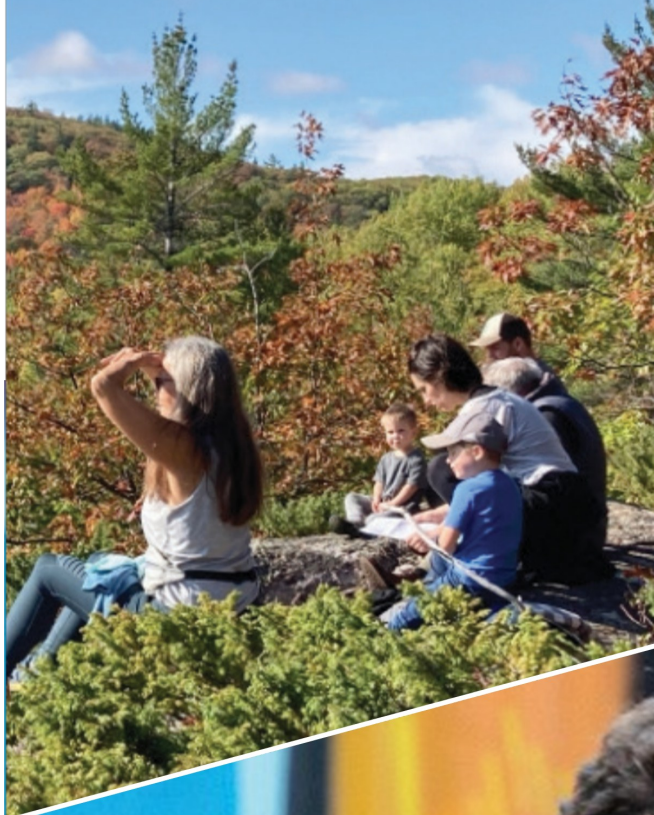




Evangelical
Lutheran Church
in America



A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

All around us, we see signs of God's love and goodness. A person who has stepped away from church for many years steps back into a congregation, feeling the call of the Holy Spirit. Young adults feeling isolated in a digital-first world start gathering in person in a small group, enjoying the warmth of a hug and a new friend asking about their week. A mother plants a garden, and it yields fruits and vegetables, giving her nutritious food for her kids and extra produce to sell at the local market. Everywhere we look, we see signs of Christ's love. In Psalm 93, we read: "More majestic than the thunders of mighty waters, more majestic than the waves of the sea, majestic on high is the Lord! Your decrees are very sure; holiness befits your house, O Lord, forevermore" (4-5).

God's love is a majestic thing, and it moves us to share it in word and deed. The ministries of our congregations, our synods and the ELCA churchwide organization are all working together to share God's love with people in our neighborhoods, across our country and around the world.

I am so grateful for you, dear church. Your generosity to each of these three expressions of the church — your congregation, your synod and the churchwide organization — has bolstered the church's ability to share the message of God's love to people who are longing for it. Through your

“More majestic than the thunders of mighty waters, more majestic than the waves of the sea, majestic on high is the Lord! Your decrees are very sure; holiness befits your house, O Lord, forevermore.”

—Psalm 93:4-5

financial resources, your time volunteering and accompanying others, and your voices, you've helped carry this message of God's majestic love. Thank you, dear church. As we look ahead to the coming year, I encourage you to stand steadfast in God's promises, sure of God's love and goodness.

A handwritten signature in black ink that reads "Elizabeth A. Eaton".

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



Northwest Washington Synod Evangelical Lutheran Church in America

God's work. Our hands.

January 2025

Dear Beloveds in Christ,

Grace and peace to you from the Triune God who - always and without end - creates, loves, gathers and sends.

As I write this letter for you to use at your annual meetings, I am also preparing for the 2025 Northwest Washington Synod Assembly. Our theme this year comes from Galatians 3:26-28: *Woven Into God's Story*.

In the third chapter of Galatians, Paul writes that the baptized are clothed with Christ. That Christians are free from both powers that enslave and free from attempts to save oneself by works. Paul writes that in the freedom of Christ, God's love is all inclusive - no one is left behind. As Paul writes in Galatians 3:28, "*There is no longer Jew or Greek, there is no longer enslaved or free, there is no longer male and female; for all of you are one in Christ Jesus.*"

In Galatians, Paul defends God's radical grace against any and every other "different gospel," which he dismisses in chapter one as "no gospel at all." Throughout Galatians, we are reminded that even though we sometimes are tempted towards worldly validation or praise or power or whatever we think marks our success, Paul reminds us that God works in a much different way. When we are disappointed or exhausted or think that we are not doing enough, Paul reminds us that we are made beloved and we are free, through Christ.

In other words, we don't have to justify ourselves. We don't need to purify ourselves by scapegoating others. We don't need to pretend to ignore something in order to not make a mistake. We don't need to be busy for the appearance of being productive. We don't need to pretend all is well when it is not. And on and on. We are enough. Paul emphasizes that the gospel he is proclaiming enters into the very heart of what God did in Christ. And we are made for freedom: to move and dance and be in the Spirit of Christ. Together we are made to be woven into God's story.

What amazing good news. It is truly the best news - that we are freed from sin, loved beyond measure, forgiven and made new. And because of this, because of these promises, because we are set free from all that might bind us, because everyone is included in this promise, we are then free to live out the calling to be God's people. We are then free to be a blessing to our neighbor and to the world. We are then free to speak out against injustice and to listen to those who have been silenced. In other words, because we are filled and freed in Christ's love we are therefore sent out for the sake of the world.

As you gather for your congregation's annual meeting, I pray:

that you hold onto God's promises as you discuss budget and goals, elect officers, council members and other committee people, and as you vote on compensation for pastors and staff salaries.

that you hold onto God's promises when fear of the unknown threatens to pull you backward.

that you hold onto God's promises as you wonder and prayerfully move towards what God is calling you and your congregation towards in the next year.

that you hold onto God's promises as events in life and events in the world cause chaos or disruption or exhaustion.

that you hold onto God's promises as voices cry out for justice, as immigrants cry for a home, as the temptation towards silence and apathy happen.

that you hold onto God's promises as you are tempted to be busy for the sake of busyness or apathetic in the face of despair.

I pray that you hold onto the promises of God's radical grace, love, mercy, justice, forgiveness, and hope as you move and breathe into God's radical freedom ensured through Jesus our Savior.

I am grateful for all of you and I thank you for the honor of being your Bishop. May we trust that these promises through Christ hold us and strengthen us in 2025 and in all the days to come. May together we be woven into God's story.

In Christ's Love and Grace,

+Bishop Shelley Bryan Wee

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

ANNUAL REPORT: January 1, 2024— December 31, 2024

THE ANNUAL MEETING OF FIRST LUTHERAN CHURCH IN BOTHELL, WA will begin at 11:15 am on January 26, 2025 in person. The meeting will formally be called to order at 11:15 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 26. We know you will help carry out our mission and message in the coming year.



The Staff of First Lutheran Church - 2024

The Rev. Tor K. Berg	Pastor
Roger Steinke	Director of REACH Ministries
Kristin Smith	Office Manager/Bookkeeper
Lucy Kay Osborne	Music Director/Organist
Beth Bowers	Preschool Director / Teacher (retired June 2024)
Amy Case	Preschool Director/Teacher (promoted August 2024)
Stephanie Corrigan	Preschool Asst. Director / Teacher (promoted August 2024)
Mary Hatlen	Preschool Teaching Assistant
Laura Ferraiolo	Preschool Teaching Assistant
Cameron Keel	Preschool Teaching Assist (resigned June 2024)

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Annual Congregational Meeting

Date: January 26, 2025 11:00 am
First Lutheran Church
Bothell, WA

Care - Grow - Serve - Proclaim

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

Call to Order (11:15 a.m.) - Ho Brown

Devotions - Pastor Berg

Introduction of Current Council Members - Ho Brown

Voting Procedures - David Berg

Adoption of Standing Rules of Order - David Berg/Ho Brown

Adoption of Agenda - Ho Brown

Adoption of 1/28/24 Annual Meeting Minutes - Ho Brown

Annual Report - David Berg

President's Report - Ho Brown

Pastor's Report - Pastor Berg

New Business:

2025 FLC Budget - Dan and Ann Bormann

Discussion

Congregational vote

Council Elections (3-year term)

Nominating Committee introduction - Ho Brown

Introduction of Nominees - Kathryn Chester

Congregational vote

Election of 2025 Nominating Committee (6 members; 1-year term) - Ho Brown

Nominees - Stephanie Almeida; Julie Berg; Kathryn Chester; Jess Faubion; Jean Peterson; and Dave Shogren

Congregational vote

NW Washington Synod Assembly - Pastor Berg

2-day event on Friday, May 16th, 1 p.m. to 8 p.m. & Saturday, May 17th, 9 a.m. to 4 p.m., at the Edward D. Hansen Conference Center in Everett

2025 Assembly Voting Members return in May, 2026, for a special online meeting to include elections of the Synod vice president and Synod secretary

Five seats: 2 Female/Non-Binary; 1 Male/Non-Binary; 1 Youth & 1 Young Adult

Nominations from the floor and congregational vote

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, state your name. Only direct comments to the Chair, and only speak to the issue that is before the congregation. No personal comments may be directed at another member of the congregation. However, one may request that the Chair obtain clarification or information on the topic from someone else in the congregation.

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

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

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

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



First Lutheran Church
Annual Meeting Minutes of January 28, 2024

Location: First Lutheran Church | Sanctuary

Call to Order: Secretary Jean Peterson reported that 89 members had signed in, confirming a quorum. This number increased to 90 at the start of the meeting. The meeting was called to order at 11:19 a.m. by the Chair, Ho Brown, Council President.

Devotions:

Pastor Berg called to mind the first petition of the Lord's Prayer and reminded us that God is our Father, our Abba, and we are God's children who have come together to do God's work. We are not here to receive an allowance; we have already been blessed. We give thanks to God for the opportunity to serve. Pastor Berg ended his devotions with a prayer.

Introduction of current Council members:

Ho Brown introduced the Council members who stood to be recognized:

Stephanie Almeida (outgoing Vice President), David Berg, Emily Curcio, Gary Curtis, Jess Faubion, Christy Freriks, Kathy Konieczka, Jean Peterson (Secretary), Kristi Pyne, Jacky Schnarre.

Introduced but not in attendance: Johannes Skjonsby (served until August 2023)

Voting Procedures

Stephanie Almeida explained the voting procedures. At this meeting, we will be using a QR code that will be displayed on the screen for capture on members' phones or a paper ballot for those preferring to vote on paper.

Standing Rules of Order

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

Review and Approval of Agenda

Ho Brown noted that copies of the agenda are available for persons wishing to review. No questions or comments were received from the Congregation.

Approval of 1/29/23 Annual Meeting Minutes

Ho Brown drew the attention of the members to the Minutes in the Annual Report document. No questions or comments were received from the Congregation.

Congregational Vote:

Acceptance of Standing Rules of Order

89 YES

1 Abstain

The Standing Rules of Order are accepted.

Approval of the Agenda

89 YES

1 Abstain

The Agenda is approved

Approval of the 1/29/2023 Annual Meeting Minutes

89 YES

1 Abstain

The Minutes are approved

Annual Report

Stephanie Almeida noted that a correction to information on Page 20 stating that 6 nominees will serve a 3-year term ending January 2027 should read that one nominee will serve a term of 2 years. The Council, at a subsequent meeting, will determine which new member will serve a 2-year term. No other corrections were noted.

President's Report

The Council President's Report appears on Page 20 of the Annual Report. In addition, Ho Brown thanked members of the Council, committees, guilds and members for their service in 2023. Ho announced that there are two additional Congregational Meetings anticipated in 2024, one to approve changes to the Constitution that will bring FLC's Constitution in synch with the ELCA's version and a meeting to review plans for the Pastor's Sabbatical in 2024.

Pastor's Report

Pastor Berg's 2023 Annual Pastor's Report appears on Page 18 of the Annual Report. Pastor Berg addressed the Congregation, adding his personal reflections on the past year.

Preschool Board Motion

Pastor Berg stated that a Preschool Task Force was formed last spring in anticipation of the retirement of Beth Bowers, long term director of the FLC Preschool. Pastor Berg announced that two existing staff members have agreed to assume the role of co-directors. It is hoped that the Preschool will become more integrated into the life of the church.

Kristi Pyne introduced a motion approved by the Council:

The Preschool Board moves that First Lutheran Church pledges to support the Preschool both in money and prayer.

Discussion:

Several people raised concerns that the monetary support was not defined by the motion. It was noted that the Preschool already receives support from the church for the use of space, supplies and janitorial services. Pastor Berg noted that the Preschool is not asking for any specific amount, but only to be supported if needed. Gordy Phelps, who serves on the Preschool Board, noted that the Preschool operates within its budget. Gordy also noted that the Preschool is a ministry of FLC, and that the Preschool reaches many children who are unchurched and for whom the Preschool may be the first place where they hear Jesus' name.

Patty Weston put forth a motion that FLC Bothell continue to support with space and janitorial services as well as prayerful support of our Preschool.

David Osborne seconded the motion.

Discussion:

The second motion may preclude offering financial help if it is needed. Pastor Berg noted that there is a process already in place where the Preschool may request financial help and temporary assistance has been granted in the past. Others asked if there would be a vote for financial assistance or whether or not the Council would be involved.

Joyce Thode called for the question for the second motion on the floor. The vote was taken with a show of hands. The motion failed.

After additional discussion, Joyce Thode called for the question for the original motion. The approval of the call for the question was taken with a show of hands. The call for the question was approved.

Congregational Vote for original motion:

	Electronic Votes		Paper Ballots		Total		Abstain
	Approve	Oppose	Approve	Oppose	Approve	Oppose	
Approve Preschool Motion	42	0	39	2	81	2	7

The motion was approved.

2024 FLC Budget

Dan Bormann, member of the Finance Committee, introduced the 2024 budget which is printed in the Annual Report. Dan reported that 78 pledges for the general fund were received in the amount of \$412,443. This is an 8.5% increase over 2023.

Dan noted line items that were able to be increased in 2024, including providing raises to staff members. Dan explained our Mission Support to ELCA has increased from 4.5% to 6.5% and is calculated monthly based on loose offerings and pledges received. Dan reiterated that our financial policy allows the budget to be accepted with a deficit, so long as there are reserves to cover the deficit amount. Although budgets have passed with a deficit, only twice in the last 10 years have we actually ended the year in a deficit. Although some line items must be estimated, Dan feels the projections are conservative and realistic to historical trends for giving and expenses. A question was raised regarding the relationship of the Endowment Fund to the budget. Dan advised that the Endowment Fund is totally separate from the budget. The principal is never touched; only interest is dispensed from this fund. Church repairs or improvements can be allocated from this fund.

The Council has moved to accept the budget. There being no further discussion, the vote was taken.

	Electronic Votes		Paper Ballots		Total		Abstain
	Approve	Oppose	Approve	Oppose	Approve	Oppose	
Approve 2024 Budget	48	0	41	0	89	0	1

The budget was approved.

Council Elections:

Ho Brown introduced and thanked the current Nominating Committee:

Holly Batstone, Lloyd Condra, Karen Johnson, Tom Payne and Carsten Thode.

Council Positions:

Carsten Thode introduced the nominees for a 3-year Council position:

Kendahl Adjorlolo, Ho Brown, Emily Curcio, Sandra Flying Cloud, David Shogren and Joyce Thode. There being no nominations from the floor, the vote was taken.

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

It was noted that 6 extra votes, presumably duplicate votes, were cast. As reduction of 6 Yes votes would not affect the outcome of the vote for any person, the slate of nominees was approved.

Nominee	Electronic Votes		Paper Ballots		Total		Abstain
	Approve	Oppose	Approve	Oppose	Approve	Oppose	
Kendahl Adjorlolo	44	9	38	5	82	14	
Ho Brown	40	13	39	3	79	16	1
Emily Curcio	47	6	41	2	88	8	
Sandra Flying Cloud	43	10	40	2	83	12	1
David Shogren	43	10	41	2	84	12	
Joyce Thode	44	10	37	6	81	16	

Nominating Committee:

Ho Brown announced that two individuals, Stephanie Almeida and Randall Wampler, have agreed to serve on the 2024 Nominating Committee. The Chair sought four more nominees to complete the Committee. Kathy Chester and Dave Shogren volunteered. There being no other volunteers at this time, nominations were closed.

Kathy Konieczka moved to vote for the slate of nominees in one vote.

Susan Berg seconded the motion.

The vote was by show of hands.

The vote was unanimous to vote for the slate.

The Chair asked for a show of hands to approve the slate of nominees.

The vote was unanimous in favor of the four nominees.

NW Washington Synod Assembly

Pastor Berg announced that the Synod Assembly would be held Saturday, May 18, at Grace Lutheran Church in Des Moines, WA. Pastor Berg asked Susan Berg to speak about the 2024 Synod event. Susan reported that this year’s theme is “I Lift My Eyes” in acknowledgement of the opportunity to come together as a Synod and see the work that we, as Synod members, do. Susan works for the Synod in event planning and was able to share her enthusiasm for the Assembly and the opportunity it presents.

Pastor Berg asked for volunteers to fill our goal of sending 2 females, 1 male, 1 youth under the age of 18 and 1 young adult. Jacky Schnarre volunteered. Tom and Alexia Payne volunteered. Jacky Schnarre volunteered her son Levi to represent as a young adult. A youth representative remains open.

Dave Shogren moved to vote the slate of volunteers to attend the Synod Assembly.

Bob Berg seconded the motion.

The motion to vote for the slate was approved by a unanimous show of hands.

The Chair asked for a show of hands to approve the slate of volunteers.

The vote was unanimous in favor of the four volunteers.

Susan Berg thanked the Council members who were running today’s meeting.

In lieu of a Closing Prayer, Pastor Berg offered a blessing to the Congregation in attendance.

The meeting was adjourned at 1:13 p.m.

Respectfully submitted,

Jean Peterson

Secretary

First Lutheran Church: Proposed Budget 2025

Acct #	INCOME	Approved 2024 Budget	Actual thru 12/31/24	Proposed 2025 Budget
4-1000				
4.1100	Pledges and loose offerings	518,000	539,832	560,000
4.1200	Bldg Use	4,000	5,206	4,000
4.1210	Pre-School Contribution			
4.1250	Janitorial Fee Reimbursement			
4.1400	Altar Flowers	1,300	1,229	1,200
4.1450	Thrivent Choice Income program	3,000	2,651	2,650
4.1453	Amazon-Smile	-	-	
4.1456	Other E-Rebate Income		78	
4.1500	Hospitality			
4.1600	Adult Education		268	
4.1610	VBS Reg	2,500	1,588	1,600
4.1620	Library			
4.1710	Monthly Outreach			
4.1900	Interest - Banner Bank	1,200	1,486	1,000
4.1050	Miscellaneous	-	1,885	
	Total Income	\$ 530,000	\$ 554,223	\$ 570,450
	EXPENSE			
5.1000	Mission Support			
5.1005	ELCA	33,670	34,870	39,200
	Total Mission Support	\$33,670	\$34,870	\$39,200
5.1500	Social Ministries			
5.1515	Outreach	12,000	10,000	12,000
5.1520	Rent Subsidy	-	-	
51530	Special Social Ministries Projects	500	600	1,000
5.1533	Advocacy		169	
5.1525	Quilting Ministry	600	-	600
5.1535	Earth Ministries Membership	250	-	250

Acct #		Approved 2024 Budget	Actual thru 12/31/24	Proposed 2025 Budget
5.1538	Creation Care Ministry	500	-	500
	Total Social Ministries	\$13,850	\$10,769	\$14,350
5.2000	Stewardship			
5.2010	Envelopes	310	239	310
5.2020	Stewardship Drive	-	-	
	Total Stewardship	\$ 310	\$ 239	\$ 310
5.3000	Membership			
5.3010	Membership Supplies	1,000	31	1,000
5.3020	The Lutheran	-	-	
	Total Evangelism	\$ 1,000	\$ 31	\$ 1,000
5.4000	Worship & Music			
5.4001	Special events bulletins	-	-	
5.4005	Communion Supplies	363	203	363
5.4007	Altar Supplies	300	22	600
5.4008	Altar Guild	100	-	100
5.4010	Lenten Services			
5.4012	Guest Pastors	900	300	900
5.4015	Altar Flowers	1,863	1,701	1,863
5.4017	Worship Resources	-	1,066	1,100
5.4019	Misc. Worship expense	200	124	200
5.4020	Choir Director - Sub	220	-	220
5.4022	Organ Substitute	320	-	320
5.4024	Musical Licenses	1,700	529	600
5.4026	Sanctuary Choir Music	500	664	600
5.4028	Children's Choir Music/Exp			
5.4030	Contemporary Ensemble Music	100	8	100
5.4034	Chime Choir Music			

Acct #		Approved 2024 Budget	Actual thru 12/31/24	Proposed 2025 Budget
5.4036	Piano Repairs & Maint			
5.4038	Guest Musicians	100	-	100
5.4041	Orchestra Music			
	Total Worship & Music	\$6,666	\$4,617	\$7,066
5.5000	Youth			
5.5005	3rd -4th Grade Activities	100	100	100
5.5010	5th - 6th Grade Activities	100	100	100
5.5015	Jr. Hi Activities	150	177	150
5.5020	Sr. Hi Activities	350	323	350
5.5025	Young Adults activities	200	200	200
5.5030	Retreats/Youth Nights	100	100	100
5.5032	Gatherings/Mission Trips	-	-	
	Total Youth	\$1,000	\$1,000	\$1,000
5.5500	Christian Education			
5.5501	Sunday School	1,000	485	1,000
5.5503	Bibles	100	-	100
5.5505	Confirmation	222	66	222
5.5507	High School	100	-	100
5.5509	Infant Ministry			
5.5511	Teachers Resource Materials	100	-	100
5.5513	VBS/ Summer Day Camp	3,803	3,249	3,803
5.5515	Adult Education Ministry	1,400	1,045	1,400
5.5517	Small Group Ministry	100	-	100
5.5519	Special Events /Retreats			
5.5521	Library Expense	750	702	750
5.5523	Christ in Our Home Subs.	650	602	650
	Total Christian Education	\$8,225	\$6,149	\$8,225

Approved 2024 Budget **Actual thru 12/31/24** **Proposed 2025 Budget**

Acct #	Description	Approved 2024 Budget	Actual thru 12/31/24	Proposed 2025 Budget
5.6000	Fellowship			
5.6010	Fall Church Picnic	500	117	500
5.6015	Hospitality Supplies	1,200	1,529	1,300
5.6025	Special Events	400	-	400
	Total Fellowship	\$2,100	\$1,646	\$2,200
5.7000	Building & Property			
5.7001	Replacement Reserve Exp	-	-	
5.7005	Janitorial Supplies	3,000	947	2,000
5.7010	Building Maintenance	8,000	12,541	9,000
5.7015	Utilities	34,000	34,945	35,000
5.7020	Building Services	9,227	10,566	10,000
5.7025	Insurance (Brotherhood Mutual)	17,500	16,471	18,500
5.7030	Van/trailer maint/gas	1,700	1,192	1,700
5.7032	Van Replacement Reserve Exp	-	-	
	Total Building/Property	\$73,427	\$76,662	\$76,200
5.8000	Administration			
5.8005	Office Supplies	2,500	2,563	2,600
5.8012	Office Equipment Purchase		971	1,000
5.8015	Office Equip Maintenance	300	0	300
5.8017	Office Equipment-Lease/Rental	9,000	9,998	10,000
5.8018	Computer Support	500	-	500
5.8020	Postage	350	354	350
5.8025	Conventions & Conferences	850	693	750
5.8030	Bank Fees	700	460	460
5.8033	Vanco Expenses	4,000	3,581	4,000
5.8035	Council Contingency	1,000	145	1,000
5.8040	IT/Communications Committees	3,000	1,957	2,000
5.8043	Janitorial Service	23,000	22,029	22,000

Acct # Approved 2024 Budget Actual thru 12/31/24 Proposed 2025 Budget

5.8055	King Cty-Surface Water Fees	3,300	3,687	3,800
5.8058	Online subscriptions	4,300	5,246	5,000
	Total Administration	\$52,800	\$51,684	\$53,760
5.9000	Personnel			
5.9001	Pastor Salary	64,156	64,511	68,382
5.9003	Pastor Housing Allowance	53,355	53,000	56,180
5.9005	Pastor Car Allowance	850	738	850
5.9007	Pastor Cell Phone Allowance	1,200	1,200	1,200
5.9008	Pastor Book Allowance	500	690	500
5.9009	Pastor Discretionary Fund	600	739	600
5.9006	Pastor Discr Fund - Gym Memb	600	330	600
5.9010	Pastor Pension & Med	36,556	28,161	31,822
5.9011	FICA	6,555	6,555	6,555
5.9013	Continuing Education-Pastor	1,000	759	1,000
5.9101	Director Reach Ministries Salary	66,007	68,005	72,085
5.9102	Dir Reach Ministries Car Allow	800	1,186	800
5.9103	Dir Reach Ministries Pens & Med	12,542	12,541	14,171
5.9104	Dir Reach Ministries Cont Ed	750	1,092	750
5.9105	Dir Reach Ministries Book Allow	400	26	400
5.9106	Dir Reach Ministries Cell Phone Allow	1,200	919	1,200
5.9201	Bookkeeper/Admin Salary	54,628	54,891	57,906
5.9202	Bkpt/Admin Pension & Med	18,517	17,098	14,000
5.9203	Bookkeeper/Admin Continuing Education	650	-	650
5.9403	Music Director Salary	30,723	30,723	32,566
5.9405	Musicians Continuing Education	450	-	450
5.9510	Security Salary	2,780	2,878	2,878
5.9601	Nursery Caregivers Salary	2,540	1,051	1,500

2024 ANNUAL PASTOR'S REPORT

The Rev. Tor Kristian Berg

January saw this congregation struggle with the changing neighborhood. We were reminded that we are no longer a suburban community but an urban community. The property to the south of us is slated to go from a two-story business to a five-story apartment building. We also discussed how we deal with urban issues such as homelessness.

February ushered in Lent and our theme “Changing the Channel” to challenge us to accept change. We also welcomed 17 new members. We installed the new council and began a process of developing Continuing Resolutions for each committee. Our Sabbatical Team further developed our plans with the theme “Love in Action.”

March was a month that reminded me why I love the ELCA. I got to work with several congregations as they work through updating their constitutions or reorganizing how they do mission and ministry. Holy Week was powerful this year and I personally want to give thanks for Lucy Kay’s leadership.

April began with joy, Easter Day! We continued to struggle with our relationship with the developer Harbor Homes as they are putting together their plans for the apartment building next to us. Sabbath plans are solidified.

May is always bittersweet because we end our preschool school year, and this year especially so. Beth Bowers, our long-time director, retired. A transition was put in place and we hired Amy Case and Stephanie Corrigan as our co-directors. As staff we decided to change our internet and phone provider to Ziplay Fiber.

June was a full month of getting in last visits and making final plans for the sabbatical. We held a retirement party for Beth Bowers and a blessing for the sabbatical. Personally, it was a bit of a setback to be diagnosed with glaucoma, something my mother struggled with. But not the end of the world!

JULY-SEPTEMBER - A glorious sabbatical. Thank you for being so faithful in the care of this congregation and myself. It was a much-needed time away and to spend so much time with family (Micah and Clare’s wedding) and friends was soul healing. And it was especially peaceful knowing the congregation was in good hands with the Rev. Pam Russel and the Rev. Mary Lindburg.

October, the month of return! Also, my 60th birthday! It was so good to be back in the pulpit and getting out to visit folks. Preaching and teaching are life giving to me and to be back in the saddle was a gift indeed.

November/December were very productive months. We completed the majority of the committee continuing resolutions, we repaired part of our roof, developed a great budget for the new year, and we saw an increase in worship attendance. Christmas eve saw 40+ more attendees than last year - 488 people heard the story of Grace coming into the world.

I want to thank Kristin Smith for her dutiful work on behalf of the office. She is an amazing asset to this congregation. Roger Steinke continues to hold the building together and develop powerful youth trips and projects. Lucy Kay Osborne is amazing in bringing us music that furthers the Gospel of Jesus. I also give thanks for all the volunteers who graciously give of their time to ensure this congregation can be present for our neighbor.

Statistical Report December 31, 2024

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: 12/31/2023	378	324	7
Members added by baptism:	2	0	0
Members added by Rite of Confirmation:	0	2	0
Members added by transfer from ELCA congregation:	10	10	0
Members added by transfer from non-Lutheran congregation	0	0	0
Members added by Affirmation of Faith:	21	18	0
Total members added:	33	30	0
Members removed by death:	9	9	0
Members transferred to other ELCA congregation:	3	3	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:	0	0	0
Total members removed:	12	12	0
Adjustment to match roster	1	1	0
Total of all members 12/31/2024	400	343	7
Number of Sunday school students (all except confirmation)		14	
Number of confirmation students		2	
Number of Vacation Bible School students		52	
Baptisms performed:		2	
Weddings performed:		0	
Memorials/Funerals performed:		13	

2023 COUNCIL PRESIDENT'S REPORT

Ho Brown

For the Church Council, 2024 started out like 2023. The then-current Council met twice in January, once for a budget review meeting and once for our regular monthly meeting. The new Council gathered immediately following the annual meeting to elect officers and begin our mission for 2024 and beyond. We continued to host Coffee with Council monthly; had a retreat where newly-created Council Handbooks were distributed; and continued to post approved meeting minutes on Council's web page to provide visibility of Council's activities and decisions. The Executive Committee met monthly to plan agendas for upcoming meetings and pre-planned agendas for Pastor Berg's approval for the 3 months of Council meetings that would be held during Pastor's sabbatical.

In March, FLC's Audit Committee, chaired by Ryan Stute, provided the Council with a summary of their financial review for 2022 and established September, annually, as the month in which the Committee would report its findings to Council. After the Committee's 2023's financial review, the Council initiated procedures to implement the Committee's recommendations.

In April, Harbour Homes proposed a temporary shoring easement to drill tiebacks (stabilizers) under our property. The Church Council, along with the Building & Property Committee, worked through the discovery process, including pursuing guidance in areas such as legal, engineering and insurance. The Council determined that Harbour Homes' initial proposal did not provide sufficient and material protection for our property and our congregation. In November, Harbour Homes decided that they could not deliver any meaningful changes to their proposal and would move forward with their original plan, which did not include tiebacks to our property. Harbour Homes also filed an application with the City of Bothell to change the traffic direction of the alley to one-way eastbound. Council discussions with Harbour Homes on this request continue.

From July thru September, while Pastor Berg was on sabbatical, we were blessed to receive spiritual guidance through God's Word, shared with us by Pastors Pam Russell and Mary Lindberg. We thank them for engaging with us, sharing messages and opportunities that were uplifting and provided growth in our spiritual journey. Thanks also to Joe Siebert, chair, and the entire Sabbatical Planning Team for all the work the team did to develop a plan that guided us through Pastor's 3-month sabbatical.

The Council invited Pastor Andy Yee, Assistant to the Bishop, to attend our August meeting. He provided insight on various topics, including a Mutual Ministries Committee. Council appreciated the time Pastor Andy took to meet with us.

In November, the Council agreed to form a task force to determine the process to refresh FLC's commitment as a Reconciling in Christ congregation. In December, the Council had a special meeting to approve standing committees' Continuing Resolutions. The Council intends to invite committee chairs to meet with Council as each committee's resolution comes up for review in 2025. By year's end, the Council held a total of 18 regular and special meetings.

As I look back on 2024 and the end of my second year as Council President, I reflect on the generosity of time, talent, and support from all those on the Council, on committees, on task forces and guilds, and every member of our church family. Our ministries in Christ are supported in so many ways, both seen and unseen, known and unknown.

"May the God of steadfastness and encouragement grant you to live in harmony with one another, in accordance with Christ Jesus, so that together you may with one voice glorify the God and Father of our Lord Jesus Christ." Romans 15: 5-6

2024 Church Council Roster

Ho Brown, President (1/27)	Jess Faubion (1/25)	Kristi Pyne (1/25)
David Berg, Vice Pres. (1/26)	Sandra Flying Cloud (1/27)	Jacky Schnarre (1/26)
Kendahl Adjorlolo, Secretary (1/27)	Christy Freriks (1/26)	David Shogren (1/27)
Emily Curcio (1/26)	Kathy Konieczka (1/26) resigned	Joyce Thode (1/27)
Gary Curtis (1/25)	Jean Peterson (1/25)	

(month/year term expires)

2025 Church Council Nominees

Rob Baker
Paul Flatness
Kae Peterson
Kristi Pyne

4 nominees will serve a 3-year term ending January 2028

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 2024 we have continued using and expanding our online procedures, streamlining the workflow. We produced 68 worship bulletins, 12 newsletters, 30 prayer emails and 50 weekly news emails, along with special mailings as needed. We updated our phone system in September, which seems to be working very well, and has streamlined our phones and internet!

On the bookkeeping side, invoices were paid in a timely manner, payroll was processed bi-monthly and all taxes were paid bi-monthly and quarterly. W-2s and 1099s were sent in January, and filed with the federal government. 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 **Pastor Berg** for proofreading this annual report, and to **Lucy Kay Osborne and Pastor Berg** for proofreading bulletins.

ANNUAL REPORT OF THE MUSIC DIRECTOR

Lucy Kay Osborne

We are extremely fortunate to have a variety of talented musicians at FLC: trumpets, trombone, drums, chime players, flutes, violin, guitar, bagpipes, vocalists, choir, and pianists. We heard from our musicians throughout this year during the Good Friday Tenebrae service, special services, Easter, summer special music, the Christmas Concert and the three Christmas Eve services.

We hosted a concert by Jonathan Rundman in September, and The Lyric Arts Ensemble in November and April. We are happy that musicians enjoy performing in our beautiful space.

Many thanks to the above-mentioned plus the sound and camera techs that help to enhance our worship experiences.

BUILDING AND PROPERTY COMMITTEE

The building & property committee is responsible for maintenance and 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 related to the property and grounds. The Committee approves building use requests. They coordinate with the Art Guild and the Garden Guild.

In 2024, the Delfield (silver) refrigerator was replaced, Furnace #1 was repaired, two semi-annual cleanup events were coordinated and completed, several light fixtures were converted to LED, ineffective door stops were replaced with “plunger-style” stops, a malfunctioning fire suppression system backflow valve was identified and repaired, the kitchen fire suppression system was inspected, the kitchen “Vortex” fire suppression door was repaired, annual roof inspections and repairs were coordinated and completed, rodent intrusions and problems were identified and managed, ceiling tiles in the fellowship room were repaired.

The Committee devoted significant time and energy to the “102 Main” construction project issues. The Committee met with the developer and made recommendations to the Council.

Considerations for 2025:

The Committee agrees that improved Choir loft ventilation and cooling is necessary. The least expensive options will cost approximately \$20,000.

The committee continues to monitor the health of our roof in anticipation of significant repairs or replacement in five to ten years. Leaks continue to be identified and repaired.

Vehicular cut-through traffic from the alley continues to be an issue. This issue could become more serious when the 102 Main project is commenced. Members of the Committee met with City officials and the Fire Department. No resolution is reported as of the writing of this report.

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

ART GUILD

The Arts Guild is comprised of Sue Ebert, Lucy Kay Osborne and Ann Bormann. We sincerely thank our recent chairperson, Audrey Fisher, for her many years of service leading this committee.

We met in February 2024 to develop a plan for the former military wall. We agreed to post current event photos on this wall. This plan seems to be working well. We have posted photos for Quilting, Vacation Bible School, School Kits, Personal Care Kits, the Youth Gathering, the Reformation presentation and the Endowment Scholarship presentation. We will continue to update the wall as we are given new photos for current events.

Sue Ebert added a framed VBS art piece to the bulletin board area in the narthex.

Sue Ebert updates the council photos display yearly.

We have added four new poster sized photos to the wood framed photo wall.

In the Fellowship Hall we have posted eight 11 x 14 photos in the quilting area.

We removed the old bulletin board and repaired the wall outside the music room. Lucy Kay added a new bulletin board and posted music themed posters to the board.

Ann refinished an oak table that had been moved to the fireside room some years back. It was moved back to the outer narthex to join the two matching pieces in the room. These three oak pieces of furniture had been donated by Gordy and Beth Phelps several years ago.

We continue to maintain the art wall in The Landing. An upcoming 2025 project will be to discuss what should be done to update this wall.

Any donations of furniture and art will be evaluated by the committee for possible use in the church public rooms.

CHRISTIAN EDUCATION COMMITTEE

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

Sunday School (Preschool - Grade 6):

Sunday School begins in the 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 114 students enrolled and 11 different adult and high school youth leaders.

Middle School Confirmation Program (Grades 7 - 8): 4 students participated in this program during the 2023-2024 School Year. Two students were confirmed in 2024. 2 students are currently enrolled in the 2024 -2025 School Year.

Vacation Bible School: "Together!" 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). 52 students were registered and over 20 youth and adults served on staff.

Adult Education / Journey Classes: Sunday Morning Adult Classes, Tuesday Morning Lectionary Classes and occasional Journey Classes met with 12 to 36 participants.

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

Movie Review Nights: Movie Review Nights meet quarterly and watch a movie together in the Youth Room. Between 10 - 12 people attend the Movie Nights. 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, David Berg (Council Liaison), Lloyd Condra, Sue Ebert, Tom Payne (chairperson), Roger Steinke (staff member) and Randall Wampler (Church Council liaison).

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 (resigned), 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. If you are interested in joining this committee please contact anyone on the committee.

During 2024, in supporting FLC's mission, we:
- Assisted church staff in maintaining and updating office computer equipment and software.
- Upgraded our phone and internet systems to Zipl

Fiber, and installed faster networking equipment.
- Purchased an "Owl" conference camera, which provides 360° video conferencing for committee Zoom meetings.

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 2025.

FELLOWSHIP COMMITTEE

Members: Susan Berg & Nora Strothman (co-chairs), Cindy Bannister, Paula Glandon, Mary Hatlen, Sandy Hendricks, Karen Johnson, Joyce Thode (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 Ice Cream; and a lovely candlelit reception following the beautiful Christmas Concert in December.

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

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

2024 Committee Members: Bob Berg (Chair and Treasurer), Emily Curcio (Council Rep), Melanie Veazey (Financial Secretary), Dan Bormann, Ann Bormann, Gary Curtis, Kristin Smith (Office Manager/ Bookkeeper), and Pastor Berg

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

During the past year, Kristin Smith served as Office Manager/Bookkeeper, Bob Berg served as Treasurer and Melanie Veazey served as Financial Secretary. The Finance Committee met monthly on the second Tuesday.

As of 12/31/2024, income over expenses was \$16,476. We plan to transfer \$16,476 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 \$34,870 (6.5% of our pledges and loose offerings) to ELCA Mission Support. Through the General Fund FLC gave \$10,769 through Social Ministries. In addition, FLC members gave \$3,500 in Compass Health gifts cards during the holiday season. Hopelink was given \$1,200 during December through the FLC Giving Page. Additional social ministry giving comes directly from members who buy school supplies for LWR school kits and other direct funded projects. Some Social Ministries funding is generated through Thrivent Choice elections and the SCRIP program. The SCRIP program funded Lutheran World Relief school kit items and shipping for school kits, quilts and health kits.

We thank the offering counting crew of 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 \$115,414.

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, Linda Siebert, Trygve Enger, Clint Bastin (Book Club Representative), Donna Gilbery, Katie Pyne, Marilyn Sides, Roger Steinke (staff).

In March, 46 photos, including seven entries by children, were submitted and on display in the library for our *Show Us Your Favorite Photo* project celebrating the 138th (birthday) year of our church.

The Book Club meets monthly on the fourth Tuesday via Zoom. December 11, we had our Christmas social gathering at Nora Strothman and Bob Everitt's home. The library purchases a copy of each book we read.

Summary of the books read.

- 11 books
- 4184 pages
- the longest book was 545 pages and the shortest was 256 pages
- 5 different genres (fiction, nonfiction, historical fiction, historical nonfiction, and mystery)
- topics and themes including race, religion, war, community, family, belonging, sense of place, prejudice, travel/adventure, and hope; the most common moods of the books we read were emotional and reflective. We also read books that were adventurous, dark, challenging, hopeful, informative, mysterious, tense, and inspiring.

The Library Committee's subcommittee, Oral History Committee includes Ann Aagaard, Nora Strothman, Andrew Phelps, Neil McGee, and Katie Pyne. We recorded 10 interviews with church members sharing their church experiences and activities. A thumb drive copy of the interview is given to each participant.

MEMBERSHIP COMMITTEE

The Membership Committee consists of Dave Shogren (Co-Chair), Kathy Chester (Co-Chair and Secretary), Kathy Telford-Luiz (member), Pastor Berg (ex-officio member) and Kristin Smith (as a resource and office support). The Council approved the committee's Continuing Resolution.

The committee designed bulletin inserts for the 2023 and 2024 Christmas Eve and Easter services and made "welcome" bags with bulletin information and Bible activities that were handed out to children on Easter. The committee also identified a need to contact members who no longer attended FLC, obtained a list from the church office, and contacted several families. The results, so far, are that two former members asked to be reinstated, attended a new member class at the Pastor's request and were received as returning members. Kathy Chester attended a class to introduce herself and created welcome packets for new members.

The committee found ways to improve the effectiveness of pew card information. A sign on pew card holders requesting all attendees fill out a pew card led to a significant increase in cards received. Kathy Chester compiled a spreadsheet of new attendees, attendance dates, and contact information and is hoping to update the pew cards to gather additional information useful for the committee.

Committee work in progress: create visitor packets, continue outreach to former members, and provide support to update the online directory. The committee remains committed to retaining current members and gaining new ones.

PERSONNEL COMMITTEE

No Report Submitted

SOCIAL MINISTRIES COMMITTEE

Members: Alain Adjorlolo, Gary Curtis (Chairperson), Christy Freriks (Council Liaison), 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 2024 we continued to support frontline

services helping those in need, natural disasters, and refugee support. These organizations include Compass Housing Alliance, Hopelink, Lutheran Community Services, Washington Poor Peoples Campaign, ELCA World Hunger, Global Refuge, Camp United We Stand, Lutheran World Relief, ELCA Lutheran Disaster Response, Faith Action Network, Northshore Senior Center Food Bank, and Lutherwood Camp and Retreat.

We moved to hybrid meetings this year meeting both in-person or online. Many in our congregation helped to sew and stuff much-needed school bags and support our Quilter's Ministry. We provided funds for materials and shipping for 189 Mission Quilts, 392 School Kits and 292 Personal Care Kits to Lutheran World Relief Warehouses 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 \$3500 in gift cards for Compass Housing families in December. New this year was a contribution of backpacks and financial fundraising for Northshore Schools Foundation and support for our Youth Group providing 60 brown bag lunches to Camp United We Stand.

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

STEWARDSHIP COMMITTEE

Members: Kendahl Adjorlolo and Gary Curtis

This committee continued in 2024 with just two members, though we still hope for more members to join us in 2025.

Tasks we were able to accomplish were:

Completing a Stewardship Continuing Resolution for the Constitution;

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

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

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

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

We thank all First Lutheran Church members and friends for your continuing generous support - and

will be happy to welcome those interested in knowing more about this Committee and joining us in this gratifying work!

YOUTH COMMITTEE

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

The 2024 Youth Auction was held on Sunday, February 4th, with a "Mardi Gras!" theme. This auction helped a group of youth and adults attend the ELCA New Orleans Youth Gathering. Appetizers and lunch included a salad bar, taco bar and Jambalaya. The afternoon featured a Silent Auction, Cake and Live Auction. 118 people attended and over \$28,000 was raised for our Youth! Over 30 youth and adults helped serve in multiple ways during the Youth Auction. Many thanks to the friends and members of First Lutheran for their generosity, help and support of our marvelous Young People!

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

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

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

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

**First Lutheran Church of Bothell
Balance Sheet as of December 31, 2024**

Account #	Account Name	YTD Balance
Assets		
1.1001	Banner Bank Checking	235,248.67
1.1002	Banner Bank Saving	8,373.79
1.1010	Banner Bank CD 3.21.2023	52,902.62
	Total General Fund Checking & Saving	\$296,525.08
1.1003	Banner Bank Scrip Checking	19,706.20
	Total Scrip Account	\$19,706.20
1.2000	In-kind Donations Received	0.00
	Total In-kind Donations Received	\$0.00
1.4000	Vanco Giving	254.63
1.5000	Accounts Receivable/Clients	173.98
		\$316,659.89
Liabilities		
2.2001	Accounts Payable/Vendors	87.89
2.2002	Portico	4,794.72
2.2003	Payroll Clearing Account	0.00
2.2004	Federal Withholding Payable	0.01
2.2007	Washington Cares Withholding Payable	471.25
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	\$5,353.87
Fund Balances		
3.1000	General Fund Balance	15,276.08
3.1010	Quilters Fund Balance	2,853.04
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	877.85
3.1220	Social Ministries Chg 4 Chg Fund Balance	380.00
3.1225	Misc. Social Ministries Balance	223.29
3.1230	Lutheran World Relief Projects Fund Balance	827.95
	<i>Total Social Ministries Fund Balance</i>	<i>\$2,309.09</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	1,129.82
3.1420	Youth Fund Auction Subfund Balance	0.00
	<i>Total Youth Fundraising Fund Balance</i>	<i>\$1,129.82</i>
3.1500	Reserve Fund Balance	114,053.14
3.1510	Capital Improvement Fund Balance	115,414.20
3.1600	Musical Instrument Repair Fund Balance	6,969.75
3.1700	Pastor's Sabbatical Fund Balance	12,108.00
3.1800	UW Bothell Campus Ministry Fund Balance	4,100.00
3.1850	Ministry Development Fund Balance	0.00
3.2000	First Lutheran Preschool Fund Balance	6,740.87
3.2010	First Lutheran Preschool Scholarship Fund Balance	1,302.50
3.4000	Scrip Fund Balance	13,072.84
3.5050	Building & Property Reserve Fund Balance	410.07
3.5051	Van Replacement Reserve Fund Balance	11,800.00

Balance Sheet continued

Account #	Account Name	YTD Balance
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	414.03
3.7007	Endowment Clearing Fund Balance	0.00
	<i>Total Clearing - In/Out Fund Balance</i>	<i>\$722.13</i>
3.7001	Adult Retreats Balance	1,641.33
3.8000	<i>Memorial Fund Balance</i>	
3.8001	Memorial - Altar Guild Fund Balance	1,403.16
3.8007	Memorial - Paraments Fund Balance	0.00
	<i>Total Memorial Fund Balance</i>	<i>\$1,403.16</i>
	Total Fund Balances	\$311,306.02
	Total Liabilities and Fund Balances	<u>\$316,659.89</u>

First Lutheran Church of Bothell Consolidated Fund Activity Report as of 12/31/2024

Account #	Account Name	Beg Balance	Receipts	Disbursements	Transfers/JE's	End Balance
3.1000	General Fund Balance	34,337.83	554,223.34	551,147.09	(22,138.00)	15,276.08
3.1010	Quilters Fund Balance	3,661.69	0.00	808.65	0.00	2,853.04
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	2,898.59	0.00	2,020.74	0.00	877.85
3.1220	Social Ministries Chg 4 Chg Fund Balance	644.96	826.75	1,091.71	0.00	380.00
3.1225	Misc. Social Ministries Balance	473.29	0.00	250.00	0.00	223.29
3.1230	Lutheran World Relief Projects Fund Balance	627.95	200.00	0.00	0.00	827.95
3.1300	Library Fund Balance	0.00	0.00	0.00	0.00	0.00
3.1400	<i>Youth Fundraising Fund Balance</i>					
3.1405	Misc. Youth Fund Balance	0.00	1,217.86	1,677.38	459.52	0.00
3.1410	Mission Trip Sub Fund Balance	0.00	15,917.00	59,409.13	44,621.95	1,129.82
3.1420	Youth Fund Auction Subfund Balance	13,532.60	32,390.72	841.85	(45,081.47)	0.00
3.1500	Reserve Fund Balance	108,665.23	0.00	16,750.09	22,138.00	114,053.14
3.1510	Capital Improvement Fund Balance	63,947.21	51,466.99	0.00	0.00	115,414.20
3.1600	Musical Instrument Repair Fund Balance	8,493.21	1,497.00	3,020.46	0.00	6,969.75
3.1700	Pastor's Sabbatical Fund Balance	16,008.00	2,500.00	6,400.00	0.00	12,108.00
3.1800	UW Bothell Campus Ministry Fund Balance	4,100.00	0.00	0.00	0.00	4,100.00
3.1850	Ministry Development Fund Balance	0.00	0.00	0.00	0.00	0.00
3.2000	First Lutheran Preschool Fund Balance	15,352.25	61,006.00	69,617.38	0.00	6,740.87
3.2010	First Lutheran Preschool Scholarship Fund Balance	1,972.50	0.00	670.00	0.00	1,302.50
3.4000	Scrip Fund Balance	12,240.57	82,537.38	81,705.11	0.00	13,072.84
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
3.7000	<i>Clearing - In/Out Fund Balance</i>					
3.7002	Sunday School Outreach Balance	183.00	0.00	0.00	0.00	183.00
3.7003	Vacation Bible School Outreach Balance	125.10	0.00	0.00	0.00	125.10
3.7005	Misc. Clearing Acct. Balance	0.00	0.00	0.00	0.00	0.00
3.7006	Designated Outreach Balance	21.23	902.00	509.20	0.00	414.03

Fund Report Continued

Account #	Account Name	Beg Balance	Receipts	Disbursements	Transfers/IE's	End Balance
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	1,498.42	0.00	95.26	0.00	1,403.16
3.8007	Memorial - Paraments Fund Balance	119.94	0.00	119.94	0.00	0.00
Total		<u>\$302,754.97</u>	<u>\$804,685.04</u>	<u>\$796,133.99</u>	<u>\$0.00</u>	<u>\$311,306.02</u>

PRESCHOOL

Amy Case, Preschool Director

Stephanie Corrigan, Assistant Preschool Director

Congratulations to Beth Bowers who retired in June, after 30+ years teaching at FLC. Long time teachers, Amy Case and Stephanie Corrigan assumed Beth's Directorship.

First Lutheran Preschool welcomed 20 families into our preschool. We have a 3 year-old class and a 4/5 year old class. Each year our families enjoy our Fall Open House, Christmas Program, Winter story night, and a wonderful 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/Director; Stephanie Corrigan, Teacher/Assistant Director; Mary Hatlen, Teaching Assistant; and Laurie Ferraiolo, 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 Taia Wilen (our parent representative), Gordy Phelps, Nicole Thorsheim, Kristi Pyne, Kristin Smith, and Tor Berg. We would also like to thank Pastor Berg and Roger Steinke for leading chapel time every week with the kids.

A huge thank you to Ann and Dan Bormann who cleaned the carpets before the new school year started!

ENDOWMENT FUND REPORT ENDING 12/31/2024

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 1/7/2025:

Charles Schwab investment account \$405,199.99

Banner Bank checking \$23,486.52

Total assets \$428,973.04

Gifts to the endowment fund in 2024 totaled \$8,273.00

Distributions from the fund in 2024 totaled \$3,000.

Distributions included two scholarships for \$1,500.00.

The FLC Endowment Fund is financed by bequests from members and by memorial gifts, usually given at memorial services. We note that approximately 90% of gift income comes from bequests and we encourage congregational members to consider the Endowment Fund in their estate planning.

The Endowment Committee is looking for 2 to 3 people to join our committee. No finance experience is necessary. What a great opportunity to be part of a committee that "holds the future"!! In 50 or 100 years from now the members of First Lutheran Bothell will speak in awe of a committee who had the foresight to protect assets into perpetuity! Come be part of this committee. Reach out to Kae at kaepeterson50@gmail.com or any of the committee members to join.

Submitted with blessings,

Kae Peterson, Chair

Gordon Phelps

Ryan Stute

Kendahl Adjorlolo, Council Liaison

ANNUAL CONGREGATIONAL MEETING

OPENING LITURGY

Confident in God's generosity and gathered into one by the Holy Spirit, let us praise God and give thanks ...

God, we praise you and give you thanks.

You are good, and your mercy endures forever.

You gave us a garden with good food to eat.

We praise you for food that nourishes us.

You rescued your people from slavery.

We praise you for freedom.

You gave us prophets to correct, rebuke and encourage us.

We bless you for your justice and mercy.

You gave us your Son, Jesus, to love, redeem and save us.

We praise you for his death and resurrection.

You gave us your Holy Spirit to be our Advocate and Comforter.

We bless you for the gifts of every tribe and nation.

Strengthen your church with every spiritual gift

and commission us again to be your servant people.

Multiply in us the fruit of the spirit:

love, joy, peace, patience, kindness, generosity, faithfulness, gentleness and self-control.

Send us in your love and mercy,

that the world may know you and praise you.

Now Thank We All Our God



1 Now thank we all our God with hearts and hands and voice - es,
2 Oh, may this boun - teous God through all our life be near us,
3 All praise and thanks to God the Fa - ther now be giv - en,



who won - drous things has done, in whom this world re - joic - es;
with ev - er joy - ful hearts and bless - ed peace to cheer us,
the Son, and Spir - it blest, who reign in high - est heav - en,



who, from our moth - ers' arms, has blest us on our way
and keep us all in grace, and guide us when per - plexed,
the one e - ter - nal God, whom earth and heav'n a - dore;



with count - less gifts of love, and still is ours to - day.
and free us from all harm in this world and the next.
for thus it was, is now, and shall be ev - er - more.

Evangelical Lutheran Worship, 840

Text: Martin Rinkhart, 1586-1649; tr. Cathering Winkworth, 1827-1878

Music: NUN DANKET ALLE GOTT, Johann Crüger, 1598-1662

Let us pray.

Gracious God, you are the giver of every good gift. Bless us with all that we need for ministry in your name, that we might be a blessing to others. In the name of the one who broke bread and fed the multitudes, Jesus Christ, our Lord.

Amen.

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).

