

ANNUAL REPORT 2023



Evangelical
Lutheran Church
in America

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FAITH: VISION, MISSION AND VALUES (2023)

MOTTO:

Welcome Home:

It's Good to be home!

VISION:

Energized by God's amazing love,

Faith is a welcoming community:

growing closer to and more like Jesus;

making Christ known;

joyfully serving each other, our neighbors, and all God's creation.

MISSION: FAITH PARTICIPATES IN GOD'S MISSION THROUGH...

- Christ-centered worship and prayer (Romans 12:1)
- Radical hospitality (Luke 15:20)
- Serving neighbors, near and far (1 John 3:16-18; Matthew 25:40)
- Lifelong learning and discipleship (Ephesians 4:12-13)
- Generous living (2 Corinthians 9:11)
- Caring for creation (Genesis 2:15)
- Authentic witness and evangelism (Matthew 5:16; 28:19-20)

VALUES: AS THE PEOPLE OF FAITH, WE ARE GUIDED BY...

- Grace (Kindness, Compassion)
- Servant-mindedness
- Spiritual maturity and well-being
- Humility
- Joy
- Unity (in Christ) AND diversity (in people)

2024 ANNUAL MEETING AGENDA

Faith Lutheran Church
Annual Congregational Meeting
January 28, 2024

Call to Order Eric Barkman, Council President

Opening Prayer..... Rev. Dr. Douglas Peterson, Lead Pastor

Establish QuorumJoan Detrick, Council Secretary

Approval of 2023 Annual Meeting Minutes

2023 Financial Report..... Richard Ross, Council Treasurer

Report of the Building an Inclusive Congregation (BIC)Kathie Olson, BIC

Presentation of Annual Meeting Ballot

- **Presentation of the Proposed 2024 Budget/Spending Plan**
- **Review of the Constitutional Revisions Motion**..... Jan Ray, Council Vice President
- **Introduction of Nominated 2024 Council and Committee Members**
- **Voting Process and Ballots**

Announcement and Acknowledgment of Voting Results (if available)

Recognition of Outgoing Council Members:

- Eric Barkman, Joan Detrick, Paul Wagner, Krysi Boyer

Benediction/Closing Prayer.....Rev. Brenda Satrum, Formation Pastor

Adjournment, Jan Ray..... Council President-elect

**FAITH LUTHERAN CHURCH
ANNUAL CONGREGATIONAL MEETING MINUTES
JANUARY 22, 2023**

President, Eric Barkman, called the meeting to order at 11:35 a.m.

Pastor Doug Peterson opened the meeting with prayer.

The secretary confirmed the required quorum (59) had been exceeded.

Craig Brown moved and Jan List seconded that minutes of the 2022 Annual Meeting be approved. Motion passed.

Treasurer, Richard Ross, presented the 2022 financial report: Good news—we paid off the mortgage! Total income from contributions for the year was \$452,900; total expenses were \$471,675 but the year ended with a balance of \$165, 570 in checking and savings accounts.

Treasurer, Richard Ross, presented the 2023 Annual Budget with expenditures of \$407,446. The projected income matches that amount. Richard Knight moved and Foster Bonville seconded acceptance of the budget for 2023. After opening the floor to discussion, the motion was approved.

President Barkman explained the voting process. He also noted a change for the Endowment committee (shown below). Ballots had been handed out as members entered the sanctuary. Names on the ballot were:

Council (2-year terms)

Vice President:

Jan Ray

Treasurer

Rich Hall

Member

Chris Frost

Member

Pete Gedde

2023 Nominating Committee

Paul Wagner (outgoing Council)

Joan Detrick (outgoing Council)

Foster Bonville

Richard Ross

2023 Endowment Committee

~~Larry Johnson~~ Richard Ross (three-year term)

Randy Grauer (three-year term)

2023 Memorial Committee

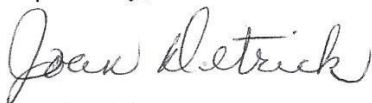
Lynn Wilson (three-year term)

Darcy Eliason moved and Richard Knight seconded the ballot be accepted. Motion passed unanimously.

President Barkman expressed thankfulness and appreciation to outgoing Council members Richard Ross, treasurer, Jacob Miller and Clay Wilson.

The meeting closed with singing the Doxology. Jay Himlie moved and Jack Ott seconded the meeting be adjourned. Motion passed. The meeting adjourned at 11:58 a.m.

Respectfully,



Joan Detrick
Secretary

Faith Lutheran Church Balance Sheet

As of December 31, 2023

	December 31, 2023
ASSETS	
Current Assets	
Bank Accounts	
1100 Banking	
1105 Checking - Umpqua Bank	50,541.52
1106 Money Market - Umpqua Bank	70,388.51
Total 1100 Banking	\$ 120,930.03
Other Current Assets	
1400 Edward Jones	0.00
1401 Edward Jones - Organ Fund	18,308.91
1402 Edward Jones - Endowment	46,136.73
Total 1400 Edward Jones	\$ 64,445.64
Total Current Assets	\$ 185,375.67
Fixed Assets	
1500 Building	2,061,242.67
1501 Furniture & Equipment	9,677.33
Total Fixed Assets	\$ 2,070,920.00
TOTAL ASSETS	\$ 2,256,295.67
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Credit Cards	
2100 Columbia Bank Credit Card	0.00
Total Credit Cards	\$ 0.00
2200 Payroll Liabilities	
2201 Federal Withholding	0.00
2202 FICA	0.00
2203 Washington Family Leave	463.93
2204 Portico Benefits	0.00
2205 L&I Liability	289.73
Total 2200 Payroll Liabilities	\$ 753.66
Direct Deposit Payable	0.00
Total Other Current Liabilities	\$ 1,253.66
Total Current Liabilities	\$ 1,253.66
Long-Term Liabilities	
Total Long-Term Liabilities	\$ 0.00
Total Liabilities	\$ 1,253.66
Equity	
3000 Opening Balance Equity	1,571,499.89
3100 Retained Earnings	667,508.73
3200 Unrestricted Net Assets	13,113.39
Net Income	2,920.00
Total Equity	\$ 2,255,042.01
TOTAL LIABILITIES AND EQUITY	\$ 2,256,295.67

Faith Lutheran Church
Designated Balances
January - December, 2023

Designated Funds	1/1/2023 Balance	Additions	Deductions	Ending Balance
102 Endowment	\$ 47,556.94	\$ -	\$ -	\$ 47,556.94
104 Rainy Day Fund	\$ 10,478.99	\$ -	\$ -	\$ 10,478.99
201 Women's Group	\$ 13,670.93	\$ 7,531.75	\$ 8,711.07	\$ 12,491.61
202 Youth Group	\$ 15,140.96	\$ 130.00	\$11,383.91	\$ 3,887.05
301 Building Projects	\$ 10,693.26	\$47,674.89	\$60,241.80	\$ (1,873.65)
302 Maintenance (Organ)	\$ 18,267.94	\$ 15.61	\$ -	\$ 18,283.55
303 Deferred Long Term Maint	\$ -	\$11,618.63	\$ 975.00	\$ 10,643.63
400 Community Ministries	\$ 1,467.76	\$ 6,786.00	\$ 2,640.42	\$ 5,613.34
401 Dominican Schools	\$ 9,157.58	\$ 8,374.76	\$ 8,722.87	\$ 8,809.47
402 Memorials	\$ 3,171.15	\$ 3,075.00	\$ 1,396.13	\$ 4,850.02
403 Missions	\$ 5,587.67	\$ -	\$ -	\$ 5,587.67
404 Faith Family Crisis	\$ 5,270.54	\$ 3,726.00	\$ 6,782.34	\$ 2,214.20
405 Pastor Discretion	\$ 3,928.75	\$ 6,818.90	\$ 7,358.59	\$ 3,389.06
406 Scholarship	\$ 156.00	\$ -	\$ -	\$ 156.00
408 Stewardship Dinner	\$ 128.66	\$ -	\$ 128.66	\$ -
409 Waves of Change	\$ 2,429.34	\$ 2,656.77	\$ 4,350.00	\$ 736.11
500 Connection Street Theatre	\$ 802.05	\$ 3,548.90	\$ 170.42	\$ 4,180.53

Totals \$ 137,004.52

2024 PROPOSED SPENDING PLAN

	2023 Budget	Jan - Dec 2023	2024 Proposed Budget
Income			
4100 Contributions			
4101 Nondesignated Contributions	\$390,000.00	\$391,750.94	\$390,000.00
4102 Facility Rental	\$13,500.00	\$27,087.25	\$32,000.00
4104 Grants/Thrivent	\$3,596.00	\$1,372.00	\$28,000.00
Total 4100 Contributions	\$407,096.00	\$420,210.19	\$450,000.00
4200 Interest Income (Bank)	\$350.00	\$336.71	\$350.00
Total Income	\$407,446.00	\$420,546.90	\$450,350.00
Gross Profit	\$407,446.00	\$420,546.90	\$450,350.00
Expenses			
5100 Payroll Expenses			
5101a Pastor EE Expenses (Peterson)			
5101.1a Pastor Salary	\$86,998.00	\$86,997.96	\$93,037.00
5101.2a Pastor Housing	\$20,000.00	\$20,000.04	\$20,000.00
5101.3a Pastor Health Insurance	\$14,461.00	\$13,785.00	\$12,444.00
5101.4a Pastor Retirement	\$12,840.00	\$10,699.80	\$11,304.00
5101.5a Continuing Education	\$1,500.00	\$1,372.44	\$1,500.00
5101.6a Pastor Mileage/Travel	\$750.00		\$750.00
5101.7a Board of Pensions Admin/Retiree	\$0.00	\$855.96	\$1,130.00
Total 5101a Pastor EE Expenses (Peterson)	\$136,549.00	\$133,711.20	\$140,165.00
5101b Pastor EE Expenses (Satrum) *			
5101.1b Pastor Salary	\$30,125.00	\$30,125.04	\$39,454.00
5101.2b Pastor Housing	\$10,000.00	\$9,999.96	\$10,000.00
5101.3b Pastor Health Insurance	\$10,558.00	\$10,237.08	\$9,891.00
5101.4b Pastor Retirement	\$4,815.00	\$4,012.56	\$4,946.00
5101.5b Continuing Education	\$500.00	\$533.00	\$500.00
5101.6b Pastor Mileage/Travel	\$250.00	\$10.00	\$250.00
5101.7b Board of Pensions Admin/Retiree	\$0.00	\$321.00	\$495.00
Total 5101b Pastor EE Expenses (Satrum)*	\$56,248.00	\$55,238.64	\$65,536.00
5102 Youth Dir (2023) NEW Parish Support (2024)			
5102.1 Salary (10 months)	\$20,000.00	\$11,333.34	\$40,000.00
5102.2 Benefits (10 months)	\$2,000.00	\$1,895.32	\$5,000.00
5102.4 Mileage/Travel	\$500.00		
Total 5102 Youth Director Expenses**	\$22,500.00	\$13,228.66	\$45,000.00
5103 Admin Employee Expenses			
5103.1 Bookkeeper (CH)	\$8,000.00	\$6,333.50	\$9,000.00
5103.2 Accountant (KC)	\$4,000.00		\$2,000.00
5103.3 Guest Preacher	\$1,000.00	\$1,250.00	\$1,000.00
5103.4 Misc Staff	\$10,000.00	\$10,423.00	
Total 5103 Admin Employee Expenses	\$23,000.00	\$18,006.50	\$12,000.00
5104 Payroll Taxes			
5104.1 Employer Taxes-FICA	\$6,000.00	\$2,224.11	\$4,000.00
5104.2 Employer Taxes - L&I	\$2,000.00	\$1,401.04	\$2,000.00
Total 5104 Payroll Taxes	\$8,000.00	\$3,625.15	\$6,000.00
Total 5100 Payroll Expenses	\$246,297.00	\$223,810.15	\$268,701.00

2024 PROPOSED SPENDING PLAN—CONTINUED

	2023 Budget	Jan - Dec 2023	2024 Proposed Budget
5200 Contract Services			
5201 Custodial	\$11,000.00	\$11,355.06	\$13,000.00
5202 Landscaping	\$6,000.00	\$5,165.72	\$7,000.00
5203 Organist	\$6,500.00	\$6,835.00	\$7,000.00
5204 Carpet/Upholstery Cleaning (NEW!)			\$1,000.00
5205 Other Musicians	\$500.00		\$500.00
Total 5200 Contract Services	\$24,000.00	\$23,355.78	\$28,500.00
5300 Benevolences			
5301 ELCA	\$39,000.00	\$39,176.00	\$39,000.00
5303 Community Lifeline	\$1,200.00	\$1,200.00	\$1,500.00
5304 PLU	\$1,000.00	\$1,000.00	\$1,000.00
Total 5300 Benevolences	\$41,200.00	\$41,376.00	\$41,500.00
5500 General Expenses			
5501 Advertising & Media	\$2,000.00	\$1,491.26	\$1,500.00
5502 Worship and Music (Altar Guild)	\$2,000.00	\$1,750.22	\$1,500.00
5503 Copyrights/Licensing (Worship)	\$1,500.00	\$1,955.80	\$2,000.00
5504 Food & Hospitality	\$1,500.00	\$1,368.94	\$1,500.00
5508 Office Equipment & Computers	\$4,000.00	\$3,463.78	\$4,000.00
5509 Office Supplies	\$3,000.00	\$4,708.31	\$4,000.00
5510 Office Software & Licenses	\$3,000.00	\$4,008.17	\$4,000.00
5511 Postage & Publications	\$1,000.00	\$1,273.05	\$1,500.00
Total 5500 General Expenses	\$18,000.00	\$20,019.53	\$20,000.00
5600 Faith Education			
5601 Adult Education	\$2,000.00	\$1,799.11	\$2,000.00
5602 Youth & Children Education	\$1,000.00	\$1,106.16	\$1,500.00
5603 Family Education	\$500.00	\$736.75	
5604 Nursery/Childcare	\$500.00		\$500.00
Total 5600 Faith Education	\$4,000.00	\$3,642.02	\$4,000.00
5800 Building & Grounds			
5801 Building Maintenance & Repairs	\$10,000.00	\$9,054.04	\$12,000.00
5802 Custodial Supplies	\$1,000.00	\$966.65	\$1,500.00
5803 Alarm Monitoring & Security	\$1,000.00	\$1,681.00	\$1,000.00
5804 Equipment Repairs & Maintenance	\$2,000.00	\$3,461.43	\$2,000.00
5805 Landscaping Expense	\$3,000.00	\$3,835.21	\$4,500.00
Total 5800 Building & Grounds	\$17,000.00	\$18,998.33	\$21,000.00
6100 Financial Expenses			
6101 Insurance	\$9,000.00	\$9,721.92	\$11,500.00
6103 Bank Service Charges	\$100.00	\$35.00	\$100.00
6104 Payroll Fees	\$250.00	\$149.04	\$300.00
6105 Dues & Fees	\$100.00	\$38.08	\$100.00
6107 Merchant Fees	\$1,000.00	\$963.10	\$1,000.00
Total 6100 Financial Expenses	\$10,450.00	\$10,907.14	\$13,000.00

2024 PROPOSED SPENDING PLAN—CONTINUED

	2023 Budget	Jan - Dec 2023	2024 Proposed Budget
6300 Utilities			
6301 Electricity	\$6,000.00	\$7,059.28	\$8,000.00
6302 Natural Gas	\$4,000.00	\$3,985.82	\$5,000.00
6303 Water/Sewer/Garbage	\$11,000.00	\$12,120.75	\$13,000.00
6312 Telephone	\$1,000.00	\$1,183.74	\$1,200.00
6315 Internet	\$1,000.00	\$2,546.23	\$1,300.00
Total 6300 Utilities	\$23,000.00	\$26,895.82	\$28,500.00
6900 Reserve Transfers			
6903 Community Ministries (400)	\$3,000.00	\$3,000.00	\$3,000.00
6904 Deferred Maintenance (303)		\$18,000.00	\$16,000.00
6905 Building Projects (301)	\$18,000.00	\$11,618.63	\$18,000.00
Total 6900 Reserve Transfers	\$21,000.00	\$32,618.63	\$37,000.00
Total Expenses	\$404,947.00	\$401,623.40	\$462,201.00
Net Ordinary Income	\$2,499.00	\$18,923.50	-\$11,851.00
Net Income	\$2,499.00	\$18,923.50	-\$11,851.00

*Pastor Brenda's 2024 Total Compensation Guidelines at 0.375 FTE=\$57,156

Pastor Brenda's 2024 Total Compensation Guidelines at 0.50 FTE=\$73,913

2024 Spending Plan "splits the difference," allowing for possible increase in the 2nd half of the year, depending on finances and fit, determined by the Council

**A new, full-time Parish Support and Community Liaison position, paid for, in part, with a grant from the ELCA, encouraging new multi-cultural partnerships

COUNCIL AND STAFF REPORTS

2024 COUNCIL PRESIDENT'S REPORT

I learned in my first year as Council President that part of the job is to submit an annual report. I also learned that with all of the reports coming in from pastors, programs and missions, there wasn't a need for me to outline the details of the year. Instead, I offer 3 areas that the council has been involved with that I feel have had a positive impact on Faith Lutheran over the past two years.

Financial Stability: We're not rich... but we are out of debt. We aren't swimming in money... but we are financially stable going into 2024. Keeping in mind that we are only a couple of years removed from a pandemic, that's nothing short of an answer to prayer. The Council has had the job of managing the contributions coming from the congregation, as well as rental money coming from our partners, and deciding what financial risks we could take. There were some bold moves – hiring a youth director and putting on a new roof were two. The big decisions were considered prayerfully and carefully, and each time the congregation came through. I am not the most money-savvy person, so working with people who could see the big picture and how it impacted our missions was a pleasure.

Faith +: Pastor Doug has taken to calling our partnerships with congregations and community groups that share our building as Faith Plus. He is the mastermind and primary leader of this work. It has been amazing to watch it grow over the past two years and become one of our missions. As I mentioned in a Council report one Sunday – sometimes Jesus comes calling and you need to listen. The Council has had the job of asking pertinent questions when entering into these partnerships – especially around capacity and ensuring the safety and security of our building while being able to share the blessing of our space. A big part of that work was creating a rental agreement that was designed to be fair and protect our congregation into the future. Many thanks to those who worked on this.

Welcome: The Council spent one of our retreats discussing the importance of being a welcoming church, and how to build on what we currently do to ensure people feel welcomed when they attend Faith, and also how to get the word out. At the same time, the BIC committee was working on the same topic and held cottage meetings to talk to as many church members as possible for input. In the end it is exciting to see the results of this work. The BIC has created a web page to share about our beliefs of what being a welcoming church means. A lot of comments gathered from the congregation during the cottage meetings were ideas of what more we can be doing. This information will be used by the next council to continue the work of ensuring that the Holy Hospitality of Jesus is known to anyone we have contact with. I believe the message of Welcome that we send to all of our brothers and sisters in Christ is the most important work that we can do.

It's been a pleasure serving as Council President for the past two years. It hasn't always been easy work, and I know I've made some mistakes along the way. But the love of Christ truly shines through the people of Faith, and in the end we do alright.

Prayerfully submitted by Eric Barkman

LEAD PASTOR'S REPORT

Welcome Home. It's Good to be Home.

Every week we begin our services of worship with this phrase. This is God's house, I remind everyone, and God first welcomes each one of us, just as we are, by the grace and mercy demonstrated in Christ Jesus for us. In the same way, we seek to honor God by extended the same welcome to one another, and especially people who are new to Faith. Welcome Home! It's GOOD to be home.

Funny thing is: nobody is quite sure where this call and response came from, and when it started! People think that I started it, but I've always felt like I inherited it from Faith. I have a memory of Sandy Frishman greeting the congregation with an enthusiastic "GOOD MORNING!" Invariably, the congregation's "Good morning," response was too tepid for Sandy, so she'd insist on a do-over: GOOD MORNING!!! To which the congregation would now respond with more gusto: GOOD MORNING!

It might have been Ron McMullen who, in one of his early Faith Moments, greeted the congregation by saying "Welcome Home!" And it seems like someone (Toni Herrera) spontaneously shouted back: "It's good to be home!" Then I think I might have recalled that exchange in a sermon I preached about the love of the prodigal Father in Luke 15. Soon after, I put an abbreviated version of that message on the front page of our new website (www.faithshelton.org), and it has been a part of our community and communication ever since.

A Welcoming Community

The call and commitment to being "a welcoming community" has been the predominant recurring theme for Faith in 2023. It started with the decision and commitment to unite as a single congregation on Sunday mornings. We "welcomed" one another: meeting new people and learning new expressions of worship. As a more united family, we have been able to more effectively welcome others in worship. Welcome Home! It's GOOD to be home.

But it is not only in worship where God's "holy hospitality" is being extended at Faith. The Second Monday luncheon; the Sunday morning adult class; the monthly Faith/NAMI Grub and Games; the Young Adult Conversations (YAC) group; and Pastor Brenda's Spiritual Direction Groups—these are just some of the newer ways that Faith is welcoming people home.

Faith has also welcomed to God's house several new community partners, including NAMI (National Alliance on Mental Illness); CIELO (Advocacy and Education for and with Central American Immigrants); Agua Viva Internacional (Spanish-speaking Assemblies of God congregation); Catholic Community Services; a drug counseling service; a small for-profit preschool; 2 Community Quilting Groups; Sound Learning (Adult Literacy); Great Bend Music (children's music education); Connection Street Theatre (Faith's community theatre ministry); and a handful of AA groups. The convergence of these agencies and groups have given Faith unique resources and perspectives for ministry in Mason County.

As we are welcoming these community partners, we are learning new ways to express and extend godly hospitality. The Angel Tree provided Christmas gifts for over 70 Shelton Youth. The Holiday Bazaar raised thousands of dollars for local ministries. Connection Street Theatre has opened the door to Faith for young thespians and artists.

And to explore how best to communicate how and why Faith is a welcoming community, the Building an Inclusive Congregation team talked to dozens of Faith members, asking them to share their visions and hopes for how we can welcome EVERYONE home. The result of those conversations is a new “Welcome Statement” on the church website. When we say EVERYONE, we mean it, because GOD welcomes every one of US.

Well Done, Good and Faithful Servant

The image of God welcoming people home also brings to mind those who died in 2023, whom God “welcomed home” one last, glorious time. Faith grieved with Mike Barnes as young Beth died from her cancer this summer. And 2023 ended with the death of longtime member, Thelma Puhn. In all, twenty members of Faith died in 2023. We are always reminded that the mortality rate hovers right at 100%, and that one day, each one of us will be welcomed to our heavenly home, carried in the arms of Christ Jesus our Lord, embraced in the arms of our heavenly Father.

“Well done, good and faithful servants.” Well done, people of Faith. I am so very proud of your genuine love, compassion, and heart to welcome the stranger. I am honored to serve as your pastor.

I am excited about the coming year. We will continue to expand and strengthen our partnerships in the community. Your ongoing generous financial support allows us to continue to provide staffing and programing at Faith that honors God and makes disciples. In addition, Faith has been awarded two grants from the Southwestern Washington Synod of the ELCA. One will help fund a new, full-time, bilingual office support and community liaison staff person. The other will help us create new signage throughout the Faith campus that welcomes visitors, clients, stranger, guests, and worshipers in both English and Spanish.

Yup, it’s GOOD to be home.

Rev. Dr. Douglas Peterson
January 12, 2024

2023 PAROCHIAL REPORT

Membership	2023	2022	2021
Baptized Members	430	431	439
Confirmed Members	393	401	401
Active Membership	298	296	290

NEW MEMBERS (2/19/2023)

Amy Bohn, Barbara Fague, Kaye Knudsen, Peter and Robyn Naval, Dan and Sandra Partridge, Jeff and Connie Payne, Arlene Sandifer

PASTORAL ACTS

Baptisms	Confirmations	Weddings	Member Funerals
2 (Belisle, Tribble)	0	0	11 (Bloom, Eken, Hamilton, Herrera, Jaques, Kokett, Lusignan, McDonald, McDowell, Nersund,

ASSOCIATE PASTOR OF SPIRITUAL FORMATION
ANNUAL REPORT TO CONGREGATION AND COUNCIL

January 8, 2024

Dear friends, this year has seen deep loss and amazing gain; I am grateful for all of it.

At this time last year, Director of Youth and Family Ministries, Mike Barnes, was finishing his employment at FLC as Beth's heartbreaking journey with cancer drew near its end. Pastor Doug, Faith's council and Mike collaborated in the most compassionate, mature, and gracious transition I've ever witnessed. I cannot say often enough how privileged I count myself to have borne witness to Mike and Beth's bravery and character and to this congregation's unconditional support. Well done, Friends of Faith!

Also last spring, members of our small but powerful young adult community stepped into leadership—Chris and Marissa Walker support Sunday worship with sound and projection, and with Chris and Shaye Frost they now lead our (growing!) youth group. This fall, our Wednesday night ministry has welcomed nearly 50 people to monthly game nights through synergy with Connection Street Theater, NAMI (who provides the pizza!), and Be a Better You Counseling, as well as Eric Barkman and Donna Wardin's adult gamesters.

Wednesdays also include a **monthly contemplative prayer service** which I expect to grow slowly as its team of supporters gathers and we invite our neighbors, especially local mental and physical health professionals, congregations, and grief/loss recovery programs. This spring, I hope to gather a small group "Love Well Book Club" to meet (monthly) after Evening Prayer.

I helped get the **Building an Inclusive Church** process going. Its cottage meetings this fall clarified Faith's desire and intentions around "Holy Hospitality." The whole work of our congregation now moves forward with broad ownership upon the solid foundation of God's grace, period. Many thanks to lay leaders: Eric Barkman, Krysi Boyer, Jan Ray, and Kathie Olson.

Emotionally Healthy Discipleship is still a good fit for our FLC's teaching; this and other adult discipleship courses await both participants' and leaders' time and readiness to begin.

Rev. Brenda Satrum

COMMITTEE REPORTS

2023 ANNUAL REPORT BUILDING AN INCLUSIVE CHURCH (BIC) COMMITTEE

The BIC committee has spent the majority of 2023 learning about building an Inclusive Church. The committee attended workshops and listened to congregational members share their thoughts and stories about what inclusion means to them. Inclusion, in this setting, focused on Faith's Welcome Statement and what it means to Welcome All people - specifically looking at individuals who are often excluded in a faith setting due to race, sexual orientation, gender, etc.

The BIC committee was formed in early Spring, 2023 and began its journey by attending a training on Building an Inclusive Church offered through ReconcilingWorks. This training provided a framework for engaging our congregation in the work of exploring and expanding our inclusivity.

The BIC committee met several times during the spring and held a few initial small group meetings with church members. The goal of these meetings was to learn how Faith has historically addressed important and potentially controversial topics. The main take -a-ways from these meetings were:

- The Faith Congregation see's itself as a Welcoming congregation
- The current Welcome statement "ALL are Welcome", means ALL
- Having small Cottage Meetings to discuss important topics has worked in the past to listen to and engage congregational members in meaningful ways.

Based on this feedback, during November, members of the BIC committee led 11 small group - *Cottage Meetings*. The goal of the Cottage Meetings was to listen to a larger group of congregants and explore God's Message of Welcome and how Faith can live out that message in our community. More than 90 congregational members attended a Cottage meeting or were able to provide individual feedback to a BIC committee member.

During these Meetings, the groups read the familiar parable of The Good Samaritan (Luke 10) and reflected on God's calling for us to extend Welcome and Hospitality to our neighbors. The groups shared personal stories of welcome including times when they felt accepted and included, and times when they felt excluded, rejected or left out. These personal stories allowed the group to reflect on God's presence in our daily lives. After sharing scripture and personal stories, the groups discussed three questions: How is Faith being called to be a Welcoming congregation? Who are Faith's neighbors? How is God calling us to serve our neighbors?

In December the BIC committee provided a report to the Council with two recommendations for Faith to extend our commitment to living out our Welcoming Statement in our community. These recommendations included 1) developing a Welcoming Statement Webpage (to be added to our Website), which explains in more detail what we mean by "All are Welcome", and 2) organizing a list of Welcoming Activities identified during the Cottage Meetings that will be reviewed with the 2024 council for recommendations on further action in 2024 and beyond.

The BIC committee continues to pray for God's guidance and presence in Welcoming All to His family.

Respectfully submitted Kathie Olson on behalf of the BIC Committee

COMMITTEE REPORTS

ENDOWMENT COMMITTEE

The Endowment Fund of Faith Lutheran Church was established to receive gifts that are endowed (Principal remains in the fund) to provide support the ministry of Faith Lutheran Church.

In 2023, scholarships were granted to graduating seniors from Faith as well as continuing students. Scholarships were provided to:

Anna Barkman – Washington State University

Joel Barkman – Pacific Lutheran University

Noah Miller – Reed College

Jacob Miller – Washington State University

The Endowment Fund has assets of approximately \$46,000. The majority of these funds are invested and the interest earned goes toward the mission of the Faith Endowment Fund.

The Endowment Committee consists of members of Faith Lutheran Church. We will be looking for new/additional members of this committee.

The members are:

Randy Grauer, Larry Johnson, Mike Leitch, Val Paulson

MEMORIAL FUND COMMITTEE

This year we reviewed and rewrote our By-Laws to make them into a Continuing Resolution which would allow us more flexibility in the distribution of our funds. All funds donated in memory of Linda Cargill were transferred to the Building Fund for the construction of “Linda’s Corner”. The remaining artwork that was in storage has been put on display throughout the church and can be reviewed in the remembrance book located in the coffee Shop.

Bob Thomas

PERSONNEL COMMITTEE

Committee Actions:

Herb Cargill joined the committee replacing Jay Himlie.

We sent a recommendation to Council to hire Connie Payne as part time replacement for Mike Barnes.

Office assistant staff has changed. Volunteers Bev Robert and Barbie Nesmith are no longer working in the office. We thank them for their many years of service.

Currently, Connie Himlie and Robyn Naval are staffing the office and Connie Himlie is also doing the bookkeeping.

Ongoing committee tasks:

Continue to revise and update Employee Manual

Personnel Committee Members:

Cathy Wilson, Chairperson

Joan Dietrick, Council Liaison

Astrid Pearson

Maryann Wagner

Herb Cargill

PROPERTY AND MANAGEMENT REPORT

A big thank you to those who serve on property committee and the volunteers who have kept our church maintained and looking good!

A Few highlights:

- Several “church cleanup days” (thanks Lawn and Gardens for the work you folks put in making those happen).
- Lot cleaned and restriped.
- Lot entry lights improved.
- North end re-roof completed.
- Lots of clutter removal-always on going
- Washer dryer replacement (CIELO donation).
- These are just a few of many items that have been accomplished in the last year!

Looking to 2024 projects...

- Repair of kitchen floor.
- Replacement of dishwasher.
- Updating facilities maps and information.
- Backflow repairs (irrigation system).
- Signage renovation.

In the development stage:

- Reception area North end entry.
- Sanctuary upgrades (lighting, electronics, PA system).
- The property committee thanks the Pastors, Staff and partners (Ceilo, Preschool, Auga Vida and more for their continued support).

MINISTRY REPORTS

FAITH LUTHERAN ADULT CHRISTIAN STUDY

2023 was a good year. We began with a continuation of our year-long topic of FAITH AND THE ARTS. This time we use art in its various forms (painting, sculpture, woodcuts, architecture, music) to inform our studies. In February, we looked at the issue of graven images and the struggle the church leaders have had to address this issue through the decades. We considered the impact of the Black Death of 1348 upon artists and the Christian message at that time and following. The question raised was, how do such pandemics affect our faith and work?

In March, we looked at New Testament expressions of the life of Jesus through the various forms of art during the Renaissance era. In April, we studied how the role of “graven images” became a problem for artists after the Reformation. Then we concluded in May with Joan Dietrick exploring with us the rich source of the arts found in our church building and learning WHO the people were behind these faith inspirations. We had around 12-18 people in attendance each week.

After a summer off, the class resumed in the fall. Our new year-long topic was ARCHAEOLOGY, HISTORY, AND GEOGRAPHY OF THE BIBLE. An expert in the field, Jean-Pierre Isbouts, was our narrator. Using videos and the reading of the Bible, we took a closer look at how archaeological digs, politics, landscape, other religions, culture, and social environment informed the Biblical stories found throughout the Old Testament. It stimulated our discussion time. Handouts and maps were also provided to enhance our understanding. In the fall our attendance grew to 20-25 folks attending each week. We concluded the Old Testament focus with a Brunch on Sunday, December 24. 25-27 people enjoyed ham, egg dishes, rolls and doughnuts, and various side dishes and desserts.

We look forward to this spring session focusing on the New Testament and the “Search for the Historical Jesus” with Jean-Pierre Isbouts again as our narrator.

Tyger and Todd Penson

BAZAAR

Warm Holiday Greeting to the Council:

The Bazaar brought in \$5,930. We rounded that number up to and even \$6,000.

The Bazaar is and has been about organizing the time and talents of the congregation to serve the community. The funds were allocated as follows:

One half of the funds distributed to the Shelton community as follows:

- ♦ 50% to Community Lifeline (\$1,500)
- ♦ 25% to Saint's Pantry (\$750)
- ♦ 25% to Youth Connection (\$750)

One half of the funds distributed to Faith Lutheran Church ministries as follows:

- ♦ 34% to Pastor's Discretionary Fund (\$1,020)
- ♦ 33% to Sandwich Club and Community Lifeline dinners served the second weekend of each month (\$990)
- ♦ 33% to Sewing Saints (\$990)

Thank you,

Bazaar Chairpersons

Robyn Naval, Lynn Layton

CHOIR

The Faith Lutheran Choir has resumed for a year now. The choir has been enthusiastic about the privilege of sharing in ministry once again. We have been singing on the first and fourth Sundays of each month and practicing at 9:00 a.m. every Sunday morning. Upon special occasions the Ascension Worship Team has joined us with their special talents. We are always open to receiving new members who want to join us in this ministry.

Serving Joyfully,

Barbie Nesmith

DOMINICAN REPUBLIC SCHOOL MINISTRY

This is the fifth year of Faith's contributions to the children of the Dominican Republic. The people of Faith have contributed approximately \$30,000 to this cause. The impact on the lives of these disadvantaged children will be multiplied many times as they grow into adulthood and have children themselves. Below are a few 2023 accomplishments:

- There are currently 235 students at Dominican Joe's in preschool through high school. Faith Lutheran is supporting 18 of these children.
- There are approximately 100 children in one room at the Niñas del reino (Kids of the Kingdom) school. This is a very poor school with even poorer children. We have limited support at this school because they only go to the 4th grad and we feel that does not solve the problem of poverty. We have 3 children here and our plans are to move them to the Dominican Joe school during the 5th grade.
- This year a suitcase of clothing and sports equipment was delivered to the school.
- During our first year we supported three high school graduates to college. Two dropped out due to several uncontrollable issues. Due to this experience, we decided to limit Faith's support to preschool through high school. However, our local contact "Lidia" would not give up on this vision. Today we have one fully graduated student and 15 attending college. This is the success that truly brings these lovely people out of poverty.

We wish to thank you for all you have done to support this ministry. We praise God for you and the success of the ministry.

Blessings,

John and Penny Mee

GRIEF SUPPORT MINISTRIES

During 2023 the Grief Support community of Faith Lutheran has continued to meet faithfully each Thursday to offer “companioning care” for people in our congregation and community who have experienced the loss of a loved one. The primary focus of the meetings has involved two 12 week seminars entitled “Reconciling Life's Losses” using the materials from Dr. Alan Wolfelt entitled “*Understanding Your Grief*”. The seminars featured an approach to integrating the painful experience of losing a loved one by mourning that loss in a circle of empathy and compassion.

Over time, by God's grace and momentum, healing does take place and a new normal can be restored to life. Since 2020, approximately 100 people have attended at least one of the 8 seminar series that have been held, either in person, or online.

In between the seminars, the group has continued to meet weekly for mutual support and sharing. This past year when the Olivers were gone for 3 months serving in Bethlehem, four facilitators from the group continued to lead, under the pastoral support of Pastor Brenda, and did an excellent job of nurturing this ministry. Many thanks to Sandi Snow, Julie Saari, Jennifer DeRoo, and Debra del Bosque, who shared as a leadership team.

In addition, this ministry has participated in the volunteer chaplaincy program of Mason General Hospital and the E.A.P. Crisis Team for the Shelton School District.

Thank you for the privilege of serving,

Terry and Doris Oliver

LUTHERAN WORLD RELIEF OF FAITH LUTHERAN CHURCH

Our Sewing Saints surpassed making the 6000th quilt this year. We had a contest to select this special quilt and then display it outside the quilt room. We had some wonderful quilts submitted and the Sewing Saints voted on their favorites; this actually resulted in a tie. Of the two selected, it was decided to display each of them for half of the year. Congratulations to the winners: Cindy Nunnamaker and Cathy Torvik. Thanks to all of you who participated in this.

We honor the memory of our church's loved ones and special friends of Faith and those for whom our pastors gave memorial services who passed away from November 2022 through October 2023. These memorial quilts were displayed in the sanctuary during the quilt Sundays in April and November. They were in memory of Carrington Bloom, Christian Boad, Linda Cargill, Karl Clark, Gene Dolan, Andrew Eken, Beverly Gedde, Rick Gibson, Bethany Kholos, Bev Kokett, Arthur Kroeger, Jim Leeds, Jo Lusignan, Barbara McDowell, Ramona Nersund, Richard Pedersen, Brad Riggs, Barbara Schmidt, Pastor Neil Thompson, and Connie Wilson. These quilts, along with others the quilters made, were sent on to Lutheran World Relief.

The total items we sent to Lutheran World Relief this year included 114 quilts, 49 school kits, and 29 baby kits. We drive these to an ingathering in Seattle where they are loaded into large semi-truck trailers. These are then driven to Baltimore, Maryland where they are stored in warehouses. Then the supplies are sent throughout the world as needed after disasters or areas of extreme poverty. We also gave two quilts to families of new local Habitat for Humanity houses and one for pastor's discretion.

Our income this year included donations from the church 2022 and 2023 bazaars of \$2,206, individual congregation members totaling \$720, and 85 cents bank interest. This year we purchased a scale that is much easier to use and more accurate than the prior one. We also purchased cutting boards to cover our cutting table, along with rotary cutters and blades. These items are included in our general expenses. Our expenses included \$750.30 general sewing supplies, \$513.75 shipping, \$913.30 quilt batting, \$500.04 for baby kit supplies, \$539.52 for school kit supplies, and \$1000.00 for heating in the quilt room. We purchased our batting in bulk and so have enough for much, if not all, of 2024.

Thanks to all of you who provided material and financial help and the labor necessary to make all these quilts and kits. These are greatly appreciated by the recipients who are in tremendous need throughout the world.

Respectfully submitted,

Karen Skare

PRAYER SHAWL MINISTRY

The Prayer Shawl Ministry continues to thrive and serve church members, family members and community members. To date over 420 shawls has been given out with love and prayers to people who receive them with so much gratitude. We've had many cards of thanks and reports of how much comfort they bring people who are grieving, going through cancer or experience some kind of difficulty in their life.

Thank you to the hands that make the beautiful shawls and quilts. I know each and every one is made with so much love. We have even had a few special orders for unusual and very tragic circumstances that became such a comfort in those extreme times.

Also, donations of yarn are appreciated and needed.

Committee members,

Chriss Brickert and Donna Pedersen

SANDWICH CLUB

Year after year, the Sandwich Club continues to provide sandwiches each week to Community Lifeline for distribution to people who have no houses to live in. Regular team members meet at 7:30 a.m. each Tuesday to assemble sandwiches.

This year they have used 624 loaves of bread, dozens of pounds of ham and cheese, 104 cans of tuna, 728 eggs, 50 jars of peanut butter, and 52 pints of jelly (from Karen Skare's extra hours of preserving fruit.) In 2023 they donated 7488 sandwiches!

We appreciate donated supplies and funds from the congregation to keep this ministry going. Community Lifeline appreciates the partnership with Faith to provide a steady flow of sandwiches to their clients and others with little to eat.

WAVES OF CHANGE...Spare Change Changes Lives

Through the end of 2023, Waves of Change ministry of Faith Lutheran Church has raised a total of over \$47,000! This ministry began in March of 2014 and has the purpose to raise funds through monthly offerings of "spare change". The proceeds are distributed to organizations that provide material support and equipment to provide clean water to third world countries. Additionally, support is provided to parts of our country that have experienced natural disasters and are in need of drinking water. Thirdly, support is given to organizations who provide efforts to support the clean water in our region.

In 2023, \$1,800 was sent to Lutheran World Relief.

It is with pride that the Waves of Change steering committee is able to distribute these funds on behalf of you, the members of Faith Lutheran Church.

Thank you for your generous support through your "Spare Change". You truly change the lives of many.

The Waves of Change Steering Committee

Laura Van Etten, Herb Cargill, Mike Leitch, Larry Johnson

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 Boerenliedjes en Contradansen, 1710;

arr. Julius Röntgen

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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.

A handwritten signature in black ink that reads "Elizabeth A. Eaton". The signature is written in a cursive, flowing style.

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