

ANNUAL REPORT 2023



Evangelical
Lutheran Church
in America

A MESSAGE FROM PRESIDING BISHOP
ELIZABETH EATON



Dear friends in Christ,

Over the past year we have continued to experience changes in the world around us. Even as our church finds ways to adapt to this changing world, we find hope in the unchanging and always present promise of God's love through Jesus Christ. We change and adapt not to conform to the world but because we believe that the gift of God's Son is for the world, and that our congregations and worshiping communities are places to gather and be sent into the world, where we will tell the story of God's love in word and deed.

The ministries of our congregations, our synods and the churchwide organization provide ways for the church to move beyond the boundaries of structures and geography and to share God's love with people in our neighborhoods, our cities, our country and beyond. We engage in this ministry knowing that our church walks by faith, trusting in God's promise in the gospel, and that we exist by and for the proclamation of this gospel word. In John 15:5, Jesus reminds us, "I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing." We are connected by the promise that we do all through Christ and can do nothing apart from him.

God gives the Holy Spirit, who uses gospel proclamation — in preaching and sacraments, in forgiveness and in healing conversations — to create and sustain this faith. Just as we rely on God to sustain our faith, we rely on each other to sustain the ministries that offer God's love to the world. Through your generosity to each expression

of this church — your congregation, your synod and your churchwide organization — you add to our collective voice proclaiming God's love for all.

I am grateful for your generosity over this last year. My gratitude spreads far beyond your generous financial gifts. You've shared your gifts of time through countless hours of volunteering, serving and accompanying. You've shared the gifts of your voices as we've tried to discover and learn how God is calling us to be the church now and into the future. And, finally, dear church, you have shared the gift of the realness of God's love with the world around you. Be well, dear church, and stand steadfast in the promise of God's love and grace as you take that promise with you into the world.

The Rev. Elizabeth A. Eaton
Presiding Bishop
Evangelical Lutheran Church in America

“I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing.” —John 15:5



Northwest Washington Synod
Evangelical Lutheran Church in America

God's work. Our hands.

January 2024

Dear Beloveds in Christ,

This last year has been both wonderful and difficult. It has been filled with joys and sorrows, laughter and tears, connections and disruptions. It has been a time of starting new ministries and, sadly, working with five congregations as they closed. This last year has been both life-affirming and exhausting.

As I reflect on this last year and look to 2024, I hold close one of my favorite scriptures: *For I am convinced that neither death, nor life, nor angels, nor rulers, nor things present, nor things to come, nor powers, nor height, nor depth, nor anything else in all creation, will be able to separate us from the love of God in Christ Jesus our Lord.* Romans 8:38-39

Sometimes when we are anxious or concerned, we forget to trust that God is present and active. That God is here with us – through all things – and that nothing will separate us from this. We might forget this when we are busy figuring out budgets and salaries, church maintenance and worship attendance. We might have arguments and exhaustion might creep in.

But these verses help us remember that the focus is always on Jesus and God's love for us through Jesus. After all, the church was not created in order to "be church." We don't exist just for ourselves or to keep a business running. Instead, the church exists in this world because we have encountered Jesus. And knowing Jesus, trusting Jesus, loving Jesus, nothing is ever the same. As authors Root and Bertrand write in *When Church Stops Working*, "The church is the gathered people who are in the world, like Paul, and who have experienced the acts of God through an encounter with Jesus Christ." (p. 74)

Root and Bertrand further write:

Paul starts churches not for the sake of churches, not to stave off decline or accelerate growth, but for the sake of forming communities that serve the world by witnessing to God's acts in the world ... It is the community that rehearses and narrates the story of God's acts for the world, waiting together for God's coming again in the return of Jesus. (p. 75)

In other words, the church is a community formed because of an encounter with Jesus and who gather to practice and share what God is doing in this world through the Holy Spirit.

As you gather for your Annual Meetings, I encourage you to have conversation about what it means to be church today:

What is God doing in your community today?

What does an encounter with Jesus look like for you?

How are you practicing what God is calling you to do and to be?

What does Romans 8:38-39 mean in your life and your congregation's life?

How are we waiting together in the mystery of God's presence now and into the future?

I am grateful for all of you and I thank you for the honor of being your Bishop. May we trust that through all things God is with us through Jesus and God's love shines through all.

God's abundant blessings on your annual meeting and throughout 2024.

Shirley M. Berg

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

ANNUAL REPORT: January 1, 2023— December 31, 2023

THE ANNUAL MEETING OF FIRST LUTHERAN CHURCH IN BOTHELL, WA will begin at 10:30 am on January 28, 2024 in person. The meeting will formally be called to order at 11:00 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 28. We know you will help carry out our mission and message in the coming year.



The Staff of First Lutheran Church - 2023

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 (retired August 2023)
Beth Bowers	Preschool Director / Teacher
Amy Case	Preschool Teacher
Mary Hatlen	Preschool Teaching Assistant
Stephanie Corrigan	Preschool Teaching Assistant
Taylor Jackson	Preschool Teaching Assist. (res. May 2023)
Cameron Keel	Preschool Teaching Assist (hired 9/2023)

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Annual Congregational Meeting

Date: January 28, 2024 11:00 am
First Lutheran Church
Bothell, WA

Care - Grow - Serve - Proclaim

Meeting Room Open/Registration (10:45 a.m.) – Emily Curcio and Kristi Pyne

Call to Order (11:00 a.m.) – Ho Brown

Devotions – Pastor Berg

Introduction of Current Council Members – Ho Brown

Voting Procedures – Stephanie Almeida

Standing Rules of Order – Stephanie Almeida

Review and Approval of Agenda – Ho Brown

Approval of 1/29/23 Annual Meeting Minutes – Ho Brown

Initial Congregational Vote:

Standing Rules of Order

Meeting Agenda

Annual Meeting Minutes for 1/29/23

Annual Report – Stephanie Almeida

President's Report – Ho Brown

Pastor's Report – Pastor Berg

New Business:

Preschool Board – Pastor Berg and Kristi Pyne

Discussion

Congregational vote

2024 FLC Budget - Dan and Ann Bormann

Discussion

Congregational vote

Council Elections (3-year term)

Nominating Committee introduction – Ho Brown

Introduction of Nominees – Carsten Thode

Kendahl Adjorlolo; Ho Brown (2nd term); Emily Curcio; Sandra Flying Cloud; David Shogren;
and Joyce Thode.

Congregational vote

Election of 2024 Nominating Committee (6 members; 1-year term) – Ho Brown

Nominees

Congregational vote

NW Washington Synod Assembly – Pastor Berg

1-day event on Saturday, May 18th, at Grace Lutheran Church in Des Moines.

Five seats are allocated to FLC: 2 Females; 1 Male; 1 Youth; & 1 Young Adult.

Closing Prayer – Pastor Berg

Adjournment – Ho Brown

Standing Rules for Congregational Meetings

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

This meeting will be recorded for the accuracy of the minutes. When the Chair recognizes a speaker, 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 at another member of the congregation. However, one may request that the Chair obtain clarification or information on the topic from someone else in the congregation.

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

It is the task of the chair to accomplish the work of the agenda as voted on by the congregation at the beginning of the meeting in a reasonable amount of time. They are also to allow for the presentation of sufficient, relevant information for an

informed action to be taken by the congregation. The chair may allow any person more than the two minutes of allotted time in consideration of these factors. A timekeeper may be appointed by the chair.

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

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



First Lutheran Church
Annual Meeting Minutes of January 29, 2023

Registration/Meeting Room Open:

Registration for the annual meeting began at 10:15 a.m. so that members could check in prior to the 10:30 a.m. start time. The registration desk was staffed by council members Ho Brown, Christy Freriks and Kristi Pyne.

Call to Order/Quorum Reached:

President Holly Batstone called the meeting to order at 10:42 a.m. Secretary Ho Brown announced that a quorum had been reached; seventy-five (75) members were in attendance.

Devotions:

Pastor Berg led the congregation in the opening liturgy (printed in the annual report). Devotions ended with the hymn “Spirit of God, Descend Upon My Heart.”

Introduction of Current Council Members:

Holly introduced the current church council: Randall Wampler, Vice-President; Ho Brown, Secretary; Stephanie Almeida; Gary Curtis; Jess Faubion; Christy Freriks; Karen Johnson; Craig Lichtenstein; Jean Peterson; Kristi Pyne; and Johannes Skjonsby. Holly thanked them for their year of service in 2022.

Voting Procedures:

Holly explained the voting procedures, which included both the use of QR codes for those with smart devices as well as paper ballots as the alternative. Each QR code presented on the screens had a link that took the voter to a Google form for the appropriate ballot. The process of using technology minimized the demand for paper, thus supporting our Creation Care goals. Paper ballots were collected by council members Christy Freriks, Johannes Skjonsby and Randall Wampler.

Standing Rules of Order:

Holly reviewed the Standing Rules of Order for congregational meetings as specified in the 2022 Annual Report. She advised members of the changes due to the fact that it was an in-person meeting so processes related to a Zoom meeting did not apply. A standing microphone and a wireless microphone were available for anyone who wished to speak.

Initial Ballot:

The first ballot included the following three questions: 1) approval of the Standing Rules of Order; 2) approval of the meeting agenda; and 3) approval of the January 30, 2022 annual meeting minutes. The question was asked if there were any changes and/or corrections to any of the three items on the ballot. None were identified and the voting proceeded. All 3 motions on the first ballot were approved as follows, with 51 on-line (QR code) responses:

Standing Rules of Order: Total Responses - 76; Approved - 76; Opposed - 0

Meeting Agenda: Total Responses - 77; Approved - 77; Opposed - 0

Annual Meeting Minutes for 1/30/22: Total Responses - 76; Approved - 76; Opposed - 0

Annual Report:

Holly asked if there were any changes to the annual report. One correction was requested. On page 19 of the report the 2022 Church Council Roster showed Katie Pyne as a council member instead of Kristi. Post-meeting it was also noted that David Berg was listed twice as a 2023 Church Council nominee and Emily Curcio, who was nominated to serve a 1-year term for the position vacated by Craig Lichtenstein, was not listed.

President’s Report:

Holly thanked the council for their work, which included extra meetings and extended meeting times. She then reviewed the Audit Committee members for 2023 and their terms of service, and stated that the council had asked the committee to perform the audit for fiscal year 2022 in 2023. Members of the committee are David Osborne (1 year); Ryan Stute (2 years) and Derrick StaRosa (3 years). The initial term of service for the members has been staggered to provide continuity. Going forward, the standard term of service is 3 years. All 3 current members are eligible for a

second term. The vice-president of the church council has been designated as the Audit Committee’s resource and liaison to the council. The committee will provide the council with their procedures and findings for review and also share the audit with the Finance Committee.

Holly stated that the council worked to get council-appointed/elected committees and committee liaisons established ahead of the annual meeting in order to maximize the committees’ full year of service. This will be the established procedure for the council, going forward. She also reported that, given the amount of work ahead for the Personnel Committee, including updating job descriptions, the council expanded the Personnel Committee. Members include: past president (chair); current president; Dan Bormann (1-year term); Gordy Phelps (2-year term); and Marilyn Iverson (3-year term). In addition, Johannes Skjonsby was appointed as an ad hoc member to serve a 1-year term.

Last, Holly announced that 2 new committees - Membership and Stewardship - have been named as a result of conversations the council has had regarding the health of the church and looking toward our future. The Membership Committee will be focused on welcoming, sharing information about the church and bringing in new members while Stewardship will focus on time and talents in addition to monetary offerings.

Pastor’s Report:

Pastor Berg thanked Holly for her service, her partnership and for her vision for the church, which was tied into our Vision 2025 goals. He then shared that he and some fellow pastors are all trying to discover ways to be the church in this new era. This means that the church that we love is going away but the church that God loves will remain. Pastor Berg explained that this is why we are trying to restart the Worship and Music Committee, recognizing that we need to leave some of the old ways behind and engage and determine a new path forward. The same is true of the Membership and Stewardship Committees. What are the things that we need to change to engage a new generation and what are the things that we need to accept?

Pastor Berg described 2023 as a year of exploration and of trying different things to see how we can move into this preferred future that God has given us. But some things, such as birth, marriage, death and the challenges that life gives us haven’t changed, other than the difficulty in dealing with them. The church needs to be there for all of those things to offering the blessing of God, and mark and ritualize those times in our lives. Pastor Berg identified that what has changed is the lack of being informed when, for example, people have been hospitalized. He explained that it is difficult to be the church if we can’t be present for each other and encouraged members to train their families so when a member requests a visit from the pastor, it is heard and acted on. Pastor Berg accounted for that stipulation by sharing that he has had situations backfire for all concerned when visits weren’t really requested, so, in the future, requests must come from family members or from an immediate friend who the church knows is involved.

Pastor Berg stated that last year we reinvigorated our efforts in our Vision for Mission - 2025. We know what our core values are even if we don’t know the future. Staff is exploring what it means to be the staff, and whether staff is doing what the church needs them to do. The expansion of the Personnel Committee is important to aid in that effort. Pastor Berg ended his report by sharing that the new Pride flag is up and several strangers have stopped and given thanks for that flag. It is an honor for the many people in our community to know that we are a safe place.

2023 First Lutheran Church Budget:

Dan Bormann presented the proposed budget for the General Fund for 2023. He first referred the membership to the Finance Committee report on page 23 of the annual report and summarized the contents of the report. He provided specifics on pledges for 2023 compared to 2022 for both the General Fund and the Capital Improvement Fund, as per below.

Fund	2022 Pledges	2023 Pledges	2022 Amount	2023 Amount	Difference
General Fund	84	78	\$405,023	\$379,810	(\$25,213)
Capital Improvement Fund	37	38	\$ 53,220	\$ 50,107	(\$ 3,113)

Dan also mentioned that giving through an Individual Retirement Account (IRA) Required Minimum Distribution (RMD) is a very tax-efficient way of giving to the church.

The 2022 fiscal year ended with expenses exceeding income by \$10,089. This is the second time in 10 years that we finished the year with a deficit. This deficit will be cleared with money transferred from the Reserve Fund. In order to arrive at a pledges and loose offerings estimate for 2023, Dan used the pledges received and continuing giving for the non-pledging units.

The proposed 2023 budget has a negative ending balance of \$26,659. Dan explained that we are allowed to approve a deficit budget as long as the church has reserves to cover the deficit. The Reserve Fund balance for the beginning of 2023 is \$109,665. This is not a sustainable budget. It is recognized that we are a smaller congregation, per the Statistical Report on page 18 of the annual report, but if a significant increase in income does not occur, we will need to make some changes before our 2024 budget.

Dan then clarified that the budget was revised after the original version was sent out. The corrected budget shows an income of pledges and loose offerings (account 4.1100) of \$511,000 in the “2023 Proposed Budget” column (page 12 of the annual report). The total income budget is about \$13,000 less than last year’s actuals. Because of the reduced income projections, significant cuts needed to be made in the budget requests from the various committees. Many areas in the budget are not negotiable or flexible, which forced budget cuts on accounts that could be modified. These areas include:

- 5.1000 Mission Support - reduced from a 7.3% contribution of pledges and loose offerings to 4.5%.
- 5.1500 Social Ministries - reduced from a budget of \$13,700 in 2022 to \$6,950. There is a fund account (refer to the Consolidated Fund Activity Report on page 27) that can support Social Ministries and has a balance of about \$2,400. In addition, there are \$5000 that could be transferred from the Scrip profit account. All Scrip funds support Social Ministries, so members should continue to support the Scrip program.
- 5.4000 - Worship and Music
- 5.5500 - Christian Education
- 5.9000 - Personnel - although pension and medical did increase for our 3 full-time staff positions, salary increases were not given.

It should be noted that account 5.8000 - Administration significantly increased in the 2023 budget. However, the change is due to the fact that in 2022 we had an on-staff janitorial service, the expense for which fell under Personnel. This year we have a contracted janitorial service, which moves the expense to Administration.

Dan then directed the membership’s attention to the year-end Consolidated Fund Activity Report on pages 27 and 28 of the annual report. He stated that these funds are restricted for specific uses, but add to the overall financial stability of the church. The total balance for all of these funds approximately \$275K. Dan then reviewed selected accounts and what work the funds support.

Dan ended his report by stating that it would take an additional \$75,000 of income to make our budget sustainable, if all the requested amounts had been budgeted. What can members do to help? Increase pledges or give more generously. The Finance Committee will closely monitor income and expenses and work with the Personnel Committee and the church council.

The floor was then opened for questions. All inquiries were responded to and a vote was taken to approve the proposed General Fund budget. A total of 78 ballots were cast, as follows:

Type of Ballot	Total Votes	Approved	Opposed
On-line Ballots	53	51	2
Paper Ballots	25	25	0
Total Ballots Cast	78	76	2

Council Elections:

The 2023 budget was approved as proposed. The 2023 budget was approved as proposed, announced the following nominees for the 2023 council elections: David Berg, Christy Freriks (2nd term); Kathy Konieczka and Jacky Schnarre, each for a 3-year term and Emily Curcio for a 1-year term to complete the 3-year term for the position vacated by Craig Lichtenstein.

Nominees	On-line Ballots		Paper Ballots		Total Votes	
	Approved	Opposed	Approved	Opposed	Approved	Opposed
David Berg	54	0	23	0	77	0
Emily Curcio	54	0	23	0	77	0
Christy Freriks	53	1	20	0	73	1
Kathy Konieczka	51	2	20	2	71	4
Jacky Schnarre	54	0	20	0	74	0

All nominees to the 2023 Church Council were elected.

Nominating Committee Elections:

Holly introduced the slate of nominees for the 2023 Nominating Committee. This committee will provide nominations for council members for 2024. Outgoing council members are requested to join this committee. Therefore, the nominees for the 2023 Nominating Committee are: Holly Batstone; Lloyd Condra (2nd term); Karen Johnson; Tom Payne (2nd term); Carsten Thode (2nd term); and Randall Wampler. There was a motion and a second to forego voting on-line and with paper ballots and, instead, to accept the entire slate of nominees as presented with a hand vote. The motion passed unanimously.

NW Washington Synod Gathering:

Pastor Berg explained that this year is not a year for a Synod assembly; instead, Synod gatherings will be held that are open to all members. Susan Berg provided information on the variety of educational opportunities (around 18 different forums) that will be available. One gathering will be held at Salem Lutheran Church in Mount Vernon on May 13th and the other will be at St. Andrews in Bellevue on May 20th. More information will be published as it becomes available.

Closing Prayer:

Pastor Berg led the congregation in a closing prayer.

Adjournment:

Holly adjourned the meeting at 12:00 p.m.

Respectfully submitted,

Ho Brown
Congregation/Council Secretary

First Lutheran Church: Proposed Budget 2024

Acct #	2022 Actual	2023 Approved Budget	Actual thru 12/31/23	Council Recommended 2024 Budget
4-1000	INCOME			
4.1100	Pledges and loose offerings	519,893	557,799	518,000
4.1200	Bldg Use	3,470	4,664	4,000
4.1210	Pre-School Contribution			
4.1250	Janitorial Fee Reimbursement			
4.1400	Altar Flowers	830	1,283	1,300
4.1450	Thrivent Choice Income program	2,070	3,353	3,000
4.1453	Amazon-Smile	337	237	-
	Amazon - Parking space	3,300	1,200	-
4.1456	Other E-Rebate Income		84	
4.1500	Hospitality	74		
4.1600	Adult Education	115	203	
4.1610	VBS Reg	1,625	2,487	2,500
4.1620	Library			
4.1710	Monthly Outreach			
4.1900	Interest - Banner Bank	36	1,475	1,200
4.1050	Miscellaneous	712	1,060	-
	Total Income	\$ 532,462	\$ 573,845	\$ 530,000
	EXPENSE			
5.1000	Mission Support			
5.1005	ELCA	37,908	24,939	33,670
	Total Mission Support	\$37,908	\$24,939	\$33,670
5.1500	Social Ministries			
5.1515	Outreach	11,000	6,000	12,000
5.1520	Rent Subsidy	100		-
51530	Special Social Ministries Projects	79		500
5.1533	Advocacy		55	

2023 Approved Budget

Actual thru 12/31/23

2022 Actual

2023 Approved Budget

Council Recommended 2024 Budget

Acct #

Acct #		2022 Actual	2023 Approved Budget	Actual thru 12/31/23	Council Recommended 2024 Budget
	Quilting Ministry	1,200	600	618	600
	Earth Ministries Membership		250	250	250
	Total Social Ministries	\$12,379	\$6,950	\$6,923	\$13,350
5.2000	Stewardship				
5.2010	Envelopes	320	400	310	310
5.2020	Stewardship Drive		-		-
	Total Stewardship	\$ 320	\$ 400	\$ 310	\$ 310
5.3000	Membership				
5.3010	Membership Expenses	-	-	-	1,000
	Total Membership	\$ -	\$ -		\$ 1,000
5.4000	Worship & Music				
5.4001	Special events bulletins		-		-
5.4005	Communion Supplies	218	300	363	363
5.4007	Altar Supplies	256	300	935	300
5.4008	Altar Guild	59	100		100
5.4010	Lenten Services				
5.4012	Guest Pastors	600	900	900	900
5.4015	Altar Flowers	1,299	1,300	1,863	1,863
5.4017	Worship Resources	270	300		-
5.4019	Misc. Worship expense	185	200	249	200
5.4020	Choir Director - Sub		220		220
5.4022	Organ Substitute	200	320	200	320
5.4024	Musical Licenses	1,024	1,000	1,700	1,700
5.4026	Sanctuary Choir Music	273	500	326	500
5.4028	Children's Choir Music/Exp				
5.4030	Contemporary Ensemble Music	31	100	56	100
5.4034	Chime Choir Music				
5.4035	Organ Repair - Maint (tuning)				
5.4036	Piano Repairs & Maint				

2023 Approved Budget Actual thru 12/31/23 Council Recommended 2024 Budget

Acct #	2022 Actual	2023 Approved Budget	Actual thru 12/31/23	Council Recommended 2024 Budget
5.4038		100		100
5.4041				
	\$4,415	\$5,640	\$6,592	\$6,666
5.5000				
5.5005		100		100
5.5010		100		100
5.5015		150		150
5.5020		350		350
5.5025		200		200
5.5030		100		100
5.5030		-		-
	\$0	\$1,000	\$0	\$1,000
5.5500				
5.5501	490	500	657	1,000
5.5503				100
5.5505	106		55	222
5.5507				100
5.5509				
5.5511		100		100
5.5513	1,301	1,300	3,803	3,803
5.5515	1,553	1,000	1,241	1,400
5.5517				100
5.5519				
5.5521	508	500	500	750
5.5523	727	500	829	650
	\$4,685	\$3,900	\$7,085	\$8,225
5.6000				
5.6010	194	300		500
5.6015	432	500	1,149	1,200

2023 Approved Budget

Actual thru 12/31/23

2022 Actual

2023 Approved Budget

Actual thru 12/31/23

Council Recommended 2024 Budget

Acct #	Special Events	327	350	347	400
5.6025	Total Fellowshipship	\$953	\$1,150	\$1,496	\$2,100
5.7000	Building & Property				
5.7001	Replacement Reserve Exp				-
5.7005	Janitorial Supplies	5,627	6,000	4,496	3,000
5.7010	Building Maintenance	7,571	8,000	7,636	8,000
5.7015	Utilities	32,668	34,000	33,975	34,000
5.7020	Building Services	6,375	6,000	9,227	9,227
5.7025	Insurance (Brotherhood Mutual)	14,910	16,600	16,131	17,500
5.7030	Van/trailer maint/gas	1,397	1,700	1,102	1,700
5.7032	Van Replacement Reserve Exp		-		-
	Total Building/Property	\$68,548	\$72,300	\$72,567	\$73,427
5.8000	Administration				
5.8005	Office Supplies	2,530	3,000	2,010	2,500
5.8012	Office Equipment Purchase				
5.8015	Office Equip Maintenance		300	674	300
5.8017	Office Equipment-Lease/Rental	8,474	8,000	9,389	9,000
5.8018	Computer Support	258	500		500
5.8020	Postage	176	200	406	350
5.8025	Conventions & Conferences	680	750	830	850
5.8030	Bank Fees	1,414	1,250	711	700
5.8033	Vanco Expenses	3,753	3,800	3,886	4,000
5.8035	Council Contingency	-	500	574	1,000
	Creation Care Team				500
5.8040	IT/Communications Committees	1,931	2,000	2,008	3,000
	Janitorial Service		21,888	21,888	23,000
5.8055	King Cty-Surface Water Fees	3,289	3,300	3,486	3,300
	Online subscriptions	4,247	4,300	4,596	4,300
	Total Administration	\$26,752	\$49,788	\$50,458	\$53,300

Acct #		2022 Actual	2023 Approved Budget	Actual thru 12/31/23	Council Recommended 2024 Budget
5.9000	Personnel				
5.9001	Pastor Salary	61,101	61,101	33,107	64,156
5.9003	Pastor Housing Allowance	50,814	50,814	78,807	53,355
5.9005	Pastor Car Allowance	837	850	1,109	850
5.9007	Pastor Cell Phone Allowance	500	1,200	500	1,200
5.9008	Pastor Book Allowance	772	500	466	500
5.9009	Pastor Discretionary Fund	307	600	345	600
	Pastor Discr Fund - Gym Memb		600	330	600
5.9010	Pastor Pension & Med	34,391	35,805	33,576	36,556
5.9011	FICA	6,555	6,555	6,555	6,555
5.9013	Continuing Education-Pastor	195	1,000	417	1,000
5.9101	Director Reach Ministries Salary	62,864	62,864	62,864	66,007
5.9102	Dir Reach Ministries Car Allow	752	800	853	800
5.9103	Dir Reach Ministries Pens & Med	21,248	22,283	21,562	12,542
5.9104	Dir Reach Ministries Cont Ed		750	853	750
5.9105	Dir Reach Ministries Book Allow	78	400	16	400
5.9106	Dir Reach Ministries Cell Phone	831	1,200	747	1,200
5.9201	Bookkeeper/Admin Salary	52,027	52,027	52,026	54,628
5.9202	Bkpr/Admin Pension & Med	17,585	18,442	17,845	18,517
5.9203	Bookkeeper/Admin Continuing Education		650		650
5.9402	Ensemble Director Salary	14,305	14,305	9,720	-
5.9403	Music Director Salary	26,476	26,476	27,404	30,723
5.9405	Musicians Continuing Education		450		450
5.9510	Security Salary	2,646	2,648	2,646	2,780
5.9601	Nursery Caregivers Salary	819	1,842	1,344	2,540
5.9700	Payroll Taxes/Industrial Ins	16,160	17,000	14,824	17,000
	WA FMLA Contribution	917		1,221	1,225
	Total Personnel	\$372,180	\$381,162	\$369,137	\$375,584
	TOTAL EXPENSES	\$528,140	\$545,285	\$539,507	\$568,733
	TOTAL INCOME	\$ 532,462	\$ 519,850	\$ 573,845	\$ 530,000

Acct #	2022 Actual	2023 Approved Budget	Actual thru 12/31/23	Council Recommended 2024 Budget
Projected Income Less Expenses	\$ 4,322	\$ (25,435)	\$ 34,338	\$ (38,733)
Prepaid 2024			\$ 12,200	\$ 12,200
Transfer from Reserve Fund - if needed		\$ (25,435)	\$ 22,138	\$ (26,533)
Reserve Fund Bal-				
12/31/2023 Reserve Fund Balance	\$ 108,665			
2023 Income over Expenses	\$ 22,138			
2024 Beginning Reserve Fund	\$ 130,803			

2023 ANNUAL PASTOR'S REPORT

The Rev. Tor Kristian Berg

At the start of 2023 we were well out of the pandemic and most of us started to feel comfortable reengaging our time to ministry and we had a lot to reconsider. January showed me what I might be focusing much of my energy in the new year. Parishioners were in the hospital, recovering from surgery, having anxiety attacks, bloody noses and grieving the death of a loved one. I was planning for four funerals by the end of the month.

In February, Susan and I took a well-deserved vacation to Mexico (I had never been) but returned with severe Covid symptoms. We were out for 12 days and really suffered with fatigue and other issues. I want to thank those that reached out and offered help and prayer. It meant a lot to us.

March found us in the depths of Lent. We gathered each Wednesday evening for Soup and vespers. We used the Movie Secondhand Lions to discuss aging and purpose in life.

In April, we embraced the Resurrection of our Lord and the life he has provided for us in the Spirit. We held a quilt-a-thon to finish off quilts for Lutheran World Relief. Roger and I enjoy chapel time with our preschoolers. We host chapel on Tuesdays and Thursdays throughout the school year.

Jury duty caught up with me in May. I had never even been summoned to jury duty. It was a very interesting process, and I would love to be summoned again. I also attended the two Synod Gatherings in Mount Vernon and Bellevue. I taught two classes on Congregation Constitutions.

For worship during the summer season, we tried an ill-fated bulletin experiment. It was an utter disaster. But we tried something new! I developed a preaching series called "Bumper Sticker Theology." It was well received, and I enjoyed the sermon process for this.

July Fourth FLC showed its support for our Queer community by marching with Eastside PFLAG in the Bothell Fourth of July Parade. We also provided water and restrooms for parade attendees. We thanked Richard Edmonds on his decades of service to this congregation as our Ensemble Leader. He resigned from this position at the end of July.

In August we were inspired by four lay preachers who shared on the theme "Worship and Me." Thank you to Jacky Schnarre, Kendahl Adjorlolo, Lloyd Condra and Kris Dersch.

We kicked off another program year on September 10th. The halls again filled with preschoolers during the week.

October, I focused on worship. We started planning for Advent and Christmas. Developed with input from the Worship and Music Committee a survey to learn more about how the congregation felt about worship and whether we should go from 2 services to 1.

I continued to offer Adult Sunday school classes, in October we focused on the Reformation and in November we started a conversation about spiritual practices.

November and December also saw the Congregation Council, Personnel committee and the staff begin a mediation process to help in our communication and decision making. The process is still ongoing, but we have seen positive outcomes already. We will be forming a pastoral Mutual Ministry Committee and develop descriptions for the work of each of our committees and task forces. We also saw over 440 people attend Christmas Eve spread over four worship services.

Overall 2023 was one of the hardest in my 29 years in ministry. While still maintaining the work that I am called to do, I also had to contend with a lot of anxiety from a few people in leadership. Change is hard and when the future seems so uncertain, we sometimes turn to unhelpful ways of addressing those challenges.

I give thanks for this congregation and all it means to our community. I also give thanks for the opportunity to bring the Gospel of Jesus Christ through Word and Sacrament ministry.

Statistical Report December 31, 2023

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: 12/31/2022	390	334	2
Members added by baptism:	2	0	0
Members added by Rite of Confirmation:	0	2	0
Members added by transfer from ELCA congregation:	0	0	0
Members added by transfer from non-Lutheran congregation	0	0	0
Members added by Affirmation of Faith:	0	0	0
Total members added:	2	2	0
Members removed by death:	4	4	0
Members transferred to other ELCA congregation:	8	6	0
Members transferred to other non-ELCA congregation:	2	2	0
Members removed by request:	0	0	0
Members removed due to inactivity/no response:	0	0	0
Total members removed:	14	12	0
Adjustment to match roster	0	0	5
Total of all members 12/31/2023	378	324	7
Number of Sunday school students (all except confirmation)		20	
Number of confirmation students		5	
Number of Vacation Bible School students		54	
Baptisms performed:		3	
Weddings performed:		0	
Memorials/Funerals performed:		6	

2023 COUNCIL PRESIDENT'S REPORT

Ho Brown

Looking back, 2023 was a year focused on communication, organization, and engagement. In March, FLC held a Committee Fair, coordinated by Stephanie Almeida. The fair created some interest and established our new Membership and Stewardship Committees. In that same month, Pastor Berg started the Church Council, committees, and task forces on a path to create a Continuing Resolution (CR) for each group. A CR describes the functions of our various church organizations, establishes church policies, and defines continuing church operating procedures. Thus far, the Council has adopted a Continuing Resolution for a Pre-School Task Force, a UW Bothell Campus Ministry Committee and for a 2024 Sabbatical Planning Team.

In June, the Council added a new column to the monthly newsletter called "Spotlight on Volunteers." Each month, we ask a different committee to share information about its work and its members who dedicate their time and talents to the service of our church and our Lord. The Council also began posting our approved meeting minutes on our website in an effort to keep the congregation up to date on the work of the Council.

In August, we held a retreat and participated in a fun team-building exercise. In September, we began hosting a monthly event called "Coffee with Council," which provides an opportunity for an open dialog with council members. In September, Pastor Berg, council members, staff and the Personnel Committee participated in one-on-one meetings with Pastor Vance, who is the Executive Director of Consultation to Clergy (CTC). These meetings provided a foundation for future group meetings, including one held in December.

Over the course of a year, change is always a possibility. In August, 2023, Johannes Skjonsby resigned from the Church Council due to personal reasons. In December, 2023, Kathy Konieczka submitted her resignation, effective January, 2024, also due to personal reasons. In addition, Stephanie Almeida will be ending her time on Council in January, 2024, after serving our church as a council member for 6 years. Stephanie served as secretary in 2020 and assumed the responsibilities of the vice president in 2023. I am so very thankful for the invaluable gifts of service that each of these members provided during their tenure.

Looking ahead, in 2024 the Council will continue the work to review and adopt Continuing Resolutions for committees, guilds and task forces. Our constitution will be updated to align with the ELCA's current version of the Model Constitution for Congregations. The updates will be presented to the congregation for approval at a special congregation meeting. We will also receive a completed financial review from the Audit Committee, continue our conversations with Pastor Vance and, as we achieve our Vision for Mission – 2025 goals, look at long-range planning for the future of our church.

Now to Him who by the power at work within us is able to accomplish abundantly far more than all we can ask or imagine, to Him be glory in the church and in Christ Jesus to all generations, forever and ever. Amen.
Ephesians 3: 20-21

2023 Church Council Roster

Ho Brown, President (1/24)	Emily Curcio (1/24)	Kathy Konieczka (1/26)
Stephanie Almeida, Vice Pres. (1/24)	Gary Curtis (1/25)	Kristi Pyne (1/25)
Jean Peterson, Secretary (1/25)	Jess Faubion (1/25)	Jacky Schnarre (1/26)
David Berg (1/26)	Christy Freriks (1/26)	Johannes Skjonsby (resigned)

(month/year term expires)

2024 Church Council Nominees

Kendahl Adjorlolo
Ho Brown
Emily Curcio
Sandra Flying Cloud
David Shogren
Joyce Thode

6 nominees will serve a 3-year term ending January 2027

ANNUAL REPORT OF THE DIRECTOR OF REACH MINISTRIES

Roger Steinke

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

I want to give special thanks to the many members who serve as teachers, helpers 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.

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

From breakfast Bible studies to Journey classes to youth mission trips to personal 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 / BOOKKEEPER

Kristin Smith

In 2023 we are back to normal! We have continued using and expanding our online procedures, streamlining the workflow. We produced 102 worship bulletins, 12 newsletters, 52 prayer emails and 48 weekly news emails.

On the bookkeeping side, invoices were paid in a timely manner, payroll was processed bi-monthly and all taxes were paid bi-monthly and quarterly. W-2s and 1099s were sent in January, and filed with the federal government. A new Washington (State) Cares payroll deduction was implemented in July.

A huge thank you to our weekly pew angels who 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.

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.

Thank you to **Stephanie Almeida** for proofreading this annual report, and to **Beth Phelps** for proofreading bulletins as needed.

ANNUAL REPORT OF THE MUSIC DIRECTOR

Lucy Kay Osborne

I am continually impressed with the level of commitment and dedication our Sanctuary Choir, Ensemble and volunteer musicians show toward worship at FLC. We have a talented group of volunteers that regularly participate in playing for worship, from flute, vocalists, violin, trumpet, drums, piano, trombone to bagpipes. We are truly fortunate.

We began a concert series with Ian Dobson's steel band, The Lyric Arts Choir & Orchestra in November and April and the American Guild of Organist Hymn Festival in May.

In July we said goodbye to Richard Edmonds, Ensemble Director, as he began his retirement and had a farewell send-off in July. We thank Richard for his many years of service and leadership.

On Good Friday the choir performed "It is Finished," a Tenabrae service by Mary McDonald with violin, piano and voices. In December we had the Christmas concert with 19 performers plus the choir (13). We thank the Fellowship Committee for the festive and delicious reception, and the sound and camera people for all that they do to enhance worship.

BUILDING AND PROPERTY COMMITTEE

The building & property committee is responsible for maintenance and minor repairs to the building and grounds. They interact with State and local regulators to confirm that our buildings and grounds meet statutory requirements. They make recommendations to the Council for major projects to the property and grounds. They also approve building use requests.

In 2023, the church main entry refurbishment project was completed, the Amazon Bot dispenser box was removed from the parking lot, and twenty-six fire suppression sprinkler heads were removed and replaced. Members of the committee met with city officials regarding an unanticipated increased water charge, met with city planners regarding improvements to 102nd Avenue, and met with a representative of the developer regarding the plan to construct an apartment complex on the Wells Fargo bank site. Members of the committee managed appliance repairs and refurbished the pre-school bathroom (thank you David!)

The committee continues to monitor the health of our roof in anticipation of major repairs in five to ten years.

These servants meet via Zoom on the first Tuesday of the month to discuss physical plant issues: Richard Keltner (chair), David Osborne, Jess Fabion (council liaison), Audrey Fisher, Mark Schnarre, Roger Wolter, Roger Steinke & Pastor Berg.

CHRISTIAN EDUCATION COMMITTEE

Sunday School (Preschool - Grade 6):

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 10:30 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, with 10 students enrolled and 10 different adult and high school youth leaders.

Middle School Confirmation Program (Grades 7 - 8):

4 students participated in this program during the 2022 - 2023 School Year. Two students were confirmed in 2023. 3 students are currently enrolled in the 2023 -2024 School Year.

Vacation Bible School: "BIG Table!" VBS was held July 24 - 27. Preschool and Kindergarten students met from 9 AM to 12 PM/Noon. Students in Grades 1 - 6 met from 9 AM to 3 PM (included lunch). 54 students were registered and over 30 youth and adults served on staff.

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

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

Movie Review Nights: Movie Review Nights meet every other month on ZOOM, reviewing a variety of films with 8 - 10 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

bless, guide and direct the education ministries of First Lutheran Church as we proclaim God's love to the people in the Bothell and Northshore area.

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

COMMUNICATIONS / IT COMMITTEE

2023 Committee Members: Roger Wolter, Kristin Smith (staff), Andrew Phelps (chair), Jacky Schnarre (council liaison), Pastor Berg

The IT/Communications Committee meets the first Tuesday of each month at 7:00 PM. During 2023, in supporting FLC's mission, we:

- Assisted church staff in maintaining and updating office computer equipment and software.
- Created SharePoint groups for committees (Personnel, Audit, Endowment, and FLC Council) to store and share documents.
- Installed a new Wi-Fi extender, expanding Wi-Fi coverage to the southeast corner of the building.

Thank you to our committee members and all who have supported our efforts to maintain and update technology at FLC. We look forward to another productive year in 2024.

FELLOWSHIP COMMITTEE

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

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

In addition to Sunday morning fellowship, we sponsored or supported the following events: Soup suppers during Lent; Bothell Fourth of July Parade Rest Station; Rally Sunday Cookout; and a lovely candlelit reception following the beautiful Christmas Concert in December.

In June we invited the various stakeholders/users of the main kitchen and hosted a work day to clean, sort, clear out, and reorganize the space. A HUGE thank you to all the folks who helped - it looks great!

Behind the scenes, we ensure that needed kitchen items, paper products, and coffee/tea supplies are well-stocked.

Many thanks to all who helped support these activities! We would love to share the fun - please speak with one of us about bringing treats, helping

on a Sunday, or joining our committee. We meet at 6pm on the third Tuesday of the month - join us!

FINANCE/STEWARDSHIP COMMITTEE

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 12/31/2023, income over expenses was \$34,338. FLC received \$12,200 in prepaid 2024 donations. Therefore, we plan to transfer \$22,138 to the Reserve Fund, which can be used to pay for items outside the budget and for emergencies with council approval.

Through the General Fund FLC gave \$24,939 (4.5% of our pledges and loose offerings) to ELCA Mission Support. Through the General Fund FLC gave \$6,922 through Social Ministries. Also, FLC members gave over \$2,000 to Compass Health gifts cards during the holiday season. Additional social ministry giving comes directly from members who buy school supplies for LWR school kits and other direct funded projects. Some Social Ministries funding is generated through Thrivent Choice elections and the SCRIP program. The SCRIP program funded Lutheran World Relief school kit items and shipping for school kits, quilts and health kits.

We thank the offering counting crew of Gordy Phelps and Melanie Veazey for their dedicated service to counting our offerings.

FLC continues to receive Capital Improvement Fund donations to provide for future roof repair/replacement and other building maintenance projects. The Capital Improvement Fund account balance is \$63,947.

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

LIBRARY COMMITTEE

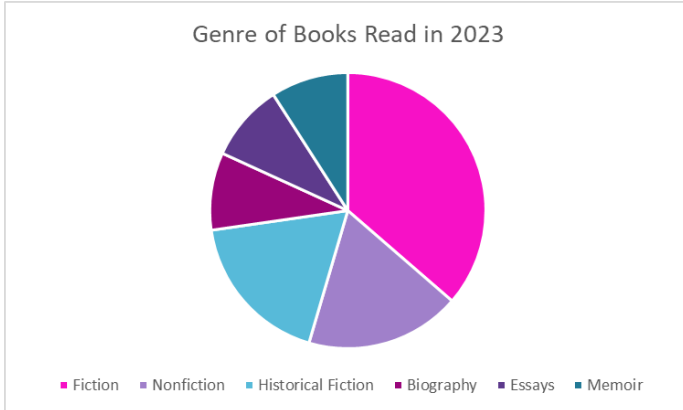
Committee members include Ann Aagaard, Clint Bastin, Trygve Enger, Donna Gilbery, Katie Pyne, Marilyn Sides, Linda Siebert & Roger Steinke(staff).

The Book Discussion Group supported by the library committee continued their interesting book discussions on the 4th Tuesday each month on Zoom.

Summary of the books includes:

- 11 Books read
- 3749 pages
- the longest book was 560 pages and the shortest was 112 pages
- 6 different genres (fiction, nonfiction, historical

fiction, biography, essays, and memoir)
 - topics and themes including race, religion, community, journeys, war, family, nature, loss, and hope
 - the most common moods of the books we read were reflective and emotional. but we also read books that were challenging, informative, adventurous, funny, dark, mysterious, hopeful, sad, lighthearted, and relaxing.



Our committee also supported FLC Bothell’s Oral History Committee. During January and February 2023, the committee filmed and recorded nine interviews of our church members and their memories of FLC Bothell. The interviews are recorded, saved, and will be transcribed. A copy of the interview will be given to each participant, and a copy available in the church library.

In November, the library committee hosted the Pacific Northwest Association of Church Libraries (PNAACL) Seattle Chapter. Linda Siebert gave a presentation about our “Show Us your Favorite Photo” project. The 2023 final framed photos are currently on display in the library.

MEMBERSHIP COMMITTEE

The formation of a membership committee was announced at the FLC Annual Meeting in February of 2023.

Members are Kathy Chester, Rachel Jackman, Dave Shogren and Stephanie Almeida (council liaison).

While there has only been one official meeting, the committee has met and talked unofficially and has acted on several ideas that were discussed.

The committee identified the need to contact members who no longer attend FLC for feedback as to why they had left. This will be done in 2024.

The committee identified two opportunities per year (Christmas and Easter) to reach out to people who do not normally attend church. At Easter services a flyer was put in all bulletins to announce FLC’s July Vacation Bible School and children’s welcome bags with VBS information, as well as some bible-oriented activities and crayons, were handed out. On Christmas Eve a flyer was created and inserted in all bulletins giving a brief message about our church and faith, and the worship and education structure to begin in January of 2024.

The committee developed a Continuing Resolution that is currently being reviewed by the church

council.

The committee is committed to finding ways to retain our current members and gain new.

PERSONNEL COMMITTEE

Members: Holly Batstone (chair) Dan Bormann, Ho Brown, Marilyn Iverson, Gordy Phelps and Pastor Berg. In 2023 we began updating the personnel policies to ensure compliance with new laws and regulations. We expect to be able to send the updates to the church council for approval in early 2024. Our committee recommended, and the FLC council approved, increased vacation time in 2023 for all staff members.

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 2023 we continued to support frontline services helping those in need, natural disasters, and refugee support. These organizations include Compass Housing Alliance, Hopelink, Lutheran Community Services, Washington Poor Peoples Campaign, ELCA World Hunger, Lutheran Immigration and Refugee Services, Lutheran World Relief, ELCA Lutheran Disaster Response, Faith Action Network, and Lutheranwood Camp and Retreat. We added Camp United We Stand and Northshore Senior Center Food Bank in 2023.

We continued to conduct business through email and Zoom meetings this year. Many in our congregation helped to sew and stuff much-needed school bags and support our Quilter’s Ministry at two Quilt-A-Thons. We provided funds for materials and shipping for 135 LWR Quilts, 160 School Kits and 300 Personal Care (Hygiene) Kits to the Lutheran World Relief Warehouse in Baltimore in May 2023. The November 2023 shipment included 126 LWR Quilts, 416 School Kits and 60 Personal Care Kits for distribution to places in need throughout the world.

Our congregation also participates in various special drives and events throughout the year. These include non-perishable Food Drives in multiple months for Northshore Nourishing Networks supporting local food pantries, Compass Housing’s “5 Most Needed Items” Campaign in October, Compass Housing pies and whip cream in November, and raised over \$3200 in gift cards for Compass Housing families in December. New this year was a contribution of over \$750 in gift cards and non-perishable food items for Hopelink Helping Hands in the Northshore area.

We would like to recognize Kathy Konieczka, our Chairperson for the last several years. Kathy is

leaving our committee, and we thank her for all that she has done for our congregation's Social Ministries.

Finally, we thank all First Lutheran Church members and friends for your generous support!

STEWARDSHIP COMMITTEE

Members: Kendahl Adjorlolo (Chairperson), Gary Curtis (Council Liaison)

This committee was newly re-established in 2023. It has been many years since our congregation had a specific committee dedicated to Stewardship. We look forward to continued growth in 2024.

Stewardship can take many forms, including our time, our talents, and our treasure. As Christians, we are taught to give freely, unconditionally, and joyfully as God gives to us.

For our first year, we completed a Time and Talent Survey from our congregation. Survey information from almost 100 responders included their skills along with the committees, ministries, guilds, and worship services where responders are already participating or are interested in volunteering. We had a Fall Pledge Drive where funds pledged for 2024 were up 8% over the previous year. Finally, we laid the foundation to work more closely with the Endowment Committee in future years

We thank all 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 2023 Youth Auction was held on Sunday, February 5th. Our theme was "Life is Better at the Beach!" Over 110 people attended the auction which raised over \$22,000 to support our youth! A group of 30 youth and adults helped prepare, set up, serve and clean up. The afternoon included a Silent Auction, Cake and Live Auction. Appetizers and a Taco Bar Lunch were served and enjoyed. Many thanks to the friends and members of First Lutheran Church for their generosity, help and support of our marvelous Young People!

Monthly Youth Events held in 2023 included Family Game and Movie Nights, visits to Sparta's Restaurant for pizza, playtime at the Family Fun Center in Tukwila, swimming at Jackie Fairbanks indoor swimming pool, jumping at Pump It Up in Lynnwood and enjoying Fall activities at Swan's Trail Farms in Snohomish.

In July, a group of 10 youth and 2 adults attended the Western States Youth Gathering at California

Lutheran University. We gathered around the theme, "Revive, Reunite, Rejoice." We explored our faith through interactive workshops, service-learning activities and creative mainstage worship experiences. We also visited the Compton area of LA, Beverly Hills, Hollywood and celebrated a day at Disneyland and California Adventure Parks.

A Mission Trip to Camp Lutherhaven in Coeur d'Alene, Idaho took place in early August with 15 youth and 2 adults attending. In addition to helping refurbish a trail between the Chapel and waterfront, we also enjoyed a variety of camp activities including Bible study, campfires, high ropes course, climbing tower, kayaking, swimming and a fun day at Silverwood Amusement Park.

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

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

**First Lutheran Church of Bothell
Balance Sheet as of December 31, 2023**

Assets		
1.1001	Banner Bank Checking	219,595.94
1.1002	Banner Bank Saving	8,357.06
1.1010	Banner Bank CD 3.21.2023	51,432.74
	Total General Fund Checking & Saving	\$279,385.74
1.1003	Banner Bank Scrip Checking	19,123.93
	Total Scrip Account	\$19,123.93
1.2000	In-kind Donations Received	0.00
	Total In-kind Donations Received	\$0.00
1.4000	Vanco Giving	5,227.21
1.5000	Accounts Receivable/Clients	173.98
		\$303,910.86
Liabilities		
2.2001	Accounts Payable/Vendors	100.09
2.2002	Portico	667.04
2.2003	Payroll Clearing Account	0.00
2.2004	Federal Withholding Payable	0.01
2.2007	Washington Cares Withholding Payable	388.75
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	\$1,155.89
Fund Balances		
3.1000	General Fund Balance	34,337.83
3.1010	Quilters Fund Balance	3,661.69
3.1050	PPP Loan Fund Balance	0.00
3.1100	Mortgage Fund Balance	0.00
3.1200	<i>Social Ministries Fund Balance</i>	
3.1210	Social Ministries Scrip Proceeds Sub Fund Balance	2,898.59
3.1220	Social Ministries Chg 4 Chg Fund Balance	644.96
3.1225	Misc. Social Ministries Balance	473.29
3.1230	Lutheran World Relief Projects Fund Balance	627.95
	<i>Total Social Ministries Fund Balance</i>	<i>\$4,644.79</i>
3.1300	Library Fund Balance	0.00
3.1400	<i>Youth Fundraising Fund Balance</i>	
3.1405	Misc. Youth Fund Balance	0.00
3.1410	Mission Trip Sub Fund Balance	0.00
3.1420	Youth Fund Auction Sub fund Balance	13,532.60
	<i>Total Youth Fundraising Fund Balance</i>	<i>\$13,532.60</i>
3.1500	Reserve Fund Balance	108,665.23
3.1510	Capital Improvement Fund Balance	63,947.21
3.1600	Musical Instrument Repair Fund Balance	8,493.21
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	15,352.25
3.2010	First Lutheran Preschool Scholarship Fund Balance	1,972.50
3.4000	Scrip Fund Balance	12,240.57

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	1,498.42
3.8007	Memorial - Paraments Fund Balance	119.94
	<i>Total Memorial Fund Balance</i>	<i>\$1,618.36</i>
	Total Fund Balances	\$302,754.97
	Total Liabilities and Fund Balances	<u>\$303,910.86</u>

**First Lutheran Church of Bothell
Consolidated Fund Activity Report as of 12/31/2023**

Account #	Account Name	Beg Balance	Receipts	Disbursements	Transfers/JE's	End Balance
3.1000	General Fund Balance	(10,088.36)	573,844.96	539,507.13	10,088.36	34,337.83
3.1010	Quilters Fund Balance	3,137.88	1,694.00	1,170.19	0.00	3,661.69
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	2,433.31	2,000.00	1,534.72	0.00	2,898.59
3.1220	Social Ministries Chg 4 Chg Fund Balance	134.00	759.75	248.79	0.00	644.96
3.1225	Misc. Social Ministries Balance	397.48	582.00	506.19	0.00	473.29
3.1230	Lutheran World Relief Projects Fund Balance	627.95	0.00	0.00	0.00	627.95
3.1300	Library Fund Balance	39.00	0.00	39.00	0.00	0.00
3.1400	<i>Youth Fundraising Fund Balance</i>					
3.1405	Misc. Youth Fund Balance	0.00	2,848.44	4,137.54	1,289.10	0.00
3.1410	Mission Trip Sub Fund Balance	0.00	12,092.60	30,653.39	18,560.79	0.00
3.1420	Youth Fund Auction Subfund Balance	15,928.02	22,375.44	4,920.97	(19,849.89)	13,532.60
3.1500	Reserve Fund Balance	119,753.59	0.00	1,000.00	(10,088.36)	108,665.23
3.1510	Capital Improvement Fund Balance	77,562.67	49,708.45	63,323.91	0.00	63,947.21
3.1600	Musical Instrument Repair Fund Balance	10,737.63	1,039.00	3,283.42	0.00	8,493.21
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	4,100.00	0.00	0.00	0.00	4,100.00
3.1850	Ministry Development Fund Balance	0.00	0.00	0.00	0.00	0.00
3.2000	First Lutheran Preschool Fund Balance	6,912.15	91,743.00	83,302.90	0.00	15,352.25
3.2010	First Lutheran Preschool Scholarship Fund Balance	622.50	1,350.00	0.00	0.00	1,972.50
3.4000	Scrip Fund Balance	11,756.98	78,705.22	78,221.63	0.00	12,240.57
3.5050	Building & Property Reserve Fund Balance	410.07	0.00	0.00	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	0.00	0.00	0.00	0.00

Fund Report Continued

3.7000	<i>Clearing - In/Out Fund Balance</i>							
3.7002	Sunday School Outreach Balance	183.00	0.00	0.00	0.00	0.00	0.00	183.00
3.7003	Vacation Bible School Outreach Balance	125.10	0.00	0.00	0.00	0.00	0.00	125.10
3.7005	Misc. Clearing Acct. Balance	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3.7006	Designated Outreach Balance	21.23	0.00	0.00	0.00	0.00	0.00	21.23
3.7007	Endowment Clearing Fund Balance	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3.7001	Adult Retreats Balance	1,641.33	0.00	0.00	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	65.99	0.00	0.00	0.00	1,498.42
3.8007	Memorial - Paraments Fund Balance	119.94	0.00	0.00	0.00	0.00	0.00	119.94
	Total	\$275,927.88	\$838,742.86	\$811,915.77	\$0.00	\$0.00	\$0.00	\$302,754.97

PRESCHOOL

Beth Bowers

Preschool Director

First Lutheran Preschool welcomed 45 families into our preschool. Although masks are no longer required, we are keeping our Covid hand washing station busy. Trying to keep our little ones healthy is a top priority. Our families enjoyed our Fall open house, Christmas Program, Winter story night, and a great Graduation and Picnic in May. We once again collected food for Northshore Nourishing Network and made Thanksgiving cards for seniors. It's never too early to learn about thinking of others.

We would like to thank our wonderful staff which included: Amy Case Teacher, Mary Hatlen, Teaching Assistant, Beth Bowers Teacher/ Director, Stephanie Corrigan Teaching Assistant, and Cameron Keel, Teaching Assistant. They come to school each day with a smile on their face ready to learn something from the kids!

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

A huge thank you to Roger Steinke and Dave Osborne who gave the nursery bathroom an update and to Ann and Dan Bormann who cleaned the carpets before the new school year started!

ENDOWMENT FUND REPORT ENDING 12/31/2023

The Endowment Fund was established to receive and administer bequests and other gifts to enhance the work of the church. The endowment fund may not spend any of the principle of the gifts it receives but relies entirely on the interest and dividends that the fund earns on these gifts.

Assets in the fund as of 12/21/2023:

Mission Investment Fund CDs \$35,000.00

Charles Schwab investment account \$330,031.70

Banner Bank checking \$18,263.79

Total assets \$383,248.49

Gifts to the endowment fund in 2023 totaled \$6,250.00

Distributions from the fund in 2023 totaled \$4,000.

Distributions included one scholarship for \$1,000.00 and \$3,000 to help pay for the building entryway repair.

The FLC Endowment Fund is financed by bequests from members and by memorial gifts, usually given at memorial services. This year we are continuing presentations to congregational members encouraging them to consider the Endowment Fund in their estate planning.

ANNUAL CONGREGATIONAL MEETING

OPENING LITURGY

Son of God, Eternal Savior

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.

1 Son of God, e - ter - nal Sav - ior, source of life and truth and grace,
 2 As you, Lord, have lived for oth - ers, so may we for oth - ers live.
 3 Come, O Christ, and reign a - mong us, King of love and Prince of peace;
 4 Son of God, e - ter - nal Sav - ior, source of life and truth and grace,

Word made flesh, whose birth a - mong us hal - lows all our hu - man race,
 Free - ly have your gifts been grant - ed; free - ly may your ser - vants give.
 hush the storm of strife and pas - sion, bid its cru - el dis - cords cease.
 Word made flesh, whose birth a - mong us hal - lows all our hu - man race:

you our head, who, throned in glo - ry, for your own will ev - er plead:
 Yours the gold and yours the sil - ver, yours the wealth of land and sea;
 By your pa - tient years of toil - ing, by your si - lent hours of pain,
 by your pray - ing, by your will - ing that your peo - ple should be one,

fill us with your love and pit - y, heal our wrong, and help our need.
 we but stew - ards of your boun - ty held in sol - emn trust will be.
 quench our fe - vered thirst of plea - sure, stem our self - ish greed of gain.
 grant, oh, grant our hope's fru - i - tion: here on earth your will be done.

Evangelical Lutheran Worship, 655
 Text: Somerset C. Lowry
 Music: IN BABILONE, Oude en Nieuwe Hollandse Boerenlities en Contradansen, 1710;
 arr. Julius Röntgen
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