.67
3.1600	Musical Instrument Repair Fund Balance	10,737.63
3.1700	Pastor's Sabbatical Fund Balance	16,008.00
3.1800	UW Bothell Campus Ministry Fund Balance	4,100.00
3.1850	Ministry Development Fund Balance	0.00
3.2000	First Lutheran Preschool Fund Balance	6,912.15
3.2010	First Lutheran Preschool Scholarship Fund Balance	622.50
3.4000	Scrip Fund Balance	11,756.98

Balance Sheet continued

3.5050	Building & Property Reserve Fund Balance	410.07
3.5051	Van Replacement Reserve Fund Balance	11,800.00
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	21.23
3.7007	Endowment Clearing Fund Balance	0.00
	<i>Total Clearing - In/Out Fund Balance</i>	<i>\$329.33</i>
3.7001	Adult Retreats Balance	1,641.33
3.8000	<i>Memorial Fund Balance</i>	
3.8001	Memorial - Altar Guild Fund Balance	1,564.41
3.8007	Memorial - Paraments Fund Balance	119.94
	<i>Total Memorial Fund Balance</i>	<i>\$1,684.35</i>
	Total Fund Balances	\$275,927.88
	Total Liabilities and Fund Balances	<u>\$279,078.10</u>

**First Lutheran Church of Bothell
Consolidated Fund Activity Report as of 12/31/2022**

Account #	Account Name	Beg Balance	Receipts	Disbursements	Transfers/JE's	End Balance
3.1100	General Fund Balance	4,867.37	532,462.48	542,550.84	(4,867.37)	(10,088.36)
3.1010	Quilters Fund Balance	3,587.68	100.00	549.80	0.00	3,137.88
3.1050	PPP Loan Fund Balance	0.00	0.00	0.00	0.00	0.00
3.1100	Mortgage Fund Balance	0.00	0.00	0.00	0.00	0.00
3.1200	<i>Social Ministries Fund Balance</i>					
3.1210	Social Ministries Scrip Proceeds Sub Fund Balance	10,928.35	0.00	8,495.04	0.00	2,433.31
3.1220	Social Ministries Chg 4 Chg Fund Balance	49.40	802.11	717.51	0.00	134.00
3.1225	Misc. Social Ministries Balance	0.00	713.00	315.52	0.00	397.48
3.1230	Lutheran World Relief Projects Fund Balance	477.95	150.00	0.00	0.00	627.95
3.1300	Library Fund Balance	193.34	1,214.00	1,368.34	0.00	39.00
3.1400	<i>Youth Fundraising Fund Balance</i>					
3.1405	Misc. Youth Fund Balance	0.00	2,748.63	4,568.01	1,819.38	0.00
3.1410	Mission Trip Sub Fund Balance	0.00	8,340.16	8,340.16	0.00	0.00
3.1420	Youth Fund Auction Sub fund Balance	24,230.04	0.00	6,482.64	(1,819.38)	15,928.02
3.1500	Reserve Fund Balance	116,675.60	0.00	1,789.38	4,867.37	119,753.59
3.1510	Capital Improvement Fund Balance	70,710.64	60,210.93	53,358.90	0.00	77,562.67
3.1600	Musical Instrument Repair Fund Balance	11,941.96	1,299.00	2,503.33	0.00	10,737.63
3.1700	Pastor's Sabbatical Fund Balance	16,008.00	0.00	0.00	0.00	16,008.00
3.1800	UW Bothell Campus Ministry Fund Balance	0.00	4,100.00	0.00	0.00	4,100.00
3.1850	Ministry Development Fund Balance	0.00	0.00	0.00	0.00	0.00
3.2000	First Lutheran Preschool Fund Balance	6,204.88	94,627.00	93,919.73	0.00	6,912.15
3.2010	First Lutheran Preschool Scholarship Fund Balance	622.50	0.00	0.00	0.00	622.50
3.4000	Scrip Fund Balance	13,018.88	82,471.25	83,733.15	0.00	11,756.98
3.5050	Building & Property Reserve Fund Balance	4,887.07	0.00	4,477.00	0.00	410.07
3.5051	Van Replacement Reserve Fund Balance	11,800.00	0.00	0.00	0.00	11,800.00
3.5053	Special Events Fund Balance	0.00	315.00	315.00	0.00	0.00
3.7000	<i>Clearing - In/Out Fund Balance</i>					
3.7002	Sunday School Outreach Balance	183.00	0.00	0.00	0.00	183.00

Fund Report Continued

3.7003	Vacation Bible School Outreach Balance	125.10	0.00	0.00	0.00	125.10
3.7005	Misc. Clearing Acct. Balance	0.00	0.00	0.00	0.00	0.00
3.7006	Designated Outreach Balance	364.79	0.00	343.56	0.00	21.23
3.7007	Endowment Clearing Fund Balance	0.00	0.00	0.00	0.00	0.00
3.7001	Adult Retreats Balance	1,641.33	0.00	0.00	0.00	1,641.33
3.8000	<i>Memorial Fund Balance</i>					
3.8001	Memorial - Altar Guild Fund Balance	1,564.41	0.00	0.00	0.00	1,564.41
3.8007	Memorial - Paraments Fund Balance	119.94	0.00	0.00	0.00	119.94
Total		\$300,202.23	\$789,553.56	\$813,827.91	\$0.00	\$275,927.88

PRESCHOOL

Beth Bowers

Preschool Director

First Lutheran Preschool was overjoyed to have the preschoolers back in the classroom. Hands were washed, temperatures were taken and masks were required, but we were together! Our numbers are still recovering from COVID 19 as families are still reluctant to send their young ones back to school. We served 45 families in the 2021-2022 school year. With those students came our fearless staff which included: Amy Case, teacher; Kathy O'Connell, teacher; Mary Hatlen, teaching assistant; Beth Bowers, teacher/director. In September, longtime teacher and Assistant Director, Kathy O'Connell retired. She has been a blessing to hundreds of children and families for 25 years! She is truly missed by students, parents, and most of all this staff! We were happy to bring back Stephanie Corrigan, teaching assistant, and new hire, Taylor Jackson, teaching assistant in September.

Thank you to the FLC Preschool Board for the constant support and prayers for this Preschool. The Board members are Gordy Phelps, Nicole Thorsheim, Randall Wampler, Kristin Smith, and Pastor Berg. I would also like to thank Pastor Berg and Roger Steinke for providing chapel time every week with the children.

In September, we welcomed 43 students to our classrooms. Masks were optional and it is so nice to see those smiling faces once again! We had two in-person Christmas concerts for the parents. They were overjoyed to hear the sweet voices of their little angels. It is a blessing to us all to be together again.

ENDOWMENT FUND REPORT ENDING 12/31/2022

The Endowment Fund was established to receive and administer bequests and other gifts to enhance the work of the church.

Assets in the fund as of 12/31/2022:

Mission Investment Fund CDs	\$69,461.89
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Charles Schwab investment account	\$269,579.63
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Banner Bank checking	\$14,359.39
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Total assets	\$353,401.01
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Gifts to the endowment fund in 2022 totaled \$1,100.00

Investment income (dividends and interest) for the year was

Banner Bank	\$ 1,512.79
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Charles Schwab	\$ 9,922.96
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Total Investment Income	\$ 11,435.75
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Distributions from the fund in 2022 was one scholarship totaling \$1,000.00

The FLC Endowment Fund is financed by bequests from members and by memorial gifts, usually given at memorial services. This year we received gifts honoring the memories of Connie Wolter, Marilyn Anderson, Jim Kay and Pat Schjelland. Thank you!

Notes

Annual Congregational Meeting

Opening Liturgy

Recognizing that our faith is a living, busy, active and mighty thing, may the grace of our Lord Jesus Christ and the communion of the Holy Spirit be with each of you.

And also with you.

Teach us to love you with all our heart, soul, mind and strength.

Receive our prayer, O God.

Descend on our hearts, that we may love others in the ways Jesus loves us.

Receive our prayer, O God.

Empower us to be enthusiastic in pursuing your vision for our congregation.

Receive our prayer, O God.

Move us to engage issues in our community in Christlike ways, and to pursue deep and authentic relationships with those with whom we serve and partner.

Receive our prayer, O God.

Strengthen us to face the barriers we encounter in doing your work, learning to work with others amid disagreement.

Receive our prayer, O God.

Give us the ability to adapt to the cultural, economic and social changes that occur in the neighborhoods we serve.

Receive our prayer, O God.

Guide us to be a healthy congregation that learns from its failures as well as its successes and offers wisdom to others.

Receive our prayer, O God.

As we strive to become the church that we proclaim to be, raise up leaders who focus on the gospel of freedom, forgiveness and reconciliation as given to us through God's indescribable act of love in the death and resurrection of Jesus Christ. Renew us daily in our baptism, that we may discover vitality in our relationships with you, each other and those we serve in the world.

Amen.

Spirit of God, Descend upon My Heart



1 Spir - it of God, de - scend up - on my heart;
2 I ask no dream, no proph - et ec - sta - sies,
3 Have you not bid me love you, God and King;
4 Teach me to love you as your an - gels love,



wean it from earth, through all its puls - es move;
no sud - den rend - ing of the veil of clay,
all, all your own, soul, heart, and strength, and mind?
one ho - ly pas - sion fill - ing all my frame:



stoop to my weak - ness, strength to me im - part,
no an - gel vis - i - tant, no op - 'ning skies;
I see your cross; there teach my heart to cling.
the bap - tism of the heav'n - de - scend - ed dove,



and make me love you as I ought to love.
but take the dim - ness of my soul a - way.
Oh, let me seek you and, oh, let me find!
my heart an al - tar, and your love the flame.

Text: George Croly, 1780–1860
Music: MORECAMBE, Frederick C. Atkinson, 1841–189

Through your generosity, God is at work across the ELCA. A portion of your offering, called Mission Support, advances the ministry of our church, helping the ELCA nurture Christian community, raise up leaders, serve our neighbors and strive for justice. Read stories and learn more at [ELCA.org/SOFIA](https://elca.org/SOFIA).



Evangelical
Lutheran Church
in America