

# Faith Lutheran Church

*As followers of Christ, we learn to love and live to serve.*



**2023**

Annual  
Report

## MISSION STATEMENT

As followers of Christ, we learn to love and live to serve.

Affirmed 2012



## WELCOME STATEMENT

**Welcome to Faith Lutheran Church!** We are an intentionally inclusive community proclaiming a warm welcome to people of every race, nationality, gender, sexual orientation, age and ability into all aspects of our church life. We invite you to participate in our vibrant ministry of worship, education, fellowship and service. Whether you are visiting for the first time or are a member here, it is our privilege to welcome you and to gratefully accept the unique gifts you bring to this day. **Come as you are; all are welcome!**

Affirmed 2012

We acknowledge that we are on the traditional land of the Coast Salish people, including the Duwamish People past and present. We honor with gratitude the land itself and the Duwamish Tribe.



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## Faith Lutheran Church Council

Terms are two years and only two consecutive terms can be served. With the exception of the Treasurer. Council Officers serve one-year terms and can only serve two consecutive terms.

### 1st Year of 1st Two Year Term; ending May 2025

Linda Mihalov  
Mark Strom  
Jill Richmond

### 2nd Year of 1st Two Year Term; ending May 2024

Diane Machatka (Secretary)  
Greg John  
Jamie Estill (President)

### 1st Year of 2nd Two Year Term; ending May 2025

Jim Musar  
Kay Brossard  
Ralph Minor

### 2nd Year of 2nd Two Year Term; ending May 2024

Sally Avenson  
Theo Roe

Wally Powelson (Treasurer)

### Exofficio

Pastor Shannyn Fuerst



## Faith Lutheran Church Congregational Meeting - April 3, 2023

**Attendance:**

15 remote participants

25 In-person participants in Faith's Fellowship Hall

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**54 TOTAL**

Topic	Discussion and Action Items
Welcome Call to Order Opening Prayer	<p><b>Jamie Estill @ 11:09 AM</b></p> <ul style="list-style-type: none"> <li>● Sally motioned to open the Congregational Meeting, and Karen Johnson seconded it               <ul style="list-style-type: none"> <li>○ <b>Decision:</b> Motion Carries on a voice vote</li> </ul> </li> <li>● Pastor Shannyn Fuerst led the opening prayer.</li> </ul>
Nominating Committee Proposed Candidate Lists	<p><b>Shannyn Led the Discussion</b></p> <ul style="list-style-type: none"> <li>● The Nominating Committee brings the following proposed Council Members candidates for the 2023/24 Faith Church Council (beginning May 2023) before the congregation. No additional candidates were proposed from the floor:               <ul style="list-style-type: none"> <li>○ Jill Richmond (1st term)</li> <li>○ Jim Mussar (2nd term)</li> <li>○ Kay Brossard (2nd term)</li> <li>○ Linda Miholov (1st term)</li> <li>○ Mark Strom (1st term)</li> <li>○ Ralph Minor (2nd term)</li> </ul> </li> <li>● There will be no ELCA Northwest Washington Synod Assembly this year, so no candidates for attendees are needed.</li> <li>● The nominating committee brings before the congregation the following 2023/2034 Nominating Committee candidates               <ul style="list-style-type: none"> <li>○ Susan</li> <li>○ Karen</li> <li>○ Sheryl</li> </ul> </li> </ul>
Election of church council members	<p><b>Jamie Estill Led the Discussion</b></p> <ul style="list-style-type: none"> <li>● <b>Decision:</b> The proposed council members were unanimously elected on a voice vote</li> </ul>
Election of Nominating Committee	<p><b>Jamie Estill Led the Discussion</b></p> <ul style="list-style-type: none"> <li>● <b>Decision:</b> The proposed council members were unanimously elected on a voice vote.</li> </ul>
Ministry Updates - Partnering with Bridge Of Promise	<p><b>Pastor Shannyn Fuerst Led the Discussion</b></p> <ul style="list-style-type: none"> <li>● <u>Bridge of Promise (BoP)</u> <ul style="list-style-type: none"> <li>○ Non-Profit organization that provides Social, Recreation, and Life Skills Opportunities for Adults with Developmental disabilities.</li> <li>○ See <a href="https://bridgeofpromise.org/">https://bridgeofpromise.org/</a></li> <li>○ Partnership, not landlord/renter relationship</li> </ul> </li> </ul>

Topic	Discussion and Action Items
	<ul style="list-style-type: none"> <li>○ Potentially, the space they could use is Social Hall, bathrooms, kitchen, and office space. The potential time to use this place is Monday through Friday, some part days and some full days.</li> <li>○ Will coordinate with Faith's other tenant, the Wedgwood Co-op Preschool for drop off and pick up and communicate between Faith, preschool, and BoP.</li> <li>○ Faith will coordinate with BoP when other activities at the church, like funerals, are scheduled.</li> <li>○ Our "Why" - Called to serve the community, we have a space built to facilitate ministry, disability ministry has been an important part of Faith for decades, we desire partnerships for all ages, and it leans deeply into the discernment of the council and congregation.</li> <li>○ "What are we called to?" (from December 2022 congregational meeting): <ul style="list-style-type: none"> <li>● Maintain the Faith Lutheran Church community</li> <li>● Make new things happen at Faith</li> <li>● Expand our service beyond people in the congregation</li> <li>● Build people's understanding of Christianity.</li> </ul> </li> <li>○ Next Step: <ol style="list-style-type: none"> <li>1. Build a leadership team at Faith</li> <li>2. Hold Education Series so everyone understands BoP and what they do</li> <li>3. Hire a part-time "Community Engagement Coordinator" position. This will occur separately from the decision to partner with BoP.</li> </ol> </li> <li>○ Questions: <ul style="list-style-type: none"> <li>● Q: Funding, do participants need to pay? A No, but they can donate respite care.</li> <li>● Q: Why Us? A: Faith member Rebecca Keith is friends with two of the moms in the program who were looking for a location in Seattle and brought this opportunity to Pastor Shannyn and the Council's attention.</li> <li>● Q: Has the congregation looked into using the Social Hall space as a revenue-generating space? A: We have looked into it but it has never gone beyond discussions and need to be careful to ensure we are maintaining our non-profit status for tax purposes.</li> <li>● Q: How many? A: Around 10 BoP clients</li> <li>● Q: How many staff members? A BoP provides a 2 to 1 staff members-to-client ratio. No Faith staff is required when BoP is using the church facilities.</li> <li>● Q: Age range? A: The clients are 21 to 60s</li> <li>● Q: Required independence level? A: There is a wide range</li> <li>● Q: How has the members of the Kirkland Episcopal Church that hosts BoP participated in their programs, like volunteering? A: Faith's BoP Team will research and follow up with an answer.</li> <li>● Q: What other programs have BoP partnered with (e.g., Outdoors for All)? A: Faith's BoP Team will research and follow up with an answer.</li> </ul> </li> </ul>

Topic	Discussion and Action Items
	<ul style="list-style-type: none"> <li>● Q: Will it require Faith to have a vehicle for transport? A: No, BoP handles that.</li> <li>● Q: What would Faith Insurance needs to be? A: It will be covered by BoP's insurance.</li> <li>● Q: If we committed would it be in writing for a certain amount of time? A: Faith will have a contract with BoP, like we currently have with the Wedgwood Co-Op Preschool.</li> <li>● Q: Does it require facility improvements? A: Jim Musar responded that our facility and location are good for them, and possibly in the future some enhancements.</li> <li>● Q: How long have they been in their current locations/partnerships? A: Faith's BoP Team will research and follow up with an answer.</li> <li>● Q: Will there be additional opportunities to ask questions? A: Many, for example, for the Winter Shelter we spent about 6 months discerning that opportunity and will likely do the same for the BoP partnership.</li> </ul> <p>Council President Jamie, "We are our better selves when we have a project, like the Winter Shelter, and this opportunity."</p> <ul style="list-style-type: none"> <li>● Interrogating Privilege <ul style="list-style-type: none"> <li>○ LIVE Project, provided by the NW Washington ELCA Synod. 15 members participated its "Interrogating Privilege" education series.</li> </ul> </li> <li>● The Landscape of Children, Youth, &amp; Family Ministry <ul style="list-style-type: none"> <li>○ We April Notes of Faith, see link in congratulation's weekly email.</li> <li>○ We as a congregation are missing the Sunday School opportunities of the past that we currently don't have, partially there has been</li> </ul> </li> <li>● Part-time position update <p>Council decided the position will be "Community Engagement Directory"</p> <ul style="list-style-type: none"> <li>○ The personnel committee has met and working on the job description. We wanted to learn more about</li> </ul> <p>Q: Position will not be solely to work to BoP, but it would be part of their duties</p> <p>Q: How long do we think Faith will be able to sustain the position</p> </li> </ul>
Close of Meeting, Prayers, Adjourn	<p><b>Jamie Estill Led the Discussion</b></p> <ul style="list-style-type: none"> <li>● Karen motioned that we close the meeting and Susan Cheryl Peters seconded. <ul style="list-style-type: none"> <li>○ <b>Decision:</b> Motion Carries on a voice vote</li> </ul> </li> <li>● Pastor Shannyn F gave a prayer and led the group in praying the Lord's Prayer.</li> <li>● Adjourned at 12:00 PM</li> <li>● .</li> </ul>

**FAITH LUTHERAN CHURCH  
CONGREGATIONAL BUDGET MEETING MINUTES**

**DRAFT**

December 3, 2023

Call to Order: Jamie Estill, Council President 11:10 am

Pastor Shannyn opened the meeting with a prayer.

Budget presentation. Wally Powelson, Finance Committee chair, and Pastor Shannyn explained that the draft budget had been revised after the two budget presentations, deleting the position of community engagement coordinator from the budget. Council will continue to look for savings in the way we operate. Should congregational giving increase and/or sufficient savings be found to reasonably permit this hire, council may ask the congregation for permission to fill this part-time staff position.

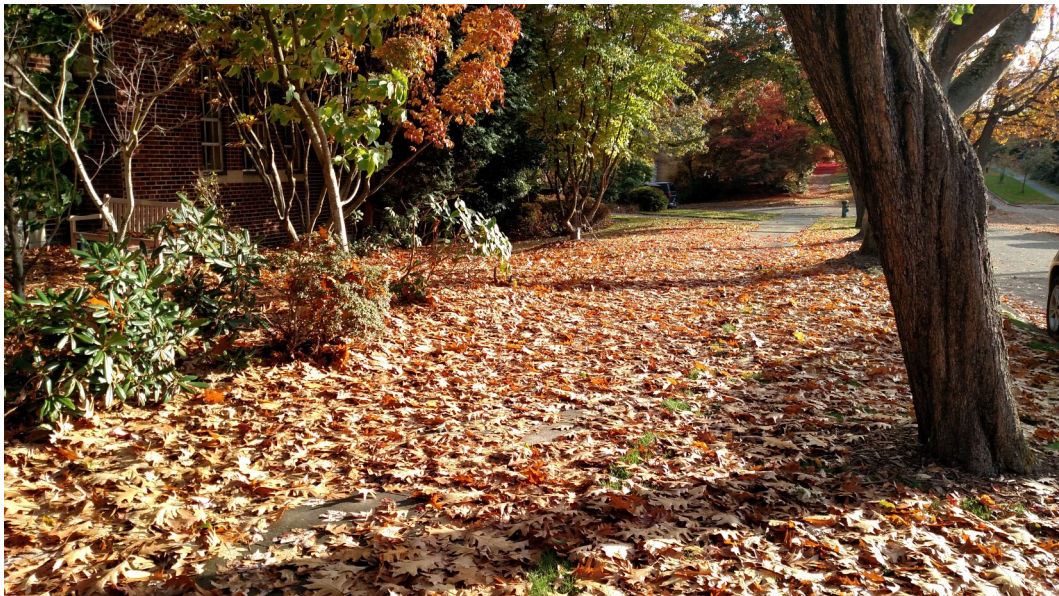
Vote on Proposed 2024 Budget. 44 voting members were physically present and ten attended via Zoom. 52 people voted to approve the budget, one voted against, and one abstained.

Mission Support. The congregation voted for five charities to receive funding, from among 14 proposed beneficiaries. Our mission support partners for 2024 are these:

- Compass Housing Alliance
- University District Food Bank
- Elizabeth Gregory Home
- Lake City Partners Ending Homelessness
- Ailanga School Project

The meeting adjourned at noon.

Minutes submitted by Diane Machatka, council secretary





## MEMBERSHIP

	Members	Baptized	Confirmed
As of December 31, 2023	320	225	151

## WORSHIP

Zoom & In Person

	2023	2022	2021
AVERAGE SUNDAY ATTENDANCE			
JANUARY	29/49	90	87
FEBRUARY	27/50	91/14	91
MARCH	36/83	64/30	92
*Easter APRIL	44/86*	52/56*	89*
MAY	27/58	42/32	71
JUNE	26/58	33/36	65
JULY	25/45	29/29	70
AUGUST	23/41	34/30	54/23
SEPTEMBER	25/46	29/34	61/27
OCTOBER	25/49	30/46	64/33
NOVEMBER	24/57	28/59	63/38
DECEMBER	33/67	35/63	59/34
<b>Average Sunday attendance for the year</b>	<b>25/52</b>	<b>96 (47/39)</b>	<b>85</b>

Ash Wednesday	12/44	----	39
Lenten Midweek Average	17	16	22
Maundy Thursday	19/31	21/25	39
Good Friday	18/41	38/31	39
Advent Midweek Average	--	----	----
Christmas Eve	14/145	1p) 35 4p) 20/78	41/58
Christmas Day	31	23/53	27/14

**Baptisms:** Auggie Hushagen Mar. 12, 2023  
 Esther Sundardi Apr. 9, 2023  
 Brooks Inslee May 21, 2023

**Confirmed:** Lucy Wagner June 11, 2023  
 Gwen Doyle June 11, 2023  
 Sarafina Dunlap June 11, 2023

**Deaths:** Marjorie Nehring May 29, 2023  
 Nan Beth Walton Aug. 3, 2023  
 Joan Mattes Aug. 4, 2023  
 Karen Millward Sept. 20, 2023  
 Claudia Tarbox Oct. 8, 2023



## PASTOR'S REPORT

*Matthew 28:10-20*

*Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you. And remember, I am with you always, to the end of the age.'*

*Ephesians 4:11-13*

*The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ.*

Scripture, in both the Old and New Testament, speaks to the importance of equipping and empowering one another in ministry. The importance of shepherding one another as a body of Christ is spoken to by Jesus and the Apostles. Recently, I read an article that said, "The church is fundamentally a lay movement with clergy support and not a church professional movement with the aid of the laity." In my empty office I said out loud, "YES!" as my brain flooded with all the ways that we shepherd one another.

It is something that most church professionals, yours included, forget. It is easy to fall into ego or martyrdom, it is easy to fall into self-appointed unrealistic expectations, and easy to fall into needing to feel needed. But that isn't how Jesus led and it is not how he set the church up to spread in the world. In Acts, Jesus said that he was sending an Advocate, the Holy Spirit, to equip us all differently, and then it happened. On Pentecost, different tongues were spoken and people were sent out to all ends of the earth. In Matthew, Jesus commissioned the disciples and reminded them of his presence among them in the work of ministry. He didn't do it for them, he equipped them and sent them to do it themselves. In Ephesians and 1 Corinthians the body of Christ is described as all having different parts, different skills and passions, and different talents. The strength of the laity is the strength of the witness and work of the church throughout the ages.

The strength of a congregation lies in the shared witness. My role, as your pastor, is to be intentional about bringing people together to aid in hearing the Holy Spirit and bringing us together to collectively discern and articulate the vision. My role, as your pastor, is to shepherd, model, and equip you to shepherd others who will shepherd others. It starts here in our church community and continues to build and blossom as more people engage in the act of shepherding. Faith Lutheran is recognized in our synod for being a congregation where we authentically care for one another and engaged in shared leadership as one collective, each taking on roles and responsibilities. It is fun to see kids' faces light up when you teach them something and then say, "You're a pastor, you can do this too" as they realize that they have something to share, a way to shepherd as well.

This shepherding has been seen clearly within our past year. Families were accompanied as deaths happened and losses felt. As people faced different health concerns, scares, and surgeries the body of Christ stepped in to give respite, provide meals, and sit with and beside one another. Prayer requests are shared and prayed daily and weekly -- not only for those within the Faith community for those who are connected through family, friends, and neighbors. Music has lifted the spirits of many and been shared as a spiritual gift, both voice and instrumental. The community has been intentionally invited into musical experiences that preach the gospel without words. Thoughtfulness for how to best serve children, youth, and families within the current context of life continues and takes shape. Prayers are offered and different forms of connections and learning take place. Worship engages all ages of leadership. Many, many people have been part of the discernment of utilizing the space we have for the needs of the community. The heavy lifting work of creating strong partnerships has begun with Bridge of Promise and the Low Income Housing Institute. As with everything good, it takes time, dedication, and the skill sets of many. It has been Holy Spirit led work, indeed. Groups have organized themselves to wrestle with the inequalities and injustices of the world and made efforts to bring more equity and equality into our space. It appears simple, but seemingly small acts of

signage, land acknowledgments, and visual forms of welcome are vital to this work (and require much more effort than is realized to make happen). The Council and Finance Committee has served diligently and worked hard to keep our budget accurate and in the black. They have worked hard to figure how to best support financially the ministries in which we seek to engage and be responsible stewards of finances, space, time, and more. They have been inventive for how we will move forward in the future, so we continue the good work of living and preaching the gospel. The congregation and partners have enthusiastically answered the call when funding was needed. Behind-the-scenes work that makes the property inside and out welcoming and beautiful, makes worship run smoothly, and connects people silently happens but is no less important. This, my dear siblings in Christ, is just a small example of how we shepherd one another.

It is a beautiful act of God's love to care so deeply for one another and to willingly step into being part of the community in all ways. May Christ continue to bless your shepherding, our shepherding, with and for one another.

In Christ,  
Pastor Shannyn

## DIRECTOR OF MUSIC & WORSHIP



2023 was truly a year of “gain and loss”. From the addition of another wonderful keyboard instrument in the Sanctuary, to the passing of beloved individuals in Faith’s music ministry (past and present), our membership experienced the joy of new sounds and the sorrow of losing key individuals from the choir and community.

An early celebration in 2023 was Cathy Meyer’s magnificent recital on the Sanctuary pipe organ. It was a pleasure to hear her performance of music from several centuries, including a modern work for organ and trumpets that featured Cathy’s sister, our own Debbie Meyer Snook.

Jeffrey Cohan returned to our Sanctuary with another wonderful season of concerts in the Salish Sea Early Music Festival, featuring outstanding performers from North America and from overseas.

As recounted in last year’s Annual Report, a member of our congregation visited the Sanctuary at the completion of the organ’s installation (in the spring of 2022), to see and hear the pipe organ and the Grotrian piano. The question was asked, *Does the church own a harpsichord? I think we should have a harpsichord, too!* This began a process that saw the establishment of a reserve fund for that purpose. As I typed the 2022 annual report, I was on the verge of “auditioning” the third member of what I now call the Sanctuary Keyboard Triumvirate.

With the expert assistance of the multi-talented Henry Lebedinsky, Faith acquired a beautiful – in sound and appearance – harpsichord built in the late eighteenth century Parisian style, modified – a *refait*, in the French tradition – by the legendary builder Willard Martin of Bethlehem, Pennsylvania. Having known Willard over my years as an early keyboardist, it was especially meaningful to have one his instruments join our other two remarkable Sanctuary keyboard instruments.

Thanks are due to Henry Lebedinsky, who prepared the instrument to sound its best in our Sanctuary, as well as to Cheryl Peters, who reupholstered the harpsichord’s bench to match the “royal” appearance of the instrument, itself. This past autumn, additional fine adjustments were made to the harpsichord’s action by Anderson Dupree, another outstanding Seattle area builder who now specializes in making existing instruments play at their highest levels.

Efforts were begun to find a deserving new home for the small gallery pipe organ that faithfully served in our worship services for years beyond initial expectations. It took a while, but that instrument is now serving St. Benedict's Episcopal Church in Lacey. We rejoice that the organ we enjoyed is now providing beautiful sounds and musical leadership in its new location.

Further variety in musical experiences were provided by Puget Brass – another connection with Debbie Meyer Snook – as well as in the solo organ recital I presented of *Music of Resurrection* on the first Sunday after Easter, and the harpsichord dedicatory recital played in May. It continues to be delight, to see our church becoming more and more recognized as an exceptional venue for both professional and excellent non-professional musical offerings.

During the summer months in the Pacific Northwest, it is not uncommon for church choirs to dismiss for much or all of the season. At Faith, the choir agreed with the proposal that we continue to rehearse through the summer, even if not singing regularly in worship. Camaraderie and dedicated practice are good partners, and the choir passed the benefits along to the congregation with the return of weekly anthems in the fall.

Also during the summer, I was able to attend the annual convention of the American Guild of Organists. This continuing education opportunity is invaluable for a church musician; the information received and the inspiration provided by great performers are equally appreciated. I thank Faith Lutheran for its commitment to including “recharging of batteries” in its support of my work.

The autumn months brought a new project for the choir: Antonio Vivaldi's Baroque masterpiece, *Gloria*. Following the choir's summer rehearsals on this large work, we prepared to be joined by instrumentalists from the Early Music Youth Academy, a program of Seattle Historical Arts for Kids, Shulamit Kleinerman, instrumental coach and Academy Director. Presented on the first Sunday of Advent as “service music” employed throughout the worship service, this *Gloria* was a decidedly different approach for our church in presenting a choral work with instrumentalists. The hours of preparation by all involved resulted in a joyful musical experience for the congregation as well as for the choir and guest musicians.

Autumn also brought those additions and losses alluded to at the beginning of this report. We celebrated what is hoped to be an ongoing, annual showcase of the Sanctuary keyboard instruments, the first iteration presenting Nathan Jensen (our piano technician) in a “technician recital”, during which Nathan performed piano masterworks in addition to “deconstructing” the Grotrian piano, showing listeners the inner workings of that magnificent instrument. The following months featured Henry Lebedinsky in a riveting organ recital, and Jillon Stoppels Dupree in an elegant solo performance on the Martin harpsichord.

Faith began serving as the home of the Seattle Recorder Society, providing space for the organization's monthly rehearsals and meetings as well as for their periodic public performances, another example of Faith's growing reputation as a welcoming space for dedicated music making.

Sadly, during this same period, we mourned the loss of my predecessor, Nan Beth Walton, as well as one of the choir's most dedicated singers, Karen Millward. Their memorial services were a time to look back in fond remembrance of past accomplishments, friendship and blessings, recognizing that (paraphrasing Shakespeare), *we shall not hear their like again*.

Through our celebrations and sadness, we are sustained by the musical gifts of our own Faith musicians – including a revitalized handbell ensemble, a growing choir, instrumentalists and vocal soloists – as they provide inspiration and beauty in our worship services. I continue to feel honored to be your music director, and I look forward to sharing the high points of 2024 in next year's annual report.

Gratefully submitted,  
David Buice  
Director of Music & Worship

## TECHNOLOGY

Use of technology continues to play a significant role in the life of Faith Lutheran. Zoom continues to be used extensively for Sunday services, memorials, concerts, business and social meetings and for Bible Studies. It has been a great tool that enhances participation and inclusion.

We maintain an inviting presence on the web to provide information about our services and events, as well as access to events that are streamed. The weekly emails sent out to members and friends of the church has grown in content and proven to be an effective communication tool.

The two-camera system used for broadcasting services has served us well. There are continuing efforts to find an improved and affordable sound system. Our current system has served us well, but is technically out-of-date and somewhat limited in capability.

Behind the scenes, our accounting and budgeting work is effectively maintained and managed using technology tools, as are member donations. On-line donations and services such as Simply Giving and other electronic fund transfers facilitate church giving (more information can be found under the “Give” link on the web page).

Submitted by Rick Brandstetter and Carl Presley



## ALTAR GUILD

Members of the Altar Guild perform duties to take care of the Chancel and Sanctuary. Altar Guild responsibilities include preparing the area for services (regular Sunday services, funerals and others as requested) by setting up the altar, making sure the correct paraments are in place, preparing the altar for Communion, and maintaining the oil-burning candles. At the conclusion of the services we put everything away and cover the paraments on the altar to protect them. Altar Guild makes sure that the necessary supplies needed for worship are available for the Pastor and Congregation.

In 2023 we received a donation of paraments that were originally made for the German Lutheran Church on Capitol Hill. With the closing of the church, Crista Voelker received the paraments and donated them to us. We are in the process of trying to reconfigure them fit our altar.

This past year the membership of Altar Guild has declined due health challenges for a couple of our members. Marilyn Anderson has agreed to join Altar Guild starting in 2024. Scheduling of Altar Guild is handled through email. We always welcome new members.

**ALTAR GUILD MEMBERS:** Barbara Friedhoff, Karren Johnson, Barbara Lovseth, Dallas Presley, Suzanne Phillips, Donna Shy, Debbie Strom (not participating currently due to health concerns).

Submitted by Barbara Lovseth, Chair

## **MORNING DEVOTIONS**

A number of us have committed to gather at the beginning of the day viz zoom, Monday through Friday, at 7am, for a brief devotion. We begin with a bible text, then words that speak to the Bible verses, and lastly in prayer. This time together, as day is breaking, is sacred space. The link can be found on the Faith website. We invite you to begin your day with us!

## **GENTLE YOGA**

Gentle Zoom Yoga Tuesday morning: 9:45 a.m. to 10:45 a.m. Wednesday evening: 5:30 p.m. to 6:30 p.m. Ready to try something new? Faith's gentle zoom yoga is a great way to try yoga if you haven't before. It couldn't be much easier with no travel and the ability to exercise out of camera range if you like.

The instructor Christa is very welcoming to newcomers, and is supportive and will adapt for personal abilities. For example, some who cannot get onto the floor sit on the edge of a chair. Christa emphasizes that the most important thing is concentrating on one's breathing, if nothing else, and the experience of putting everything out of one's mind for an hour is an excellent discipline. Christa encourages you to do what you are able, confident that with time and incremental change things become easier.

To anyone who would like to try gentle yoga, please consider this a personal invitation. The class is funded privately. If you try it and like it, donations welcome. The link is on the church website. Contact the church office if you would like to come so the instructor can be prepared to let you in.

## **RUTH CIRCLE**

Ruth Circle meets on Zoom the third Thursday of each month, starting at noon. We open with time to visit with one another. About 12:45 we move into the monthly Bible study published in Gather, the magazine of the Women of the ELCA. Also, some of us participate in retreats sponsored by the Women of the Northwest Washington Synod. We invite all to join us on our third Thursday Zooms. An ongoing commitment isn't needed, so please come as it fits into your schedule. We welcome everyone.

## **QUILTING**

The Comforters group makes quilts from donated materials to donate to local shelters. We do all the work on site and welcome all participants, no previous experience required-we'll teach you what you need to know. Laying out patterns for tops, sewing and tying- we supply machines and materials. Our twin size quilts are washable and are donated where needed to Mary's Place, Lake City Partners, Compass Housing Alliance and the Lutheran Refugee Relief. Bring a sack lunch and join us for a few hours or the whole 10-2 time slot in the Fellowship Hall.

## **FRIDAY FELLOWSHIP**

Friday Fellowship (or Friday Coffee) is an important part of Faith's zoom ministry. On Fridays at 11:00 a.m., we gather on zoom for an hour to check-in with one another, tell stories, and generally converse the way one would in person at coffee hour after church. We try to start with good news and anecdotes to brighten the morning.

At the end of the hour, we pray together. Over time we have developed a prayer list that is shared among those who attend as well as other members who have expressed interest in holding others in prayer. It is a private list in the sense that it is not printed in the bulletin or said aloud on Sundays, and covers whomever would like prayers, including extended family and friends of the Coffee group. Anyone who is available on zoom on Fridays at 11 is welcome to join us. The link is on the Faith website. If you would like to receive the prayer list or have a prayer request, contact Barb Sharkey.

## FAITH'S CONNECTIONS TEAM

In the spring of 2021, in response to the pandemic-caused isolation and interruption in our church life, an effort was made to increase the connectedness our congregational members felt with one another.

Under the direction of Gail Manahan, a team formed and eventually divided into care units to meet various needs: Meals, Rides, Communication (check-ins and cards), Visits, New Member Follow-up, and Prayers. Through Faith's *faithful* volunteers, we have been able to reach out, feed, help, drive, and cover with prayers many in the congregation.

If you would like to be part of this on-going mission, contact Gail Manahan. If you have a need, contact Pastor Shannyn or Gail.



## BRIDGE OF PROMISE WORKGROUP

The Bridge of Promise Workgroup (BOP Workgroup) is an ad hoc committee formed at Church Council's request to lead the congregation's response to an opportunity to form a working relationship with Bridge of Promise, a non-profit organization.

Bridge of Promise's mission is to enrich the lives of individuals with disabilities by providing engaging recreational, social, and community participation opportunities for adults (age 21+) with disabilities. The group seeks to expand its services to NE Seattle to serve the great unmet need for programs for individuals with developmental disabilities who have aged out of school services and to provide their caregivers respite. Bridge of Promise operates Monday through Friday during the day, combining on-site activities such as art, music, and life skills with frequent field trips to places both ordinary and exciting (grocery stores, baseball games, parks, etc.).

The BOP Workgroup led the work to establish a partnership with Bridge of Promise that allows it to use space in the social hall and Sunday School classrooms for its day program, Monday through Friday, with the plan to provide opportunities to FLC members for greater engagement with the community served by Bridge of Promise.

The work group's activities focused on 1) education and communication - helping the congregation learn about the need for programs like Bridge of Promise, 2) exploring requirements on both sides to make the program successful, 3) gathering congregational questions and concerns, and 4) working to identify needs of existing building users to ensure Bridge of Promise would be successful co-existing in the building with other users while holding the opportunity to Faith to expand its future use of the space. The work group negotiated a memorandum of agreement with Bridge of Promise that was approved by Church Council and that was endorsed by a congregational advisory vote. Bridge of Promise and Faith expect that the program will begin providing programming at Faith in the second quarter of 2024. The program will initially serve 8-10 individuals 3 days a week (24-30 individuals total) with a plan to expand to 5 days per week by the end of the year.

The work group will continue to work on ways to include the congregation in service to the community. The program epitomizes stewardship of the church's assets, allowing the space we do not use to be used to provide a 'home base' for Bridge of Promise members to belong, to make them visible to the community, and to provide much needed respite for their caregivers. The program also honors the legacy of our church members Alan and Sharon Jodock-King, who helped the congregation see that everyone is enriched when people with disabilities are visible and included in community life.

## WHAT'S NEXT?

Early in 2023, 15 members from Faith took the synod's zoom LiVE class "Interrogating Privilege," a weekly 90-minute class, for eight weeks. After the last class, we decided to continue to meet together to reflect on what we had learned about ourselves and what the next steps might be— both individually and as a congregation. Several others in the congregation joined us. That first meeting produced many, many ideas, and at the next meeting we chose four proposals that seemed doable over the next months. Our goal is to uncover the past and reconcile the present to create an equitable future for all.

We meet on the fourth Monday of each month and have been able to accomplish many of our ideas, such as: having a land acknowledgment in the bulletin and read aloud at the beginning of the service; adult forums on Racism, Privilege and recently on Reachable Reconciliation; reading and reporting on books about history, racism and injustice, and continuing to renew, refresh, and update our efforts at being a congregation that is welcoming to all.

Regarding offering a welcome to all, we are pleased our bulletins are already large print and we recognize the need to have assistive hearing devices. Restroom signage that is more visible from afar has been installed; the transept area for use by children has been refreshed; the bulletin now includes upcoming events and activities; we support the Pastor and music director in having multi-age persons involved in the service and continuing multi-cultural music and instruments in worship; and we would like to encourage usher recruitment and training when that is feasible.

We have also encouraged others to take advantage of the LiVE and Synod offerings and have just completed an illustrated poster "Seeing Ourselves in Jesus" on display in the library.

Going forward, we will develop our next goals and continue to read and share with each other. Uncovering the past is uncomfortable, and it is good to be able to discuss with others the new things we learn. We invite others to join us on the fourth Monday of the month, 7:00 on Faith's zoom, as we educate ourselves, give opportunities for others to do the same, and create an even more welcoming church.

Contacts: Mary Jo Hershly and Barb Sharkey





## FINANCE

As we started the budget process this year Finance and Council were apprehensive as our offering income was well below our budgeted income. We communicated this and wish to thank all of you for the strong collective response. Pleased to report that we finished the year about \$25,000 over actual expenses. The main reason for this surplus is that there was no expense for the Community Engagement Director. Our budget for 2024 does not currently include that part-time position but we hope to see a strong financial start to 2024 so we can approve adding that position at our April congregational meeting.

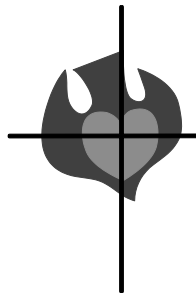
On a related note, Council is considering changing our fiscal year to run from July first to the end of June. There are multiple reasons we, as well as many non-profits, have increased giving at the end of the calendar year. Switching our fiscal year would give us greater clarity as we develop and approve our budget. To make this change we will have to change our constitution which also needs some other updates, you will have an opportunity to weigh in as Council works on this process.

As most of you are aware we completed the parsonage remodel this year, and everyone involved in this process was pleased with the outcome. On behalf of all of us at Faith, say thank you to Jim Musar for his work on the design and supervision of the renovation. With every construction project there are unanticipated expenses and the final bill for the renovation came in at about \$245,000. We appreciate the members that have loaned the church \$135,000, as well as those that contributed \$20,000 directly to support the project. Combined with the surplus at the end of 2023 that gives us the liquidity we need to fund our operations on an ongoing basis.

Unrelated to the renovation, the century old sewer at the parsonage needed replacement and relining. This expense depleted our maintenance reserves, so we have increased our reserve funding.

In closing we wish to thank everyone in the Faith community for their ongoing generous financial support of Faith and its programs and missions. A special thank you to Merle Harris for her ongoing work counting our offerings.

Respectfully submitted by the Finance Committee:  
Rich Meyer, Larry Howard, Holly Johnson,  
Leanne Galati, and Carl Presley.  
Wally Powelson  
Treasurer



# Faith Lutheran Church

## Operating Statement of Activities

	2023 <i>Actual</i>	2023 <i>Budget</i>	2024 <i>Budget</i>
<b><i>Income</i></b>			
Offerings	456,024	465,600	452,700
Thrivent Choice	6,084	6,300	6,300
Building Use	12,320	9,600	16,000
8232 Rent	25,385	25,400	25,900
Other	9,201	1,600	1,600
<b><i>Total Income</i></b>	<b>509,014</b>	<b>508,500</b>	<b>502,500</b>
<b><i>Expenses</i></b>			
<b><i>Pastoral</i></b>			
Pastor			
Salary - Pastor	110,000	110,000	112,200
Salary - Part-time Staff	-	32,700	-
Pension	11,000	11,000	11,200
Housing Equity Allow.	4,000	4,000	4,000
Health Insurance & Other Benefits	12,202	12,200	12,800
Payroll Taxes	1,274	1,100	1,300
Meeting Expenses	849	1,200	1,200
Education	2,000	2,000	2,000
Vacation Subs	2,750	1,500	2,000
<b>Total Pastor</b>	<b>144,075</b>	<b>175,700</b>	<b>146,700</b>
<b>Total Pastoral</b>	<b>144,075</b>	<b>175,700</b>	<b>146,700</b>
<b><i>Office</i></b>			
Staff			
Salary	54,200	54,200	56,900
Office Staff Pension	3,252	3,300	3,500
Health Insurance & Other Benefits	12,954	12,900	13,500
Payroll Taxes	5,127	5,000	5,500
Education	-	200	200
Bookkeeper	4,507	6,100	6,400
<b>Total Staff</b>	<b>80,039</b>	<b>81,700</b>	<b>86,000</b>
Other Office			

	<i>2023</i> <i>Actual</i>	<i>2023</i> <i>Budget</i>	<i>2024</i> <i>Budget</i>
Synod Assembly/Bishop's Convocation	571	1,000	1,000
Mileage	45	700	700
Bank Charges	1,761	1,600	1,600
Computer	1,870	1,300	1,300
Website Support	1,521	400	400
Copier Lease	4,255	5,200	5,200
Office Supplies	10,370	5,800	5,800
Total Other Office	<u>20,394</u>	<u>16,000</u>	<u>16,000</u>
Total Office	<u>100,433</u>	<u>97,700</u>	<u>102,000</u>

### *Loan Interest*

Scheduled Payments	2,722	-	-
Total Loan Interest	<u>2,722</u>	<u>-</u>	<u>-</u>

### *Building Maintenance*

Cleaning			
Custodians	15,237	13,600	15,300
Janitorial Supplies	-	1,100	-
Total Cleaning	<u>15,237</u>	<u>14,700</u>	<u>15,300</u>
Utilities			
Electricity 8208	14,353	13,500	14,000
Natural Gas 8208	4,784	4,100	5,000
Telephone & Internet	2,424	3,500	3,500
Combined Utilities	6,249	6,600	6,600
Total Utilities	<u>27,810</u>	<u>27,700</u>	<u>29,100</u>
Maintenance			
Grounds	94	2,000	500
Repairs Maintenance Inspection	3,869	4,000	4,000
Property Supplies	2,092	1,000	1,000
Elevator	3,258	3,000	3,000
Total Maintenance	<u>9,313</u>	<u>10,000</u>	<u>8,500</u>
8232 House			
Maintenance	2,676	2,900	2,900
Total 8232 House	<u>2,676</u>	<u>2,900</u>	<u>2,900</u>

	<i>2023</i> <i>Actual</i>	<i>2023</i> <i>Budget</i>	<i>2024</i> <i>Budget</i>
Other			
Fees and Taxes	9,674	4,500	6,000
Insurance	11,245	11,300	12,200
Transfer to Property Maint	18,000	18,000	24,000
Total Other	<u>38,919</u>	<u>33,800</u>	<u>42,200</u>
Total Building Maintenance	93,954	89,100	98,000

### *Worship and Music*

Music Director			
Salary	46,603	46,600	48,900
Payroll Taxes	4,137	3,400	4,400
Education	1,628	1,000	2,000
Vacation Subs	1,250	800	1,000
Total Music Director	<u>53,618</u>	<u>51,800</u>	<u>56,300</u>
Other			
Sanctuary Flowers	709	300	300
Altar Guild	540	600	600
Musicians	1,900	900	900
Music	1,106	800	800
Music Equipment	-	400	400
Organ Piano Repairs	410	200	3,000
Worship and Music Supplies	746	1,000	1,000
Total Other	<u>5,413</u>	<u>4,200</u>	<u>7,000</u>
Total Worship and Music	<u>59,030</u>	<u>56,000</u>	<u>63,300</u>

### *Education, Children and Youth*

Youth Programs			
Regular Events	1,234	3,000	3,000
Trips	2,000	2,000	2,000
Total Youth Programs	<u>3,234</u>	<u>5,000</u>	<u>5,000</u>
Childcare			
Childcare Wages	-	2,900	-
Payroll Taxes	-	400	-
Supplies	-	200	-
Total Childcare	<u>-</u>	<u>3,500</u>	<u>-</u>
Education			
Parish Education	236	1,500	1,500
Adult Forum	1,463	1,900	1,900
Total Education	<u>1,699</u>	<u>3,400</u>	<u>3,400</u>
Total Education, Children and Youth	<u>4,933</u>	<u>11,900</u>	<u>8,400</u>

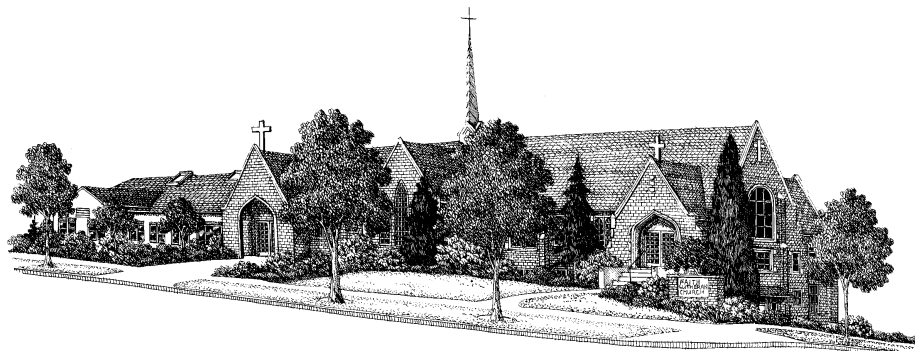
	2023 Actual	2023 Budget	2024 Budget
<b>Other Expenses</b>			
Fellowship/Outreach/Steward.	507	2,100	2,100
<b>Total Other Expenses</b>	<b>507</b>	<b>2,100</b>	<b>2,100</b>
<b>Mission Support</b>			
Synod Support	22,801	23,000	23,000
Congregation Selected Charities	22,801	23,000	23,000
<b>Total Mission Support</b>	<b>45,602</b>	<b>46,000</b>	<b>46,000</b>
<b>Total Expense</b>	<b>451,258</b>	<b>478,500</b>	<b>466,500</b>
<b>Net Surplus (deficit)</b>	<b>57,756</b>	<b>30,000</b>	<b>36,000</b>
<b>Net Income</b>			
<b>Other Adjustments</b>			
Parsonage Renovation	30,000	30,000	36,000
<b>Total Other Adjustments</b>	<b>(30,000)</b>	<b>(30,000)</b>	<b>(36,000)</b>
<b>Total Net Income</b>	<b>27,756</b>	<b>-</b>	<b>-</b>



# Faith Lutheran Church

## Restricted Funds

	12/31/2022	Income	Expenses	12/31/2023
<b><i>Property Funds</i></b>				
AED Defibrulator	367	-	(367)	-
Property Maintenance	38,305	38,687	(75,971)	1,021
<b><i>Program Funds</i></b>				
Youth Trip	8,000	2,000	-	10,000
Winter Shelter	2,107	-	-	2,107
Faith Family Fund	9,065	1,692	(5,393)	5,365
Youth Special Projects Fund	2,390	-	-	2,390
Thriving Congregations Grant	-	4,000	(3,000)	1,000
<b><i>Education Funds</i></b>				
Consear Seminary	882	-	-	882
Pastor's Continuing Education	1,770	2,000	(1,105)	2,665
Music Director's Continuing Education	491	1,000	(1,075)	416
<b><i>Other Funds</i></b>				
Van Fund	11,529	-	-	11,529
Memorials	18,539	3,080	-	21,619
Bequest	47,561	-	-	47,561
Outreach Bequest	52,305	-	-	52,305
Harpichord	9,301	25,000	(24,291)	10,010
Donations for Next Year	-	17,500	-	17,500
<b>Total</b>	<b>202,611</b>	<b>94,959</b>	<b>(111,201)</b>	<b>186,369</b>
<b>Endowment (Permanently Restricted)</b>	<b>66,691</b>	<b>-</b>	<b>-</b>	<b>66,691</b>
<b>Total Restricted Funds</b>	<b>269,302</b>	<b>94,959</b>	<b>(111,201)</b>	<b>253,060</b>



## Faith Lutheran Church Mission Support Funds Paid in 2023

<i>Organization</i>	<i>Undesignated Congregational Mission Support</i>
NW Washington Synod/ELCA	22,801
Ailanga	4,560
Compass Housing Alliance	4,560
Elizabeth Gregory Home	4,560
Lake City Partners Ending Homelessness	4,560
University District Food Bank	4,560
<b>Total</b>	<b>45,602</b>

### Summary of Total Congregational Giving

	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Operating Fund	417,630	418,229	413,931	432,230	456,024
Mission Support*	34,203	39,465	-	-	-
Operating Restricted Funds	29,782	61,647	46,733	28,502	51,272
<b>Total Giving</b>	<b>481,615</b>	<b>519,341</b>	<b>460,664</b>	<b>460,732</b>	<b>507,296</b>

*\*Prior to 2021, Mission Support Funds were received as separate gifts that were passed directly through to the Synod and charities. Beginning in 2021, Mission Support Funds were paid directly from donations to the operating fund*



**Faith Lutheran Church**

8208 18<sup>th</sup> Ave NE

Seattle, WA 98115

206-523-9636

[www.faithseattle.org](http://www.faithseattle.org)

[Facebook.com/faithlutheranchurchseattle](https://www.facebook.com/faithlutheranchurchseattle)

