



ANNUAL REPORT

— 2020 —



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





A MESSAGE FROM ELCA PRESIDING BISHOP ELIZABETH EATON

Dear friends in Christ,

This year has been a challenging one! The COVID-19 pandemic has changed the church and society. We have had to shift the ways we engage in ministry from a focus on in-person worship and meetings to livestream worship, virtual meetings and gatherings in the parking lot. We have had to shift to teaching children at home and working from home. We have not been able to travel to see friends or relatives or to celebrate life events. This has also been a time to address economic and social justice issues, to shift our thinking and our way of life.

In times such as this, our baptism in Christ makes a difference and makes us different. Like Christians before us, we recall that God is faithful to God's promises and God's people. We see that God enables us to connect with one another even when we are separated. Shifts in the world invite us to be innovative in how we do God's work and reach out to all ages in making disciples. We see that God is at work not only in our buildings but beyond them as well. We have found new ways to serve our neighbors and reach those in need.

As we experience this time of uncertainty, we sense something new emerging. In many places there are new strategies and renewed energy for ministry, often generated by emerging leaders. We have developed a framework to build on, and now is the time to engage in hard work together. As you do in your congregation, we want our collaborative efforts to be both faithfully thoughtful and sustainable. We want to build up the body of Christ today and for the future.

Looking across the church, I am grateful for your generous giving of time, talents and resources. Yes, God does continue to bless us! God will provide both relief from life's struggles and hope for a stronger church, God's church. We do not need to know how the future will unfold. As members in the body of Christ, we need only trust that God is with us and will provide.

Building up the body of Christ together,

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

"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. We must no longer be children, tossed to and fro and blown about by every wind of doctrine, by people's trickery, by their craftiness in deceitful scheming. But speaking the truth in love, we must grow up in every way into him who is the head, into Christ, from whom the whole body, joined and knit together by every ligament with which it is equipped, as each part is working properly, promotes the body's growth in building itself up in love." —Ephesians 4:11-16

POULSBO FIRST LUTHERAN CHURCH
ANNUAL REPORT 2020



Pastor
Pastor
Director of Faith Formation
Music & Choir Director
Organist & Choir Pianist
Office Manager
Nursery Staff

Custodial Staff

Alison Shane
Kent Shane
Paul Davis
Debbie Collier
Miriam Haddon
Melinda Madamba
Alison Hutcheson
Jennifer Hagenbrock
Caylen Storm

Church Office: 360-779-2622, welcome@pflc.org, pflc.org

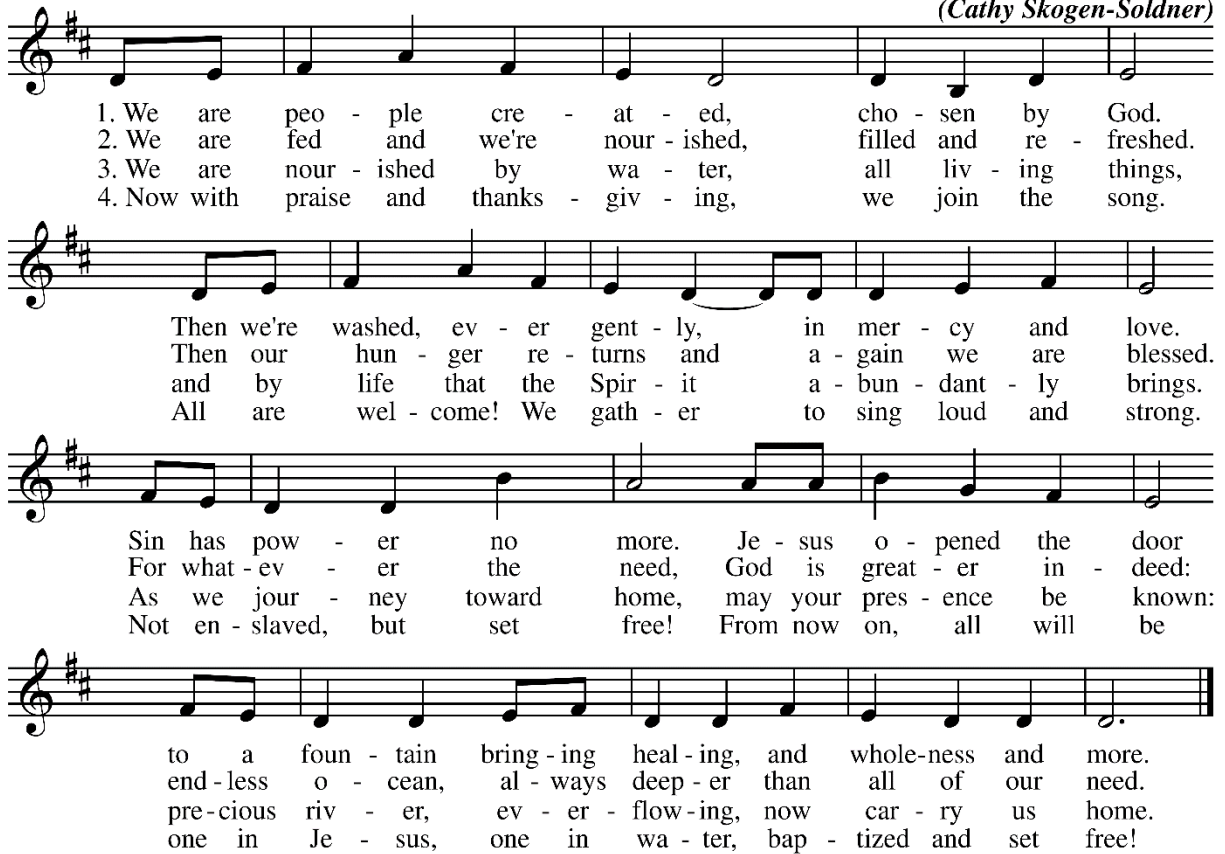
VISION STATEMENT: People gathered and sent in the love of Christ.

GUIDING PRINCIPLE: How can we best demonstrate the love of Christ?

CORE VALUES: *Jesus is Lord – Worship – Compassion – Service*

Baptized and Set Free

(Cathy Skogen-Soldner)



1. We are peo - ple cre - at - ed, cho - sen by God.
2. We are fed and we're nour - ished, filled and re - freshed.
3. We are nour - ished by wa - ter, all liv - ing things,
4. Now with praise and thanks - giv - ing, we join the song.

Then we're washed, ev - er gent - ly, in mer - cy and love.
Then our hun - ger re - turns and a - gain we are blessed.
and by life that the Spir - it a - bun - dant - ly brings.
All are wel - come! We gath - er to sing loud and strong.

Sin has pow - er no more. Je - sus o - pened the door
For what - ev - er the need, God is great - er in - deed:
As we jour - ney toward home, may your pres - ence be known:
Not en - slaved, but set free! From now on, all will be

to a foun - tain bring - ing heal - ing, and whole-ness and more.
end - less o - cean, al - ways deep - er than all of our need.
pre - cious riv - er, ev - er - flow - ing, now car - ry us home.
one in Je - sus, one in wa - ter, bap - tized and set free!

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CHURCH OFFICERS & MINISTRY LEADERS FOR 2020 & 2021

Position	2020 Name (Term expires)	2021 Name (Term expires)
President: One-year term Two-Term Limit	Danielle Priest (01/31/2021) Second term	Jessica Reiter (01/31/2022) First term
Vice President: One-year term Two-Term Limit	Jessica Reiter (01/31/2021) Second term	Danielle Priest (01/31/2022) First term
Secretary: One-year term Two-Term Limit	Leslie Anne Savage (01/31/2021) First term	Leslie Anne Savage (01/31/2022) Second term
Treasurer: Two-year term No Term Limit	Tony Smallbeck (01/31/2021) No term limit	Karen Aldana (01/31/2023) No term limit
Facilities: Three-year term Two-term Limit	Jim Angerer (01/31/2022) First term	Jim Angerer (01/31/2022) First term
Learning Ministry: Three-year term Two-term Limit	Lauren Eyer (01/31/2023) First term	Lauren Eyer (01/31/2023) First term
Serving Ministry: Three-year term Two-term Limit	Kitson Metrick (01/31/2022) Filling Vacancy	Kitson Metrick (01/31/2022) Filling Vacancy
Supporting Ministry: Three-year term Two-term Limit	Carin Nelson (01/31/2023) First Term	Carin Nelson (01/31/2023) First Term
Witnessing Ministry: Three-year term Two-term Limit	Cyndi Gilman (01/31/2021) Second term	Intentionally Vacant (01/31/2024) Second term
Worshiping Ministry: Three-year term Two-term Limit	Joanne Erickson (01/31/2021) First term	Bill Michaels (01/31/2024) First term
Financial Secretary: Two-year term No Term Limit	Rick Gunderson (01/31/2022) No term limit	Rick Gunderson (01/31/2022) No term limit
Nominating Committee: One-year term No term limits	Jerry Deeter (01/31/2021) Hildur Gleason (01/31/2021) Laurie Musick (01/31/2021) Gwen Pennington (01/31/2021) Gerry Stamm (01/31/2021)	Jerry Deeter (01/31/2022) Hildur Gleason (01/31/2022) Laurie Musick (01/31/2022) Gwen Pennington (01/31/2022) Gerry Stamm (01/31/2022)

AGENDA

ANNUAL CONGREGATIONAL MEETING POULSBO FIRST LUTHERAN CHURCH POULSBO, WASHINGTON JANUARY 31, 2021

Danielle Priest, Presiding

Call to Order/Land Acknowledgment Danielle Priest

Opening Devotions Pastor Shane

Opening Hymn Debbie Collier

Approval of Minutes of 2020 Congregational Meetings Leslie Anne Savage

Reports

Pastors' Pastors Alison and Kent Shane

Director of Faith Formation Paul Davis

President Danielle Priest

Vice President Jessica Zelig

Treasurer Tony Smallbeck

Facilities Learning

Serving Supporting

Witnessing Worshiping

Presentation and approval of Ministry Funding Plan for 2021

Unfinished Business

New Business

Adjournment

Benediction & Lord's Prayer Pastor Shane

Baptized Membership, December 31, 2019 323

Baptized Members received during 2020

By Baptism: Children (15yrs. & younger)	0
By Baptism: Adults (16yrs. & older)	0
By Affirmation of Faith	1
By transfer	6
From other sources & statistical adjustment	—
Total members received this year	7

Baptized Members removed during 2020

By death	9
By transfer	2
For other reasons & statistical adjustment	7
Total members removed this year	16

Baptized Membership, December 31, 2020 312

Total Confirmed/Voting Membership, Dec. 2020 204

Average weekly worship attendance in 2019 154
(2020 unknown due to COVID-19)

**Total number of people (including children)
actively participating in the life of the congregation unknown due to COVID
in 2020**

(Due to the pandemic, the number of people participating in the life of the congregation at home, online, and in the community is unknown.)

Associate Members 11

Ministerial Acts 2020

Baptism:

Youth-infant	0
Adult	0

Confirmation:

Youth	1
Adults	1

Marriages 0

Funerals:

Members	3
Non-members	5

MINUTES OF THE ANNUAL CONGREGATIONAL MEETING
POULSBO FIRST LUTHERAN CHURCH
JANUARY 26, 2020

Presiding: President Danielle Priest

Assembling: As we gathered in the Christian Center and during lunch, we viewed photos on the projection screen showing church activities from the past year.

Lunch: Pastor Kent Shane led us in the table grace. Thanks were given to Marilyn and Gene Olson and their helpers for providing our awesome lunch. The call for which table went to the buffet line was decided by a question that Pastor Kent posed to the group. For instance, the person at a table who had been a member of the church for the longest time, those at that table proceeded to the buffet line.

Call to Order: At 12:54 p.m., President Danielle called the annual meeting to order. Pastor Kent led us in devotions from Ephesians 4 – “to lead a life worthy of the calling to which you have been called.”

Opening Hymn: Our choir director, Debbie Collier, led us in the opening hymn, “We Are Called.” Miriam Haddon, our organist and pianist, played the piano.

Quorum: President Danielle announced that a quorum of the confirmed membership was established.

Approval of the Minutes of the 2019 Congregational Meeting: Jeff Hora MOVED and Jon Madamba SECONDED that the Minutes of the January 27, 2019 meeting be approved as printed in the Annual Report. DISCUSSION: None. MOTION PASSED with a show of hands.

Reports:

Pastor Alison Shane: Pastor Alison stated she is blessed to participate in the ministry to which she is called and to be part of a great group of people. In regard to our generosity in giving practice this past year, we know that it is our goal to fund our missions.

Pastor Kent Shane: Pastor Kent highlighted that we can celebrate that we had an increase in membership and an increase in those attending worship. He acknowledged all the work that has been done this past year in our cemetery by Mike Regis, Tom Driscoll, and many others. Further, he brought to our attention the brochure called “Poulsbo First Lutheran Church Historic Cemetery Tour” that was designed by Girl Scout Troop 40435 as part of their Silver Award Project. Together with one’s cell phone, the brochure can be used as a tool to use for a walking tour of the cemetery.

Additionally, due to the diligent work from Judy Driscoll, Hildur Gleason, and others, we were awarded a grant from Washington State in the amount of \$21,000.00 towards continuing improvements to the cemetery.

Director of Faith Formation, Paul Davis: Paul is on the board of Olympic Lutherhaven, located at Wildcat Lake in Bremerton. We are among the six local Lutheran churches that own the campgrounds. He gave us an update and history of Lutherhaven and emphasized the need for additional funding to keep Lutherhaven working successfully. See page 33 of the Annual Report, amount item #6180, regarding funds for Lutherhaven.

President Danielle Priest: Danielle announced that one of her goals for the coming year is to have a coffee time each month for an opportunity for congregants to chat with her regarding their questions and concerns.

Ministry Funding Plan (MFP) for 2020: President Danielle Priest began a power point illustration that showed how our funds were spent in 2019 and as outlined in the Annual Report at pages 25-29. Many thanks to Melinda Madamba for compiling and producing the Annual Report.

The power point demonstrated the goals for our MFP for 2020. The presentation highlighted the ministries of facilities, learning, serving, supporting, witnessing, worshiping, and administration, keeping in mind our vision statement, guiding principle, and core values.

Facilities – Pages 30-33: Two major project goals for facilities in 2020 are re-roofing the steeple and beginning the construction for the new ADA-compliant restroom to be embedded within the existing library space, located adjacent to the Social Hall.

Learning – Pages 34-36: The power point illustrated learning's goals, their vision statement, their guiding principles, and core values.

Serving – Pages 37-41: The power point highlighted serving's ways that they served our neighbors, their vision statement, guiding principles, and their core values.

Supporting – Pages 42-47: The power point demonstrated supporting's many activities in our church, our community, and their support to Lutheran World Relief. Further, their goals were emphasized in their vision statement, guiding principles, and their core values.

Witnessing – Page 48: The power point illustrated witnessing's ministry with the ELCA outreach to global health and world hunger and illustrated witnessing's vision statement, guiding principles, and core values.

Worshiping – Pages 49-50: The power point highlighted worshiping's vision statement, their guiding principles, and their core values.

Administration – Page 54: The power point outlined the expenses and income in 2019 and the projected MFP for 2020 with its vision statement, guiding principle, and core values.

On Page 55 of the MFP, questions were addressed regarding Non-Budgeted Items that are pass-through accounts. Regarding account item #8680 Seekers, Pastor Alison reminded us that we are “the church” and as such we are supporting Seekers, in their mission, with a pass-through account. Also, on page 55, regarding account item #6730, it was explained that Trolls utilizes a pass-through account.

Joanne Erickson MOVED to accept the Ministry Funding Plan for 2020. Debbie Collier SECONDED the motion. DISCUSSION: None. The MOTION PASSED on a show of hands. Compliments were given to Melinda for job well done on the report.

Unfinished Business: None

New Business: None

Announcements:

It was announced that Helen Humes completed her second term as council secretary and that Leslie Anne Savage begins her first term as council secretary on February 1, 2020.

Thanks were given to all ministry heads who completed their terms and congratulations to those starting their ministries.

Benediction, Lord’s Prayer, and Adjournment:

Pastor Kent Shane gave the benediction from Ephesians 3 and led us in the Lord’s Prayer. The meeting was adjourned at 2:08 p.m.

Respectfully submitted:

Helen Humes, Council Secretary

Attachments:

Annual Report 2019

PFLC Historic Cemetery Tour pamphlet

**MINUTES OF SPECIAL CONGREGATIONAL MEETING
POULSBO FIRST LUTHERAN CHURCH VIA ZOOM
AUGUST 9, 2020**

President Danielle Priest called the August 9, 2020, meeting to order at 10:03 a.m. Also virtually present: Pastor Alison Shane, Pastor Kent Shane and 53 other voting church members were in attendance.

Welcome Prayer: The welcoming prayer was offered by Pastor Kent.

Meeting Instructions: President Danielle Priest provided guidelines for successfully managing online business meetings and discussed them with the members present.

Roll Call and Affirmation of the presence of a Quorum: Pastor Alison did a verbal roll call, affirming that a quorum was present.

Presentation of Motion: President Danielle Priest explained the Council decision to bring this to a Congregational meeting for approval and presented the following motion for consideration of the congregation:

Move that the payment for repair of the steeple, Christian Center sealing of concrete leaks, and various other roof leaks be drawn from the ELCA mission cornerstone endowment fund (the building fund), not to exceed \$45,700.00 (\$30,700.00 for steeple. \$15,000.00 for other leaks).

She then provided background information from Jim Angerer, (Facilities Ministry) on the various areas of needed repairs.

Discussion: Congregation members asked for clarification on which repairs would be completed as a part of the proposed project if funded, and whether taxes were included. Danielle Priest and Pastor Alison responded, stating that in addition to the steeple project, roof leaks were to be covered. The one outstanding repair not included had to do with fire alarm system repairs which will eventually need to be completed once the fire marshal determines the extent of what needs to be done to bring our system up to current standards.

There was an inquiry as to whether downspouts and gutters were also inspections. Danielle Priest will research this and share her findings with the congregation via updates in the Grapevine.

There was a discussion as to whether the leaks in the CC roof which have been an ongoing problem for some time would be resolved as a part of this plan. The response to this query was as follows: There are several possible sources of the leaks – while these repairs will address the most likely source of the leaks, there is a possibility that there are other sources, such as ground water flow. The work proposed is guaranteed as to the quality of work and their ability to stop the specific leaks we have asked them to address.

Member expressed an interest in the amount available in the Building fund after these repairs are completed. Pastor Kent reported that the current balance in the account is slightly greater than \$335,000. After funds are transferred for these repairs, the account balance will be slightly more than \$290,000.

There were several comments about the importance of making roof repairs particularly in the area where the organ is located, so that it is not affected by related moisture issues.

Call for the Question: Danielle called for the question by virtual roll call. Because of technical difficulty, this was changed to a verbal roll call by Pastor Alison. The motion passed unanimously.

PFLC Anti-Racism Education Workshop: Danielle Priest reminded members present of the upcoming workshop to be presented by the PFLC Race and Social Justice Task Force, inviting them to participate after viewing the PBS series “Race, the Power of an Illusion” which could be accessed via YouTube.

Closing Prayer and Adjournment: Pastor Kent led the group in the Lord’s Prayer and the meeting was adjourned at 11:02 A M

MINUTES OF ANNUAL FALL CONGREGATIONAL MEETING
POULSBO FIRST LUTHERAN CHURCH VIA ZOOM
OCTOBER 18, 2020

President Danielle Priest called the October 18, 2020, meeting to order at 12:32 a.m. Also virtually present: Pastor Alison Shane, Pastor Kent Shane and 58 other voting church members were in attendance (see attached).

The welcoming prayer was offered by Pastor Kent.

Pastor Alison did a verbal roll call, affirming that a quorum was present.

The proposed slate for the 2021 Council was presented by Jerry Deeter. They included the following:

President	Jessica Zelig
Vice President	Danielle Priest
Secretary	Leslie Anne Savage
Treasurer	Karen Aldana
Worshiping Ministry	Bill Michaels
Witnessing Ministry	(Vacant)

Nominating Committee
Jerry Deeter
Hildur Gleason
Gwen Pennington
Gerry Stamm
Laurie Musick
(with Pastor Alison Shane as Staff Liaison)

President Danielle Priest provided guidelines for successfully managing online meetings, including instructions on how to request the floor to make a comment or ask a question.

Pastor Alison led a discussion about the vacancy in the Witnessing Ministry position. She cited both sociological and faith-based research and available literature on best approaches to inviting potential new members to join the congregation, given what is known about changes in society at large and differences inherent in the Pacific Northwest, where individuals tend to be more resistant to invitations to join a gathering. A task force comprised of congregation members who have both the cultural and theological savvy will meet to work through these issues and determine how best to define church

witnessing in the Pacific Northwest in the 21st century prior to filling the Witnessing Ministry chair on the council.

Questions about the unfilled chair were answered by Pastor Alison, who noted that if the task force was successful and a candidate was found before the next Congregational Meeting, a vote would be held at that time. If a candidate was found after the January Congregational meeting, the Council would appoint that person to serve until a vote could be taken at the next Congregational meeting.

President Danielle Priest provided voting instructions, explaining the different options that member could choose from, noting that all ballots needed to be returned to the church office on or before October 26th, with each person completing a separate ballot form.

President Danielle Priest led the group in the Lord's Prayer and the meeting was adjourned at 1:28 P M

ADDENDUM:

Member Present:	61
Yes votes:	56
Partial Yes	02 (voted yes for officers and ministry heads)
Did not vote	03

"I thank my God every time I remember you, ⁴constantly praying with joy in every one of my prayers for all of you, ⁵because of your sharing in the gospel from the first day until now. ⁶I am confident of this, that the one who began a good work among you will bring it to completion by the day of Jesus Christ."

~ Philippians 1:3-6

We used this message from St. Paul in a weekly update in December, and Pastor Kent's Sunday school class studied this part of Paul's letter to the Philippians. Like St. Paul, we are so thankful and grateful for all of you.

As the people whom God has gathered as Poulsbo First Lutheran Church, we continue to answer the call to serve the gospel in the congregation and in the world. And we pastors are so thankful for your partnership in this work.

You have persevered for all these months in the face of pandemic and plague. You have encouraged us and each other by your continued participation in online worship. Many of you have shared our worship services with friends and neighbors as you seek to spread God's love and word of grace in this world.

You have reached out at the right time with care and compassion to those who may have needed a little extra something.

You have continued to nurture your faith practice of giving through your offerings to the church and ministries that we support as PFLC. You have also given of your time and resources to other people and groups whose lives and ministries you support.

Thank you for your faithfulness and rising to the challenge of this year.

To be sure, this is a strange annual report letter to write. Everything that we had planned for this year changed in March. We were last in person for worship on the 3rd Sunday in Lent, which was also a day that we experimented with a live-stream of worship. The following Sunday we were fully online and have been ever since.

We have been grateful for the worship partnership with Bethany Lutheran of Bainbridge Island and so glad that our friend and partner, Jon McClung of Perceptico, has been available to work with us in the recording, editing and posting of worship all these months. Bethany's last week working together was Advent 4, and we ventured into Christmas and Epiphany on our own.

We have learned so much with our online experiences. We have learned in the most tangible way that the body of Christ extends beyond the walls of our building. While over the years we have confessed with our lips that this is true, not until we had to

close the building did we begin to understand what it means to be the church in the world. We still have much to learn in this area, but one thing is clear, we will want and need to continue to have an online presence into the future even after we are able to be back physically together for worship.

One of the unique blessings of online worship is that we have had services during this time where there have been folks from at least 11 different states and three countries (maybe as many as 5!), showing among other things that we are united in Christ. It also shows the impact and reach of using the internet in the worship of our Lord. As Lutherans we know the benefits of technology and the use of science and knowledge and count them as gifts given by God. As was the printing press, invented at the time of Martin Luther and the Reformation in the 16th century, the internet can be a great unifying tool in our ministry toolbox.

In addition to using the internet for online worship, we have held bible studies, Sunday school for all ages, council meetings, committee meetings, congregational meetings, vision conversations, continuing education and community support meetings. Zoom has become a trusted friend, a continued challenge, and for some, an enemy. But by using it, we have learned that we can be really flexible when it comes to times and places for meetings that don't necessarily have to involve everyone driving and being in person.

We have also developed a different appreciation for our facilities during COVID-time. We have a deep love for our sanctuary and have taken appropriate pride in our ability to partner with many groups in the community to use spaces in our facilities. We really look forward to the time when we can be a partner like that again, because we have really missed the blessing that it is to be able to say "yes" to folks when they inquire about meeting in our spaces.

Even with the shutdowns, our building has had maintenance and expansion needs. Our Monday Morning Ministries group has been hard at work over these months remodeling the library in order to install an all-access restroom on that level of the building. The work has been steady and is nearing completion. Thank you to all involved in these projects and others around the property.

Interestingly, the utility costs haven't declined as dramatically as we had thought they would. But we are keeping an eye on those as always.

In our country during the summer months, the aftermath of the killing of George Floyd in Minneapolis and the first anniversary of the killing of Stonechild Chiefstick in our own Poulsville highlighted for us again just how much work we have to do as a society when it comes to equality, unity and justice for all. There is a lot of pushback when it comes to racial matters and discussions about how people are treated. And while the color of

someone's skin is still an embarrassingly present way to discriminate against people in our country, it is also true that income levels, adequate health care, ability/disability levels, age, gender, gender expression and sexual orientation are all means of discrimination in our systems.

As a congregation this has impacted us in a few tangible ways. We have had small groups form to study race and social justice, and gender and orientation justice. As Lutherans in America, we are among the last denominations to arrive in great numbers and have been the last to have our worship language be mostly English. In part that means that as the ELCA we have not been a group who has successfully reached out to people of cultures other than northern European. But as an immigrant church ourselves, it does mean that we ought to be able to relate to people who are making their way to this country even in this day.

The ELCA is the "whitest" denomination of Christians in the USA even though we would love not to be. We would love to be a church that not only claims it loves all people as our God does, but also reflects this love in the faces and cultures represented as we gather. As a congregation we will continue to seek racial justice and inclusion because we cannot say that all lives matter and that God loves all people until it is true for everyone.

Still, we hold to be true in our hearts that God DOES love everyone. And since we truly believe that, we will continue to strive to share that love of God with as many people as we can especially those who have been pushed to the margins by the church, the government, and the world. And we will seek to find ways to have them tell their stories so that we can all hear and understand and have reconciliation and healing.

This has been a big year in so many unfamiliar ways. But as always, God has been with us in it leading us, guiding us, sustaining us, comforting us, uplifting us, urging us, calling us, gathering us, and sending us. We so look forward to how God leads us into 2021 and beyond. We look forward to the vaccine being widely available, administered and received. We look forward to another year of ministry together with you as God leads us into our homes, neighborhoods, jobs, friendships and world to share the love of Christ because that is who we are. We are a people gathered and sent in the love of Christ.

Gratefully and thankfully,

Pastor Alison and Pastor Kent



2020 started out full of hope and promise. In February I attended a youth ministry conference in Southern California and came back with new ideas and encouragement that we were on the right path with faith formation. And then Covid-19 arrived and changed everything.

2020 then became a year filled with pandemics of politics, plagues, and pervasive racism. Truly a year many wish to forget, but there are still many things to be grateful for and to celebrate.

Through our partnership with Jonathan McClung and Bethany Lutheran Church we have learned how to produce meaningful worship services online. I never thought I would spend so much time in front of a video camera! I am truly grateful for all of your kind words and encouragement of our online worship services.

We were not able to gather in worship to congratulate our high school graduates but we still managed to present them with quilts made by our quilters and share their stories on video in worship.



Our learning team of Lauren Eyer, Elizabeth VanderEsch, and I decided to continue Sunday school on Zoom throughout the summer months as a way to stay connected with the children of God. We were not sure how it was going to work but it turned out to be very successful and gave them something to look forward to each week. When September arrived and we were still





staying at home we upped our game and created Family Faith Formation bags to be used at home. Our average weekly attendance has actually increased! Bible and Brew has continued to meet on Zoom and is doing well. Zoom has proven to be a very useful tool for staying connected with many people, but it is one of those things you either love or hate...sometimes both.

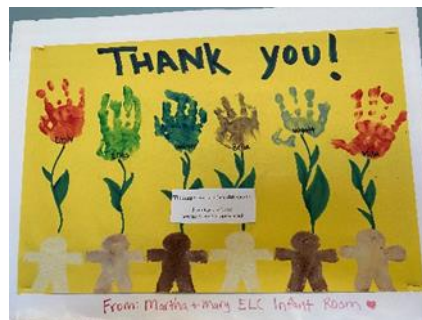
God's Work—Our Hands Sunday service project could not happen this year but that did not stop you

from reaching out and using your hands to serve your neighbors. You were involved with many projects I heard about and I am sure many more I did not. Making new mattress covers for the infants at Martha & Mary Kids, providing fall decoration for their playground, refinishing wood furniture damaged by constant bleaching, working at the drive-in flu shot clinic, cleaning up the worship space at Fredericksen Wilderness Park, moving the residents of Hostmark Apartments, even a socially distanced Lutefisk feed with our friends at the Slippery Pig, and sending holiday cards to our homebound are just a few of the awesome ways you continued to serve your neighbors this year. For all of your hard work I give you thanks!



I look forward to the day when we can safely gather again and share the peace of Christ with each other. Until then, I will enjoy random sightings of people in the grocery store and I will continue to pray for you as you pray for those you love.

May peace be upon you,
Paul Davis
Director of Faith Formation



We are called to serve one another, and in 2020 we learned how to do this entirely with remote options! Congratulations, PFLC Members! God provided us an incredible opportunity to reach one another from anywhere we happen to be – and we were successful on finding connection. Personally, the Priest family is finding that pajamas for Church should ALWAYS be an option, and may just make this our fashion statement when it is again safe to worship together in person!

Upon reflection, I honestly feel that 2020 was a time for me to strengthen my prayer practice and mindful connection with God. I feel that I was called to be exactly where I had landed last year, helping incredible organizations navigate COVID-19 response, then Racial Equity response. The work that I do for the City of Seattle was an incredible, and usually a direct, benefit to infuse critical data into decision-making processes for the Church Council in this last year. I am blessed to have been able to support our Pastors, Alison and Kent, Paul Davis our Director of Faith Formation, Melinda Madamba our Office Manager, my phenomenal fellow Council member volunteers, the Race and Social Justice Task Force, and the congregation.

Melinda sent me the text from my letter for 2019, and I had reflected that:

I had not volunteered for a leadership role for the past several years due to a worry about the time needed and my ability to be present and helpful. Our awesome God continually answered my prayers by making sure that I was able to keep all of my balls juggled, and I had the incredibly satisfaction of doing this work that I love. It was powerful to be reminded, yet again, that all things are possible with God. I just had to have faith and turn it over to Him. Why do we get in these stubborn ruts and forget this so often?

Wow! That message feels so much more real and powerful a year later! I certainly received even more peace and joy in trusting that with God, all things are possible! I was able to get my second hip replacement in the nick of time in January – before a large nurse's strike at Swedish Hospital. Just as my recovery was complete, we were rolling into a March and the escalation of COVID-19 and shutdown. I can't help but offer incredible prayers of thanks, again, for the blessed timing of being able to be fully present to support our Church, and having the professional knowledge and network to be at the forefront of safety and protection protocols.

I am so grateful for your support and understanding of the decisions that were made by Council this year. The soul craves gathering, and the head must prevail based on life-safety health protocols. We consistently and regularly validate many details of the rapidly shifting recommendations to combat the spread of the virus, and examine the

standing decisions for distancing. I'm beyond thankful to God for viable vaccinations and look forward to supporting you all by getting mine as soon as possible!

This year marked the last in my term of service to you on Council as President. I will kick the year by facilitating our Congregational Meeting, then I will embrace my role as Vice President and continue to support us all in that role. I will be able to focus additional energy on chairing the Race and Social Justice Task Force, and finding opportunities to offer information and education that can help each of us move toward allyship and anti-racism.

What does 2021 have in store? I certainly wonder! All I know for certain is that I will pray... I will pray for you, I will pray for our leaders, my family and friends, for equity, for some peace. Please, pray for me!

In His Service,
Dani

Whew! What a year it's been, in each of our individual lives, and in the life of the church. COVID-19's arrival this spring preceded a multitude of changes in the way we live, work, gather, worship, and even the way we think. And, like many a crisis, it has, for me, crystalized what is most important.

We have rediscovered the value of things previously taken for granted: gathering together, giving handshakes and hugs, eating with one another, and visiting the sick—all things that are temporarily suspended. But it is the *why* behind their suspension that is, for me, the most significant takeaway from this pandemic. *Why* have we voluntarily given up these life-giving practices—from gathering in one room for worship to eating with friends? *Why*? For our neighbor.

We are living in an unprecedented time. And we have been given an unprecedented opportunity. For what? To live out Jesus' greatest commandment: to love God by loving our neighbor. Perhaps never before in our lifetime has the way to live out this command been so clear, or so relatively simple.

Yes, we are being asked to give up things; to sacrifice in ways small and great. But our mandate is clear, and so must be the message we send to the rest of our country and the world: we will love our neighbor by putting their safety ahead of our own desires, and we will care for our community even if it means giving up certain freedoms.

Yes, we long to gather together. But until it is safe for us to do so, we will find other ways to gather and stay connected virtually. We are creative and resilient, and our faith inspires us to find new ways to be flexible. Our God is greater than the space between us. For as we know, "neither death, nor life, nor angels, nor rulers, nor things present, nor things to come, nor powers, nor height, nor depth, nor anything else in all creation, will be able to separate us from the love of God in Christ Jesus our Lord." (Rom. 8:38-39)

And, I might add, neither will any virus.

Jessica Reiter, Vice President

TREASURER'S REPORT THROUGH 12/31/2020

10:54 AM
January 13, 2021
Cash Basis

First Lutheran Church Statement of Financial Position As of December 31, 2020

	Dec 31, 20	Dec 31, 19	\$ Change
ASSETS			
Current Assets			
Checking/Savings			
1011 · FWP Checking (TB)	1,172.06	1,578.62	(406.56)
1030 · W/ELCA (KCU) svg/ckg	3,546.07	4,717.55	(1,171.48)
1050 · Sharing and Caring (WF)	326.81	426.77	(99.96)
1500 · Kitsap Bank	27,539.01	3,222.58	24,316.43
1565 · Cemetery Maintenance (CB)	22,806.69	20,662.70	2,143.99
1573 · Driscoll Scholarship (TB)	22,995.03	0.00	22,995.03
1574 · Driscoll Scholarship MM (UB)	0.00	26,852.81	(26,852.81)
1600 · Timberland Bank	(8,898.85)	8,206.84	(17,105.69)
Total Checking/Savings	<u>69,486.82</u>	<u>65,667.87</u>	<u>3,818.95</u>
Other Current Assets			
1586 · ELCA Mission Cornerstone Endowm	358,650.95	335,044.99	23,605.96
Total Other Current Assets	<u>358,650.95</u>	<u>335,044.99</u>	<u>23,605.96</u>
Total Current Assets	<u>428,137.77</u>	<u>400,712.86</u>	<u>27,424.91</u>
Other Assets			
1521 · ELCA Cemetery Endowment Fund	134,281.03	130,423.15	3,857.88
1545 · FWP (MS)	18,655.89	16,879.28	1,776.61
1555 · GENERAL ENDOWMENT FUND (MS)	54,814.57	48,382.30	6,432.27
1590 · Lenore Meyers Endowment (MS)	818,740.48	839,948.18	(21,207.70)
1650 · Thrivent - Swanson Scholarship	26,767.38	26,539.16	228.22
1660 · Thrivent -1st Lutheran Scholars	10,841.74	10,774.12	67.62
Total Other Assets	<u>1,064,101.09</u>	<u>1,072,946.19</u>	<u>(8,845.10)</u>
TOTAL ASSETS	<u><u>1,492,238.86</u></u>	<u><u>1,473,659.05</u></u>	<u><u>18,579.81</u></u>
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
2201 · Year End Accruals	0.00	188.87	(188.87)
Total Accounts Payable	<u>0.00</u>	<u>188.87</u>	<u>(188.87)</u>
Other Current Liabilities			
2130 · WA Paid Leave payable	0.00	10.24	(10.24)
2140 · Payroll Liabilities - L&I	904.17	47.28	856.89
2150 · Payroll Liabilities - 941	2,646.89	2,785.19	(138.30)
2401 · Pass-Through Collection	943.23	943.23	0.00
Total Other Current Liabilities	<u>4,494.29</u>	<u>3,785.94</u>	<u>708.35</u>
Total Current Liabilities	<u>4,494.29</u>	<u>3,974.81</u>	<u>519.48</u>
Total Liabilities	<u>4,494.29</u>	<u>3,974.81</u>	<u>519.48</u>
Equity			
3000 · Opening Bal Equity	866,473.27	866,473.27	0.00
3100 · Unrealized Gains/Losses	439,779.40	282,646.97	157,132.43
3110 · Unrealized Gain/Loss Current Yr	50,841.56	157,132.43	(106,290.87)
3900 · Retained Earnings	161,838.07	169,199.86	(7,361.79)
3915 · Walk & Talk Carry Over	1,744.14	1,030.14	714.00
Net Income	<u>(32,931.87)</u>	<u>(6,798.43)</u>	<u>(26,133.44)</u>
Total Equity	<u>1,487,744.57</u>	<u>1,469,684.24</u>	<u>18,060.33</u>
TOTAL LIABILITIES & EQUITY	<u><u>1,492,238.86</u></u>	<u><u>1,473,659.05</u></u>	<u><u>18,579.81</u></u>

10:52 AM
January 13, 2021
Cash Basis

First Lutheran Church
Profit & Loss Budget Performance
December 2020

	Dec 20	Budget	\$ Over Budget	% of Budget	Jan - Dec 20	YTD Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense								
Income								
4100 · Sunday collection								
40020 · Usage Donations	500.00				2,163.34			
40030 · Bank Card Rewards	0.00				374.86			
40040 · Bank Fee Offsets	119.07				1,299.58			
4150 · Funeral	0.00				300.00			
4100 · Sunday collection - Other	32,124.45	46,169.00	(14,044.55)	69.58%	444,673.99	554,028.00	(109,354.01)	80.26%
Total 4100 · Sunday collection	32,743.52	46,169.00	(13,425.48)	70.92%	448,811.77	554,028.00	(105,216.23)	81.01%
4600 · Ministries Income								
4610 · Facilities								
4050 · Cemetery Income	250.00				3,815.00			
40502 · Maintenance	0.00				100.00			
Total 4610 · Facilities	250.00				3,915.00			
4630 · Learning								
46378 · Scholarship (D)	0.00				1,300.00			
Total 4630 · Learning	0.00				1,300.00			
4650 · Serving								
4654 · Social Concerns	300.00				6,186.00			
Total 4650 · Serving	300.00				6,186.00			
4670 · Support								
4671 · Lutefisk Dinner (D)	0.00				2,025.00			
4680 · Walk & Talk	0.00				310.00			
Total 4670 · Support	0.00				2,335.00			
4690 · Witness								
4692 · ELCA Lutheran World Re	0.00				100.00			
Total 4690 · Witness	0.00				100.00			
4700 · Worship								
4711 · Altar Flowers	0.00				995.00			
4715 · Cathedral Choir	0.00				150.00			
4719 · Multimedia Donations	0.00				200.00			
Total 4700 · Worship	0.00				1,345.00			
Total 4600 · Ministries Income	550.00				15,181.00			
4800 · Administrative and Operating In								
4811 · Computers/Copiers (D)	0.00				750.00			
4887 · Pastor's Discretionary	500.00				1,375.00			
4899 · misc	50.00				50.00			
Total 4800 · Administrative and	550.00				2,175.00			
Total Income	33,843.52	46,169.00	(12,325.48)	73.3%	466,167.77	554,028.00	(87,860.23)	84.14%
Expense								
6000 · Ministries								
6100 · Facilities								
5000 · Cemetery Expense								
5020 · Maintenance	0.00				456.71			
5000 · Cemetery Expense - Ot	0.00	500.00	(500.00)	0.0%	2,565.00	6,000.00	(3,435.00)	42.75%
Total 5000 · Cemetery Expense	0.00	500.00	(500.00)	0.0%	3,021.71	6,000.00	(2,978.29)	50.36%
6120 · Capital Improvement	69.42	0.00	69.42	100.0%	7,681.94	10,000.00	(2,318.06)	76.82%
6123 · Steeple Re-Roof	0.00	0.00	0.00	0.0%	2,690.00	25,700.00	(23,010.00)	10.47%
6130 · Christian Center O&M	294.30	416.67	(122.37)	70.63%	5,100.72	5,000.00	100.72	102.01%
6140 · Church O&M	114.12	375.00	(260.88)	30.43%	5,694.04	4,500.00	1,194.04	126.53%
6160 · Grounds O&M	0.00	350.00	(350.00)	0.0%	834.85	4,200.00	(3,365.15)	19.88%
6165 · Utilities								
6165.3 · Utilities CC	1,086.62	875.00	211.62	124.19%	8,726.01	10,500.00	(1,773.99)	83.11%
6165.4 · Utilities Church	1,256.98	1,300.00	(43.02)	96.69%	13,063.07	15,600.00	(2,536.93)	83.74%
6165.6 · Utilities grounds	48.12	58.33	(10.21)	82.5%	574.79	700.00	(125.21)	82.11%
Total 6165 · Utilities	2,391.72	2,233.33	158.39	107.09%	22,363.87	26,800.00	(4,436.13)	83.45%
6170 · Monday Morning Ministry	0.00	0.00	0.00	0.0%	19.60	500.00	(480.40)	3.92%

10:52 AM
January 13, 2021
Cash Basis

First Lutheran Church
Profit & Loss Budget Performance
December 2020

	Dec 20	Budget	\$ Over Budget	% of Budget	Jan - Dec 20	YTD Budget	\$ Over Budget	% of Budget
6180 · Olympic Lutheran	726.25	700.00	26.25	103.75%	2,905.00	2,800.00	105.00	103.75%
Total 6100 · Facilities	3,595.81	4,575.00	(979.19)	78.6%	50,311.73	85,500.00	(35,188.27)	58.84%
6300 · Learning								
6275 · Scholarship	0.00				1,300.00			
6313 · Cradle Roll	0.00	0.00	0.00	0.0%	108.99	170.00	(61.01)	64.11%
63135 · Special Programs	0.00	0.00	0.00	0.0%	500.00	500.00	0.00	100.0%
6315 · Sunday School	0.00	200.00	(200.00)	0.0%	284.42	400.00	(115.58)	71.11%
6318 · Vacation Bible School/Fe	0.00	0.00	0.00	0.0%	124.23	500.00	(375.77)	24.85%
6319 · Library	0.00	0.00	0.00	0.0%	0.00	100.00	(100.00)	0.0%
6320 · Confirmation	0.00	0.00	0.00	0.0%	0.00	600.00	(600.00)	0.0%
6325 · Cross + Gen	0.00	0.00	0.00	0.0%	0.00	300.00	(300.00)	0.0%
Total 6300 · Learning	0.00	200.00	(200.00)	0.0%	2,317.64	2,570.00	(252.36)	90.18%
6500 · Serving								
6540 · Social Concerns								
6541 · Fishline	6,000.00	4,000.00	2,000.00	150.0%	6,000.00	4,000.00	2,000.00	150.0%
6542 · St. Vincent	1,000.00	1,000.00	0.00	100.0%	1,000.00	1,000.00	0.00	100.0%
6543 · Benedict House	0.00	0.00	0.00	0.0%	0.00	300.00	(300.00)	0.0%
6544 · Community Meals	0.00	100.00	(100.00)	0.0%	0.00	1,100.00	(1,100.00)	0.0%
6545 · Habitat for Humanity	1,800.00	1,800.00	0.00	100.0%	1,800.00	1,800.00	0.00	100.0%
6546 · Poulsbo Coffee Oasis	925.00	925.00	0.00	100.0%	925.00	925.00	0.00	100.0%
6547 · Eli's House	725.00	725.00	0.00	100.0%	725.00	725.00	0.00	100.0%
6548 · Kitsap Community Resc	725.00	725.00	0.00	100.0%	725.00	725.00	0.00	100.0%
6549 · Lutheran Community St	725.00	725.00	0.00	100.0%	725.00	725.00	0.00	100.0%
Total 6540 · Social Concerns	11,900.00	10,000.00	1,900.00	119.0%	11,900.00	11,300.00	600.00	105.31%
Total 6500 · Serving	11,900.00	10,000.00	1,900.00	119.0%	11,900.00	11,300.00	600.00	105.31%
6700 · Support								
6710 · Lutfisk Dinner (D)	1,400.00				1,662.47			
6740 · Youth	0.00	0.00	0.00	0.0%	0.00	200.00	(200.00)	0.0%
6765 · Operating Exp Social Ho	0.00	100.00	(100.00)	0.0%	93.56	700.00	(606.44)	13.37%
6770 · Pastoral Care	173.19	0.00	173.19	100.0%	499.24	300.00	199.24	166.41%
Total 6700 · Support	1,573.19	100.00	1,473.19	#####	2,255.27	1,200.00	1,055.27	187.94%
6900 · Witnessing Outreach Benevolence								
6910 · ELCA Benevolence	12,000.00	12,000.00	0.00	100.0%	12,000.00	12,000.00	0.00	100.0%
6920 · ELCA Lutheran World Re	2,499.96	2,500.00	(0.04)	100.0%	2,499.96	2,500.00	(0.04)	100.0%
6930 · ELCA World Hunger	1,299.96	1,300.00	(0.04)	100.0%	1,299.96	1,300.00	(0.04)	100.0%
6986 · Missionary Recognition/£	0.00	0.00	0.00	0.0%	0.00	1,000.00	(1,000.00)	0.0%
Total 6900 · Witnessing Outreach	15,799.92	15,800.00	(0.08)	100.0%	15,799.92	16,800.00	(1,000.08)	94.05%
7100 · Worship								
7110 · Altar Flowers	87.20	200.00	(112.80)	43.6%	1,482.40	2,300.00	(817.60)	64.45%
7120 · Altar Guild	0.00	100.00	(100.00)	0.0%	132.98	800.00	(667.02)	16.62%
7130 · Music/Equipment Bells	0.00	0.00	0.00	0.0%	0.00	200.00	(200.00)	0.0%
7140 · Bulletins	0.00	100.00	(100.00)	0.0%	600.41	1,700.00	(1,099.59)	35.32%
7150 · Cathedral Choir	0.00	0.00	0.00	0.0%	452.50	1,800.00	(1,347.50)	25.14%
7160 · CCLI License	0.00	0.00	0.00	0.0%	986.58	700.00	286.58	140.94%
7200 · Operating Expenses	0.00	200.00	(200.00)	0.0%	1,393.00	1,000.00	393.00	139.3%
7201 · Online/Multimedia expen	900.00				5,760.00			
7220 · Organ & Piano Maintena	0.00	1,000.00	(1,000.00)	0.0%	590.25	2,000.00	(1,409.75)	29.51%
7230 · Substitute Organist/Musi	0.00	200.00	(200.00)	0.0%	0.00	1,200.00	(1,200.00)	0.0%
7270 · Pulpit Supply/Guest Prez	0.00	500.00	(500.00)	0.0%	0.00	2,000.00	(2,000.00)	0.0%
Total 7100 · Worship	987.20	2,300.00	(1,312.80)	42.92%	11,398.12	13,700.00	(2,301.88)	83.2%
Total 6000 · Ministries	33,856.12	32,975.00	881.12	102.67%	93,982.68	131,070.00	(37,087.32)	71.7%
8000 · Payroll Expenses								
8100 · Pastoral Salaries								
8300 · Associate Pastor 1								
8305 · Base Salary	5,280.08	5,280.08	0.00	100.0%	63,360.96	63,361.00	(0.04)	100.0%
8315 · Social Security Contribu	403.92	403.92	0.00	100.0%	4,847.04	4,847.00	0.04	100.0%
8321 · Portico Benefits	2,046.95	2,097.42	(50.47)	97.59%	24,838.97	25,169.04	(330.07)	98.69%

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First Lutheran Church
Profit & Loss Budget Performance
December 2020

	Dec 20	Budget	\$ Over Budget	% of Budget	Jan - Dec 20	YTD Budget	\$ Over Budget	% of Budget
8335 · Flexible Benefit Plan	0.00	0.00	0.00	0.0%	798.87	800.00	(1.13)	99.86%
8340 · Continuing Ed & Prof E	0.00	700.00	(700.00)	0.0%	154.00	700.00	(546.00)	22.0%
Total 8300 · Associate Pastor 1	7,730.95	8,481.42	(750.47)	91.15%	93,999.84	94,877.04	(877.20)	99.08%
8400 · Associate Pastor 2								
8405 · Base Salary	5,280.08	5,280.08	0.00	100.0%	63,360.96	63,361.00	(0.04)	100.0%
8415 · Social Security Contrib	403.93	403.92	0.01	100.0%	4,847.16	4,847.00	0.16	100.0%
8421 · Portico Benefits	2,069.45	2,121.08	(51.63)	97.57%	25,168.77	25,452.96	(284.19)	98.88%
8435 · Flexible Benefit Plan	0.00	0.00	0.00	0.0%	800.00	800.00	0.00	100.0%
8440 · Continuing Ed & Prof E	0.00	0.00	0.00	0.0%	0.00	700.00	(700.00)	0.0%
Total 8400 · Associate Pastor 2	7,753.46	7,805.08	(51.62)	99.34%	94,176.89	95,160.96	(984.07)	98.97%
8500 · Director of Faith Formation								
8505 · Base Wages	5,294.17	5,294.17	0.00	100.0%	63,530.04	63,530.00	0.04	100.0%
8521 · Portico Benefits	666.39	616.25	50.14	108.14%	8,540.08	7,395.00	1,145.08	115.49%
8525 · Medical	800.00	800.00	0.00	100.0%	9,600.00	9,600.00	0.00	100.0%
8540 · Continuing Ed	0.00	0.00	0.00	0.0%	372.96	700.00	(327.04)	53.28%
8550 · Flex Benefit Plan	0.00	0.00	0.00	0.0%	0.00	800.00	(800.00)	0.0%
Total 8500 · Director of Faith Fo	6,760.56	6,710.42	50.14	100.75%	82,043.08	82,025.00	18.08	100.02%
Total 8100 · Pastoral Salaries	22,244.97	22,996.92	(751.95)	96.73%	270,219.81	272,063.00	(1,843.19)	99.32%
8600 · Administrative Salaries								
8620 · Music Director								
8621 · Continuing Education	0.00	0.00	0.00	0.0%	0.00	200.00	(200.00)	0.0%
8620 · Music Director - Other	1,321.60	1,321.58	0.02	100.0%	14,901.04	15,859.00	(957.96)	93.96%
Total 8620 · Music Director	1,321.60	1,321.58	0.02	100.0%	14,901.04	16,059.00	(1,157.96)	92.79%
8625 · Nursery Care	0.00	270.00	(270.00)	0.0%	830.26	3,240.00	(2,409.74)	25.63%
8630 · Office Manager								
8631 · Health Benefits	0.00	125.00	(125.00)	0.0%	1,500.00	1,500.00	0.00	100.0%
8630 · Office Manager - Other	3,514.50	3,323.00	191.50	105.76%	40,320.90	39,876.00	444.90	101.12%
Total 8630 · Office Manager	3,514.50	3,448.00	66.50	101.93%	41,820.90	41,376.00	444.90	101.08%
8635 · Organist								
8636 · Continuing Education	0.00	0.00	0.00	0.0%	80.00	200.00	(120.00)	40.0%
8635 · Organist - Other	1,291.23	1,291.33	(0.10)	99.99%	15,494.76	15,496.00	(1.24)	99.99%
Total 8635 · Organist	1,291.23	1,291.33	(0.10)	99.99%	15,574.76	15,696.00	(121.24)	99.23%
8697 · Janitorial	0.00	641.67	(641.67)	0.0%	1,872.50	7,700.00	(5,827.50)	24.32%
8710 · Payroll Taxes	1,014.46	1,166.67	(152.21)	86.95%	12,856.76	14,000.00	(1,143.24)	91.83%
Total 8600 · Administrative Salaries	7,141.79	8,139.25	(997.46)	87.75%	87,856.22	98,071.00	(10,214.78)	89.58%
Total 8000 · Payroll Expenses	29,386.76	31,136.17	(1,749.41)	94.38%	358,076.03	370,134.00	(12,057.97)	96.74%
8800 · Administrative and Operating								
8805 · Accounting	280.00	450.00	(170.00)	62.22%	4,252.50	5,500.00	(1,247.50)	77.32%
8807 · Bank Charges/Investment	177.99	91.67	86.32	194.16%	3,212.31	1,100.00	2,112.31	292.03%
8810 · Coke Machine	0.00	0.00	0.00	0.0%	0.00	100.00	(100.00)	0.0%
8815 · Computer Software	49.99	85.00	(35.01)	58.81%	1,106.30	1,020.00	86.30	108.46%
8816 · Computer Hardware	0.00	0.00	0.00	0.0%	2,352.19	2,000.00	352.19	117.61%
8817 · Computer Technology	430.00	509.17	(79.17)	84.45%	6,030.00	6,110.00	(80.00)	98.69%
8820 · Convention and Seminar	0.00	0.00	0.00	0.0%	0.00	500.00	(500.00)	0.0%
8825 · Copy Machine	387.32	433.33	(46.01)	89.38%	5,628.41	5,200.00	428.41	108.24%
8838 · Funeral	0.00	0.00	0.00	0.0%	0.00	200.00	(200.00)	0.0%
8845 · Insurance (property/liabilit	0.00	0.00	0.00	0.0%	13,684.60	13,900.00	(215.40)	98.45%
8855 · Mileage	0.00	200.00	(200.00)	0.0%	1,412.64	800.00	612.64	176.58%
8856 · Janitorial Supplies	0.00	116.67	(116.67)	0.0%	593.12	1,400.00	(806.88)	42.37%
8865 · Operating Expenses	114.12	175.00	(60.88)	65.21%	1,039.09	2,100.00	(1,060.91)	49.48%
8870 · Pastor's Discretionary	0.00	0.00	0.00	0.0%	(200.00)	250.00	(450.00)	(80.0%)
8875 · Payroll Processing	137.00	137.00	0.00	100.0%	1,644.00	1,644.00	0.00	100.0%
8880 · Postage / Bulk Mailing	19.62	100.00	(80.38)	19.62%	901.13	1,100.00	(198.87)	81.92%
8885 · Publications, Dues, Permi	4.99	83.33	(78.34)	5.99%	320.88	1,000.00	(679.12)	32.09%
8890 · Publicity	0.00	0.00	0.00	0.0%	1,159.33	4,000.00	(2,840.67)	28.98%
8896 · Security	52.32	62.50	(10.18)	83.71%	652.84	750.00	(97.16)	87.05%
8900 · Telephone/Internet	704.62	325.00	379.62	216.81%	4,930.09	3,900.00	1,030.09	126.41%

10:52 AM
January 13, 2021
Cash Basis

First Lutheran Church
Profit & Loss Budget Performance
December 2020

	Dec 20	Budget	\$ Over Budget	% of Budget	Jan - Dec 20	YTD Budget	\$ Over Budget	% of Budget
8912 · Wedding	0.00	0.00	0.00	0.0%	0.00	250.00	(250.00)	0.0%
Total 8800 · Administrative and	2,357.97	2,768.67	(410.70)	85.17%	48,719.43	52,824.00	(4,104.57)	92.23%
Total Expense	65,600.85	66,879.84	(1,278.99)	98.09%	500,778.14	554,028.00	(53,249.86)	90.39%
Net Ordinary Income	(31,757.33)	(20,710.84)	(11,046.49)	153.34%	(34,610.37)	0.00	(34,610.37)	100.0%
Other Income/Expense								
Other Income								
9000 · Other Income								
9120 · Driscoll Donations	10.00				120.00			
9130 · W/ELCA donations	0.00				455.00			
9150 · Memorials (D)								
9151 · Marilyn Saba Fund	4,759.28				4,759.28			
9150 · Memorials (D) - Other	220.00				2,455.00			
Total 9150 · Memorials (D)	4,979.28				7,214.28			
9155 · Interest	7.50				23.24			
Total 9000 · Other Income	4,996.78				7,812.52			
Total Other Income	4,996.78				7,812.52			
Other Expense								
9500 · Other Expense								
9510 · FWP	0.00				406.56			
9520 · Driscoll Scholarship Paym	0.00				4,000.00			
9530 · W/ELCA Payments	0.00				1,627.46			
9500 · Other Expense - Other	0.00				100.00			
Total 9500 · Other Expense	0.00				6,134.02			
Total Other Expense	0.00				6,134.02			
Net Other Income	4,996.78				1,678.50			
	(26,760.55)	(20,710.84)	(6,049.71)	129.21%	(32,931.87)	0.00	(32,931.87)	100.0%

The Facility Ministry seeks to maintain and preserve the church's property and physical plant at the lowest appropriate cost. In doing so, we make our facilities available to best support the congregation's goals and the community we serve.

A significant portion of the 2020 facilities expenditures, 45% (\$22.4K), went to utilities: water, power and gas. Maintenance of the structures, their systems and equipment, required another 23% (\$11.4K). Lesser amounts, 6% (\$3K), supported ongoing cemetery maintenance and improvements, and 6% (\$2.9K) met our Lutherhaven dues commitment. In addition to these normal operating costs, 15% (\$7.6K) went toward the construction of an ADA-compliant restroom for the Social Hall, and 5% (\$2.7K) was the contract signing deposit for reroofing the steeple.

The Monday Morning Ministries (MMM) perform most of the facilities maintenance and much of the grounds care with periodic, paid and unpaid, help from others. We are a small group, dedicated to fellowship, and maintaining the church's facilities and grounds.

Despite the closure of our buildings to most activities during 2020 due to the COVID pandemic, maintenance continued albeit after a lengthy delay until 1) these activities were allowed to resume under restricted conditions established by the State of Washington and, 2) an appropriate safety protocol, tailored to the needs of PFLC, was established.

Work on the new ADA-compliant restroom, that will serve the Social Hall, is nearing completion. The walls, plumbing and electrical wiring are substantially complete. The interior finishes, toilet, sink and other fixtures will soon be installed.

Application to the City of Poulsbo for the restroom construction permit prompted the city Plans Examiner to conduct a full facility walk-through in company with the local fire marshal. This resulted in a mandate to 1) install additional emergency exit signs throughout the building and 2) change the hardware on some exit doors, either adding panic bars or alternatively removing the existing latching hardware. The installation of the additional emergency exit signs has been completed; the door hardware changes are in progress.

The current wet and windy conditions are not conducive to quickly or safely completing the work this year.

A series of unrelated events this past fall identified a need to fully understand and document the current operating state of the Christian Center's HVAC system components and controls. The goal: restoring the functionality we want, that once existed, but was lost during successive changes to the original system. This review is in progress.

Smaller projects of note during 2020 included 1) replacing the fan motor in one church furnace and replacing the heat exchanger in another, 2) sealing several furnace flue leaks, 3) replacing the failed CC fire alarm system control panel, 4) repairing major water leaks in five of the six lavatory fixtures in the CC, 5) rebuilding a failed CC HVAC condensate drain line connection, and 6) replacing the rot-damaged, exterior wood sill on a kitchen pantry window.

Despite having to forego periodic organized landscape maintenance activities during the pandemic and rely solely on individual efforts, the landscaping was successfully maintained for another season. Thank you to the volunteers, who generously donated both time and money, to make this possible. Landscape maintenance is a perennial challenge, the more so, as people who have previously contributed are no longer physically able to participate. We need new volunteers, even if only once, or a few times, a year. Please volunteer, make it a family activity.

In closing, Monday Morning Ministries invites all, men and women, to join our group. We meet Monday mornings from 8:00ish until about 10:00 am (*editor's note: meetings have been cancelled until the building is reopened*). The morning begins with coffee and fellowship that segues into wide-ranging maintenance and improvement projects. The third Monday of the month is dedicated to bible study with Pr. Kent.

In His service,

Jim Angerer

CEMETERY COMMITTEE – TOM DRISCOLL

The highlight of cemetery maintenance and improvement in 2020 emerged from the long-range cemetery committee chaired by Pr. Kent. Judy Driscoll and Hildur Gleason researched state grants and Judy applied for a Washington Trust for Historic Preservation Grant for improving historic cemeteries. We were awarded \$21,743 for the following projects:

1. Protection & Security: Construct a 150-foot rock wall along the south boundary where it abuts Lincoln Road. The wall will consist of manufactured steel basket forms filled with river rock.
2. Interpretive Display: Erect a panel at the two entrances with historical information about the cemetery. Between the gate posts install (3) panels detailing the history of the cemetery and traditional burial customs. All panels will be made of weather and fade resistant, laminated Komalu mounted on pressure treated fence posts.

We also received a \$500 grant from the Poulsbo Garden Club to improve and plant the kiosk area at the foot of the cemetery. This funds a stone-like planter box, stone pathway to the kiosk and plants to decorate the area.

The Girl Scouts who worked on improving the cemetery last year with Mike Regis, took on the project of installing the planter and preparing the ground for planting. They will finish that planting in the spring. They are also working on larger row markers for the fence.

Accomplishing the work required by the grants has been delayed because of the pandemic. Work on the wall and signage needs to be finished by June of 2021 and plantings for the kiosk area need to be finished by May 2021.

We also hope to use monies saved from this year's maintenance to put in walkways in the upper cemetery. That was a request that the state grant did not fund.

Among general expenses for the cemetery was the purchase of a new self-propelled lawn mower.

Our thanks to volunteer Mike Regis for his major effort in maintenance at the cemetery assisted by Emory Tallon and Tom Driscoll. We also thank Steven Baker our hired mower and trimmer.

We look forward to seeing visible improvements in the cemetery during the coming year.

Tom Driscoll

Cemetery Committee

OLYMPIC LUTHERHAVEN – PAUL DAVIS

2020 was a challenging year for Olympic Lutherhaven (OLH) – which I am sure is no surprise to anyone. Just as we were getting ready to hold the annual clean-up party and get the camp ready to open, Covid-19 arrived and shut us down. The property remains closed but there was still plenty of activity. At the start of the closure our Caretakers announced their resignation so we had to search for a replacement in the midst of a pandemic. Not an easy task. Having the camp closed actually took some of the pressure off and gave us time to find the right person. Our new caretaker, Stephanie Sweeney, began July 1 and has been staying busy exploring the camp and making many repairs. She has been the highlight of 2020 for OLH. Her husband, David, is a whale researcher and is able to work from home which is a huge bonus.

Earlier this year our caretaker applied for and received a Total Inclusion grant in the amount of \$9,000 from the ELCA. The grant program was created to help camps that were financially impacted by closures due to the pandemic. We will not only be

receiving the much-needed funds but also training on how we can be more inclusive to people of color, people who identify as LGBTQIA+, and people living with disabilities.

The OLH Board is hoping for a better 2021 and plan to open the picnic side for limited use on Memorial Day Weekend. We are also looking at ways to safely open the camp side for overnight use. Both of these hoped-for openings are not guaranteed and will have to wait and see what happens with Covid-19.

The annual meeting for OLH will be on Sunday, February 21, 2021 at 2pm via Zoom. We are still working out the details on how we will gather 6 congregations online. Stay tuned.

Peace,
Paul Davis
President of Olympic Lutherhaven Board of Directors

Ministry	Account	Item	2018 Actual	2019 Actual	2020 Budget	2020 YTD Actual (12/31)	2021 Budget
Facilities	5000	Cemetery Maintenance Expense	\$3,671	\$3,760	\$6,000	\$3,022	\$6,000
Facilities	6120	Capital Improvements	\$19,332	\$79	\$10,000	\$7,682	\$3,200
Facilities	6123	Steeple Re-Roof	\$0	\$0	\$25,700	\$2,690	\$26,900
Facilities	6130	Maintenance - CC	\$2,911	\$3,064	\$5,000	\$5,101	\$9,800
Facilities	6140	Maintenance - Church	\$4,667	\$3,312	\$4,500	\$5,694	\$8,685
Facilities	6160	Maintenance - Grounds	\$1,274	\$288	\$4,200	\$835	\$5,150
Facilities	6165	Utilities	\$24,881	\$23,522	\$26,800	\$22,364	\$26,800
Facilities	6170	Monday Morning Men	\$24	\$0	\$500	\$20	\$200
Facilities	6180	Maintenance-Lutherhaven	\$2,485	\$2,538	\$2,800	\$2,905	\$3,535
Facilities	6200	Maintenance - Van	\$467	\$0	\$0	\$0	\$0
Facilities			\$59,712	\$36,562	\$85,500	\$50,312	\$90,270

Learning Ministry Goals:

- ❖ Provide opportunities for community for PFLC attenders
- ❖ Provide opportunities for the people of God to live out their faith and engage their community (near and far) through service and witness
- ❖ Proclaim the love of God to kids and adults; to encourage kids and adults to proclaim the love of God to each other
- ❖ Equip parents to be the primary faith-giver for their children
- ❖ Give teenagers the community they need during adolescence
- ❖ Equip teenagers to articulate their faith
- ❖ Equip adults to articulate their faith

This year was an opportunity for all of us to learn many new things, but especially how to find community, support, and encouragement in our learning as our expectations for that time had to quickly shift. Since March many have missed the fellowship of juice and cookies and highs and lows together before Sunday school, hopeful plans for summer VBS had to be put off, and our opportunities for service and witness did not look like they usually did. But in all of this change (and occasional disappointment) we have found ways to meet each other where we are, emotionally, spiritually, and physically, all from a safe distance:

- PreK – 8th grade students have met each Sunday to continue their lessons that follow the narrative lectionary sequence, and have even had a few special deliveries of materials for their activities together.
- High school and adult education opportunities led by Pastor Alison and Pastor Kent have been available over Zoom each Sunday during the traditional 10am Faith Formation time, talking about various topics as the year has continued.
- Bible and Brew on Tuesdays has also shifted from meeting around a table to meeting over Zoom as a chance for people to dive deeper into the texts for the next Sunday.

All of these opportunities to meet and learn are available to anyone, all you need is a computer, tablet, or even just a phone to call in! Keep reading the Grapevine each month to see more about what each group is learning, and contact info for the leader of each meeting if you'd like to join them.

There have been, and continue to be, many additional learning resources available to everyone outside of weekly Zoom calls:

- Narrative Lectionary www.workingpreacher.org (Preach this week -> Narrative Lectionary)
Commentary for our weekly scripture readings

- Pray As You Go <https://pray-as-you-go.org/>
A daily meditative prayer, scripture, and music
- Sharing God's Story @ home
A week of daily devotions for families of all sizes and ages
- Faith formation @ home
Weekly lessons from our kids faith formation curriculum adjusted for home
- Children's Bulletin
Weekly activities and coloring, like at in person church!

(The last three items are accessible on the church website via the link provided in the weekly email from Melinda. Due to copyright restrictions, we cannot publish the link here).

We are called to learn to do good, to care for each other, and to be people of hope. As we look back on a topsy-turvy year and look forward into the unknown take time to think about how you're not only supporting others in 2021, but also supporting yourself in your spiritual growth.

In joy and learning,
Lauren Eyer

FROM THE LIBRARIAN – HELEN HUMES

- L **Lead with Thanks** -- We are thankful that Poulsbo First Lutheran Church offers a library for its members.
- I **Ideal** – A perfect place to select a book to read, to put together a puzzle, and a cozy space to gather, such as for a circle meeting.
- B **Blessed** – We are honored to have this space to gather.
- R **Ready** – Soon we will be ready to open wide the doors after the remodeling is completed
- A **Accessible** – The library is located along the hallway to the Social Hall and is close to the newly constructed restroom.
- R **Reflective** – A quiet place for contemplation.
- Y **Yummy** – Among the many books offered, there are regional recipe books. You might even find a book with lutefisk's recipes.

Respectfully submitted –
Helen Humes

Ministry	Account	Item	2018 Actual	2019 Actual	2020 Budget	2020 YTD Actual (12/31)	2021 Budget
Learning	6313	Cradle Roll	\$82	\$167	\$170	\$109	\$110
Learning	6313.5	Special Programs-PLU Partner	\$500	\$500	\$500	\$500	\$500
Learning	6315	Sunday School	\$163	\$201	\$400	\$284	\$400
Learning	6318	Vacation Bible School/Family Camp	\$424	\$158	\$500	\$124	\$720
Learning	6319	Library	\$0	\$0	\$100	\$0	\$100
Learning	6320	Confirmation	\$19	\$347	\$600	\$0	\$600
Learning	6325	Cross + Gen	\$50	\$247	\$300	\$0	\$200
Learning			\$1,237	\$1,620	\$2,570	\$1,018	\$2,630

This year has certainly been one like we have not experienced before. Just to name a few differences we have seen in this COVID 19 year – not being able to gather, changes in job situations and income, care of family members, childcare and education... there's been a lot. This year's updates have some information in terms of what we have done for these ministries, but what we've seen is a need to be more creative going into 2021 in how we might be able to serve.

The ministries in the following pages are typically local ways we can serve your neighbor. All of these ministries can benefit from our giving through PFLC, for sure. But they also can benefit from our time, both of which have not been as expected going into 2020. Still, if one of them sparks something in you, please call the coordinator to see how you can help. If there isn't a coordinator listed for a ministry you're passionate about, please consider serving in that way, there is a greater need than ever!

We served our neighbor in 2020 through...

...Fishline

Goals for 2020 include continuing to provide healthy food to all of our neighbors living with food insecurity, expanding our services to more people so they don't fall into homelessness, providing emergency services for people already experiencing homelessness, partnering with other organizations to identify viable housing solutions. Due to the pandemic, extra funds were donated by members to help those who are food insecure.

To learn more about Fishline's mission, go to fishlinehelps.org

The PFLC Coordinator to Fishline is Sharon Nichols

PFLC contributions to Fishline for 2020 totaled \$6000.

...Fishline's Christmas Child Program

This year, due to the pandemic, the Christmas Child program was conducted differently. Fishline adapted its model to be COVID-19 friendly and encouraged the community to donate to the Christmas Child Stocking Fund. The program was fully funded this year and were able to help families put gifts under their trees.

The PFLC Coordinator to Fishline is Sharon Nichols

...Morrow Manor, Eli's Place and the YWCA's protection of victims of domestic violence. Kitsap County law enforcement responds to thousands of domestic violence calls. The YWCA serves and changes the lives of even more. We weren't able to have quite the same impact this year with the Change for Kids Drive. Morrow Manor is no longer taking donations, but you can still support it by donating to the YWCA Kitsap County's HomeSafe Program. Learn more and donate at ywcakitsap.org

To learn more about Morrow Manor's mission, go to supportmorrowmanor.org

The PFLC Coordinator to Eli's Place is Laurie Musick

PFLC contributions to Eli's Place for 2020 totaled \$725.

...Lutheran Community Services

LCS partners with individuals, families, and communities for health, justice, and hope. LCS offers behavioral health services, family and community support, refugee and immigrant services, child welfare programs, and aging and independent living programs that keep seniors healthy and connected in our communities.

To learn more about Lutheran Community Services' mission, go to lcsnw.org

The PFLC Coordinator to Lutheran Community Services is Sharon Nichols

PFLC contributions to Lutheran Community Services for 2020 totaled \$725.

...Martha & Mary

We have been partners with Martha & Mary, for over a century! Typically, many of us would attending their annual fundraising event in April, but unfortunately, that wasn't possible. And of course, the lutefisk dinner typically provides our greatest donation each year. Although it was not the usual venue or celebration, The Slippery Pig stepped in and put on a modified, COVID-safe lutefisk dinner and donated \$500 from the proceeds. The Lutefisk Committee sent a letter to the dinner mailing list and \$1400 was raised for M&M in that effort. Our other big fundraiser has been through our participation in the Microbrews for Martha & Mary event, which in 2019 helped bring in \$1,800, also did not look quite the same in 2020. Nor did our typical gathering of workers and volunteers for God's Work ~ Our Hands Sunday that benefits Martha & Mary Kids working on a variety of tasks. I imagine the list for next year will be even greater than in years past without our group's help in 2020.

To learn more about Martha & Mary's mission, go to marthaandmary.org

The PFLC Coordinator to Martha & Mary's Gala is Sharon Nichols

The PFLC delegates to Martha & Mary's annual meeting are Bob Nichols, Kathy Sawaka, and Joanne Erickson.

The PFLC Coordinator for God's Work. Our Hands Sunday is Paul Davis

The PFLC liaison for Microbrews for Martha & Mary is Pastor Kent

PFLC contributions to Martha & Mary for 2020 totaled \$1400.

...Community Meal

What typically feeds over 1000 people in more than 30 meals in a year, was brought to an abrupt halt with the pandemic. In 2020, the meals were to be provided twice a month, fortunately, we were still able to serve 200 people with our limitations. With the death of Tim Bodner in December, it is unknown at this time what will happen to this program that he was so dedicated to when we are able to re-open.

The PFLC Coordinator for the Community Meal was Tim Bodner

...Benedict House

Benedict House is operated by Catholic Community Resources to provide transitional housing and counseling support to homeless men, and homeless men with children. Due to COVID-19, individuals and families from PFLC were unable to provide evening meals for Benedict House in 2020.

To learn more about Benedict House's mission, go to ccsww.org/get-help/shelter-homeless-services/benedict-house/

The PFLC Coordinator to Benedict House is...you?

...Coffee Oasis

The Coffee Oasis coffee roasting and café business supports youth programs that offer street outreach, mentoring, job training, a youth shelter and youth centers, community and belonging to homeless and street-oriented youth. With returning to school taken off the table, many of the events they typically have to raise funds for the homeless and at-risk youth were not an option, but there is still need for donating school supplies when they are able to return and for remote learning, as well as shoes, coats, backpacks. This winter approximately 20 bags of warm clothing has been donated to Coffee Oasis.

To learn more about Coffee Oasis' mission, go to thecoffeeoasis.com

The PFLC Coordinator to Coffee Oasis is Paul Davis

PFLC contributions to Coffee Oasis for 2020 totaled \$925.

...ELCA Good Gifts

What ELCA Good Gifts has not changed... your dollars support villages around the world with the purchase of barnyard animals (and bugs), a well or water purifier, farming tools and training, a community vegetable garden, fruit tree seedlings, a microloan for a woman, survival supplies for a family, mosquito nets, blankets, health care, vaccines, training for a community health care team, and the list goes on. What has changed this year is the number of people that need support more than ever. Thank you for your generous hearts and for supporting those in need!

To donate, or to learn more about ELCA World Hunger's mission, go to goodgifts.elca.org

The PFLC Coordinator to ELCA Good Gifts is Paul Davis

Contributions to ELCA Good Gifts are made individually.

...Kitsap Community Resources

The "KCR mission is to create hope and opportunity for low-income Kitsap County residents by providing resources that promote self-sufficiency and stability. The KCR vision is to be a community in which everyone has the opportunity to thrive".

To learn more about KCR's mission, go to kcr.org

The PFLC Coordinator to Kitsap Community Resources is...you?

PFLC contributions to Kitsap Community Resources in 2020 were \$725.

...Society of St. Vincent de Paul

St. Vincent de Paul in Poulsbo (at St. Olaf's Catholic church) provides assistance by helping families with utility/power bills, providing money for food, gas and rent, as well as phone and gas cards, supplementing assistance provided by **NW Fishline**. **St. Vincent de Paul** partners with **NW Fishline** to provide food, clothing and other assistance for those in need. In addition, they pay for an overnight hotel stay for homeless individuals as they ready themselves for a job interview.

To learn more about St. Vincent de Paul's mission, go to svdpusa.org

PFLC contributions to St. Vincent de Paul in 2020 were \$1000.

...Kitsap Rescue Mission

Our beloved Donna Plunkett hated the idea of people being exposed to the cold winter temperatures. Now, in her memory, some of the women here gather warm winter clothing and coats to deliver to KRM.

To learn more about Kitsap Rescue Mission, go to kitsaprescue.org

The PFLC Coordinator to the Donna Plunkett Memorial Winter Weather Clothing Drive is Hildur Gleason

PFLC contributions to Kitsap Rescue Mission for early 2020 totaled nearly 3 loads of warm clothes.

...Habitat for Humanity

Housing continues to be a critical component of care for people in Kitsap County. Habitat for Humanity continues to be a successful partner in housing.

To learn more about Habitat for Humanity, go to habitat.org

The PFLC Coordinator to Habitat for Humanity is...you?

PFLC contributions to Habitat for Humanity for 2020 totaled \$1800.

This year has had a lot of challenges. What we have ahead of us is a lot of opportunity. Opportunity to truly make a difference in people's lives and in our community. Please think about and choose how you would like to serve in 2021, the need is there and ready for our service. We are people that will gather again and we are sent in the love of Christ.

LONG-RANGE FINANCE REPORT – ROBERT NICHOLS

Long-Range finance has had periodic updates from our managers of the various funds. Morgan Stanley advisers have assured us that our investments are doing well and they

have made mid-course adjustments for the security of the future of the investments. Returns have been strong. The funds with ELCA Fund A have been steady and providing income this year as well. Please look at the above financial report (p.24) to see the figures and balances in the various investments. We continue to monitor things from a distance, and look forward to in-person updates when we can meet together again.

Ministry	Account	Item	2018 Actual	2019 Actual	2020 Budget	2020 YTD Actual (12/31)	2021 Budget
Serving	6530	Stewardship	\$0	\$0	\$0	\$0	\$0
Serving	6540	Social Concerns - Unscheduled	\$100	\$0	\$0	\$0	\$0
Serving	6541	North Kitsap Fishline	\$4,000	\$4,000	\$4,000	\$6,000	\$4,000
Serving	6542	St. Vincent of Poulsbo	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
Serving	6543	Benedict House - Reimburse	\$0	-\$207	\$300	\$0	\$300
Serving	6544	Community Meals - Reimburse	\$150	\$50	\$1,100	\$0	\$1,100
Serving	6545	Habitat for Humanity of Kitsap	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800
Serving	6546	Poulsbo Coffee Oasis	\$925	\$925	\$925	\$925	\$925
Serving	6547	Eli's Place	\$725	\$725	\$725	\$725	\$725
Serving	6548	Kitsap Community Resources	\$725	\$725	\$725	\$725	\$725
Serving	6549	Lutheran Community Services NW	\$725	\$725	\$725	\$725	\$725
Serving			\$10,150	\$9,743	\$11,300	\$11,900	\$11,300

Due to the Corona Virus pandemic, the following groups are not meeting in person as the church buildings have been closed until it is safe to return. Montclair/Brookdale is also closed to other groups.

Quilters:

Our quilters have been working from home and through their generosity we had 46 quilts and 20 baby-care kits to be shipped through Lutheran World Relief during the year. Thank You to Gene & Marilyn Olson for loading up their truck and driving them to Bothell First Lutheran for the “in gathering” for local Lutheran churches on October 22nd. The quilts & baby care kits weighed 262 pounds and WELCA paid \$196.50 for shipment. Thank you quilters!

The quilters still welcome donations of supplies, such as fabric, batting, baby clothing and supplies for the kits. Members and Associate Members of Thrivent Financial may designate their “Simply Giving” gift to be used to purchase batting for filler for quilts. Pauline Ostheller, is the contact for information 360-598-2239.

Knit Wits:

The Knit Wits used to meet at Montclair Park 3rd floor loft at 10:00am on the first Saturday of the month. They have been knitting hats, scarves and warm items for those in need. Sue Heng, (208) 589-1183 is the contact.

R&R Book Club:

This group used to meet at Brookdale/Montclair on the 3rd Wednesday of the month. This group is no longer meeting as a “formal” book club.

WELCA (Women of the ELCA):

Normally, WELCA would have a spring meeting, Mugs and Muffins in May and a lovely Advent Breakfast in early December. However, both were cancelled this year due to the closure of the church buildings. We hope both can be safely held in 2021.

Donna Plunket Memorial Winter Clothing Drive:

This clothing drive for men, women and children will continue through January of 2021. 3 loads of warm clothing were taken to Kitsap Rescue Mission in January and February of 2020 and one load in November 2020.

Hildur Gleason is the contact, 360-930-0046. She arranged to meet donors at the front door. As of early December 2020, she was working with Poulsbo’s Coffee Oasis to donate a load of warm clothing for the benefit of local people in need.

Circles:

Deborah and Lydia circles combined in 2020 and meet on the 2nd Thursday each month at 2:00pm for Bible study with the monthly Gather magazine via Zoom. All are welcome. Contacts are Helen Humes, 360-509 -2105 or Carin Nelson, 360-509-8831.

Other Cancelled Events: We also cancelled the 107th annual Lutfisk Dinner, a fund raiser for our community partner, Martha & Mary; and the Christmas Bazaar. We hope both will be held safely in 2021.

The Lutfisk committee would like to thank our congregants, members of the committee and previous patrons of Lutfisk dinner who donated \$1400.00 to support Martha and Mary programs this year! Thank you for your generosity and support of our community partner.

Boy Scout Troop 1571

The past year has been an odd year for Troop 1571 as it has for the rest of the world. However, despite the restrictions placed on the troop by the COVID-19 pandemic, we still strive to produce young men with leadership skills, self-confidence, and a duty to god and community. We have a great group of adult leaders to help guide the scouts in the experiences that make this path to maturity while keeping them safe.

The troop enjoyed the typical scouting activities for the first part of the year. Our scouts participated in a merit badge clinic to earn approximately two to three merit badges per scout. They showed off their scout skills by taking first place in the annual Klondike Derby at Camp Parsons in Quilcene. There was camping and snowshoeing at Hurricane Ridge and winter camp at Camp Sheppard near Mount Rainier. All activities that showcase the beautiful the Pacific Northwest, get the scouts engaged, and have fun while learning.

Unfortunately, the COVID-19 restrictions put an end to our normal operations in the beginning of March. While this is unfortunate since so much of scouting is based on group activities, it was a great lesson on being good citizen, that even though we might want to get together for fun activities that we need to be good neighbors and protect everyone in the community.

We have needed to cancel a number of our usual events in addition to camping activities. We miss the activities we did for the Church at the Lenten supper, Lutfisk dinner, and cleaning up at Lutherhaven. We were not able to do our traditional flag retirement ceremony in June or be the honor guard for the national anthem at Mariners games. We also had to cancel unique trips like a tour of a US Naval submarine at Bangor and the old Hanford Nuclear reservation in Richland. One of the bigger blows to

the scouts was the cancellation of summer camp last summer as that is always a fun and productive time.

With all these cancelations, however, we have not been static. The troop continues to have virtual meetings every other week. When it has been safe to do so, there have been some small group day hikes and even a campout (with everyone in separate cars and tents of course). We have had mystery hikes where scouts and their families follow clues along a trail to solve a mystery. We have also conducted conservation and Eagle projects outside following the COVID-19 guidelines set up by the state.

We have had three Eagle Scout ranks earned this year and four more scouts who have already started their Eagle binders. Scouts have continued to advance in rank, earn merit badges, and eight members of our troop even earned the Scouting at Home badge sponsored by the BSA at the beginning of the pandemic.

The troop has and continues to adapt to the changing conditions and strives to provide the best opportunity to the young men in our troop.

AS ALWAYS, WE THANK YOU POULSBO FIRST LUTHERAN CHURCH FOR SUPPORTING US AS OUR CHARTERING ORGANIZATION!



Ministry	Account	Item	2018 Actual	2019 Actual	2020 Budget	2020 YTD Actual (12/31)	2021 Budget
Supporting	6700	Support - Other	\$40	\$0	\$0	\$0	\$0
Supporting	6740	Youth Projects	\$1,644	\$81	\$200	\$0	\$200
Supporting	6765	Operating Expenses: Social Hour	\$678	\$620	\$700	\$94	\$300
Supporting	6770	Pastoral Care	\$469	\$512	\$300	\$499	\$300
Supporting	6780	Concerts	\$750	\$0	\$0	\$0	\$0
Supporting			\$3,581	\$1,213	\$1,200	\$593	\$800

Due to church closure, Witnessing chair did not access mailbox and did not keep up with correspondences.

2020 Budget included funds for the following:

- SWWA Synod
- ELCA Benevolence
- ELCA Lutheran World Relief
- ELCA World Hunger
- Missionary Recognition

As need arises, and/or giving is designated, funds will be applied to other needs & ministry items.

Respectfully Submitted,
Cynthia Gilman

Ministry	Account	Item	2018 Actual	2019 Actual	2020 Budget	2020 YTD Actual (12/31)	2021 Budget
Witnessing	6900	Witnessing Outreach	\$0	\$0	\$0	\$0	\$0
Witnessing	6910	SWWA Synod	\$12,000	\$12,142	\$12,000	\$12,000	\$12,000
Witnessing	6920	Lutheran World Relief	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500
Witnessing	6930	World Hunger	\$1,300	\$1,300	\$1,300	\$1,300	\$1,300
Witnessing	6940	New Member Visitation & Evangelism	\$0	\$0	\$0	\$0	\$0
Witnessing	6987	Race and Social Justice	\$0	\$0	\$0	\$0	\$500
Witnessing	6972	Missions - Unscheduled	\$0	\$0	\$0	\$0	\$0
Witnessing	6986	Missionary Recognition & Support	\$0	\$0	\$1,000	\$0	\$1,000
Witnessing							
Witnessing			\$15,800	\$15,942	\$16,800	\$15,800	\$17,300

My Worshiping Ministry notebook has only notes from our one meeting for 2020 on February 2nd at which time we read through “Light of Life”, a new vespers service by Bonnie Drewes, which we chose to use for our Wednesday Lenten worship. We got to use it once before we needed to cancel our Lenten Soup Suppers and worship. We look forward to being able to use it in the future.

I looked over my past annual reports for Worshiping which included the usual thanks to all those that served as lay readers, acolytes, communion assistants, worship assistants, ushers and greeters, cantors, choir members, those who share special music and accompanists, those who set up and run the sound and projection systems, Altar Guild members that faithfully take care of all the fair linens, paraments, banners, candles plus set up for Baptisms and every Sunday set up for communion and clean-up, and nursery caregivers. This year is no exception for those to thank although most of those mentioned were put on “hiatus” since the 15th of March – the last day for worship services in the sanctuary for this year of 2020.

Worship, however, still continues! The extra work and effort of Pastor Alison and Pastor Kent along with the collaboration of Pastor Paul Stumme-Diers from Bethany Lutheran and producer Jonathan McClung has resulted in wonderful online worship services that gather us together even though we are remote. Thanks to Paul Davis for his Children's Sermons to enlighten the young (and not so young), to Miriam Haddon for her piano and organ preludes and accompaniment of hymns and special music, to Debbie Collier for coordinating and scheduling special music offerings and to all willing to share their special music. Special thanks to Hildur Gleason that Judy Driscoll has called the “one-woman Altar Guild” during this time of COVID-19 protocols as she has changed the banners and paraments and candles herself. She also has arranged to receive the flowers when they are delivered then making sure that the people who donated them can pick them up following the recording of the worship service. BIG thanks to Nancy Coffee for making our worship space so beautiful for our Christmas celebrations. Thanks also must go to Melinda Madamba for getting out the worship bulletins and worship resources to our congregants.

2020 certainly has presented challenges with all the COVID-19 protocols in regards to our usual worship opportunities but we have learned we can adapt and still have meaningful and relevant worship experiences. Indeed, we are looking ahead to keeping an online worship presence even after we are able to return to our sanctuary. We look forward to when we can hold worship services in our sanctuary again at which time all who have been on a forced “hiatus” will be called back to duty!

Whether online or in person in our sanctuary, our prayer continues to be that each worshiper experience God's mercy, forgiveness, healing and grace throughout each worship service.

Respectfully submitted,
Joanne Erickson

MUSIC DIRECTOR/CHOIR DIRECTOR – DEBBIE COLLIER

The year, 2020, was obviously extremely challenging and one that we won't soon forget due to the COVID-19 pandemic. Before the virus struck, Cathedral Choir prepared anthems for Sunday worship but was only able to do so for two and a half months when in person services were abruptly shut down in mid-March. Cathedral Choir did however sing at Orv Jacobson's memorial in January which was held at First Lutheran Community Church in Port Orchard where Orv had served as pastor for many years. Choir also sang at the memorial held at our church for Ernie Carlisle, the husband of our organist, Miriam Haddon. Joanne Erickson was kind enough to direct for me as I had just had knee surgery. She also directed that Sunday which, unbeknownst to us all, was the last in-person Sunday service.

It was decided to share streaming services with Bethany Lutheran of Bainbridge so PFLC was responsible for two Sundays a month. Miriam prepared preludes and hymns for those Sundays and some of our choir members volunteered to provide special music for the worship services. Their efforts were much appreciated by all. Little did we know we would still not be able to have in-person worship through the end of the year and beyond...

Our gratitude goes out to our pastors for all the extra time and preparation that was required to record our services. Pastor Alison went above and beyond her pastoral duties by leading the liturgy and hymns for most of the services. We also are very thankful for Jonathan McClung of Seekers for his recording and streaming of our services.

I had planned for Liberty Bells to play during Holy Week but we didn't even get started before the virus hit.

So many church members have expressed how much they have enjoyed all the special music but they really miss the choir. On that same "note", choir members have said how much they miss singing and the fellowship that we have together. I know we will all miss presenting our Community Christmas Concert this year. On a personal note, I really miss worshipping and making music with everyone.

In summary, this may have been a challenging year but that only gives us hope to look forward with anticipation and appreciation for the time when we all can be worshipping and singing together again for the Glory of God.

Respectfully submitted,
Debbie Collier

Ministry	Account	Item	2018 Actual	2019 Actual	2020 Budget	2020 YTD Actual (12/31)	2021 Budget
Worshiping	7110	Altar Flowers	\$1,788	\$1,923	\$2,300	\$1,482	\$1,800
Worshiping	7120	Altar Guild	\$961	\$633	\$800	\$133	\$800
Worshiping	7130	Music/Equipment-Bells	\$166	\$190	\$200	\$0	\$100
Worshiping	7140	Bulletins	\$1,443	\$1,166	\$1,700	\$600	\$800
Worshiping	7150	Cathedral Choir Music	\$887	\$1,440	\$1,800	\$453	\$900
Worshiping	7160	CCLI License	\$571	\$592	\$700	\$987	\$1,000
Worshiping	7200	Operating Expenses	\$812	\$394	\$1,000	\$1,393	\$1,000
Worshiping	7201	Online/Multimedia expenses	\$0	\$0	\$0	\$5,760	\$15,000
Worshiping	7220	Organ/piano Tuning	\$660	\$670	\$2,000	\$590	\$1,200
Worshiping	7230	Substitute Organist/Musicians	\$600	\$750	\$1,200	\$0	\$1,200
Worshiping	7270	Pulpit Supply/Guest Pastor	\$924	\$1,021	\$2,000	\$0	\$2,000
Worshiping			\$8,811	\$8,779	\$13,700	\$11,398	\$25,800



Peggy Ann Carmouche
New Member 2/2/2020

No Picture Available
Mike & Sally Donohue
New Member 2/2/2020



Scott & Allison Pringle, James, Katie
New Member 12/23/2020

ADMINISTRATION MINISTRY FUNDING PLAN

Ministry	Account	Item	2018 Actual	2019 Actual	2020 Budget	2020 YTD Actual (12/31)	2021 Budget
Administration	8305	Lead Pastor 1 - Salary	\$57,888	\$61,262	\$63,361	\$63,361	\$64,461
Administration	8315-35	Lead Pastor 1 - Benefits	\$27,796	\$30,332	\$30,816	\$30,485	\$31,963
Administration	8340	Lead Pastor 1 - Continuing Ed.	\$8	\$567	\$700	\$154	\$700
Administration	8405	Lead Pastor 2 - Salary	\$57,888	\$61,262	\$63,361	\$63,361	\$64,461
Administration	8415-35	Lead Pastor 2 - Benefits	\$28,076	\$30,582	\$31,100	\$30,816	\$31,963
Administration	8440	Lead Pastor 2 - Continuing Ed.	\$700	\$490	\$700	\$0	\$700
Administration	8505	Director of Faith Formation - Salary	\$57,710	\$61,235	\$63,530	\$63,530	\$64,824
Administration	8521/25	Director of Faith Formation - Benefits	\$17,080	\$18,245	\$17,795	\$18,140	\$18,308
Administration	8540	Director of Faith Formation - Con. Ed.	\$185	\$675	\$700	\$373	\$700
Administration	8620	Music/Choir Director	\$15,187	\$15,610	\$15,859	\$14,901	\$15,859
Administration	8621	Choir -Continuing Ed	\$0	\$0	\$200	\$0	\$200
Administration	8625	Nursery Care	\$2,631	\$2,651	\$3,240	\$830	\$1,643
Administration	8630	Office Manager - Salary	\$40,044	\$40,044	\$39,876	\$40,321	\$41,072
Administration	8631	Office Manager - Benefits	\$0	\$800	\$1,500	\$1,500	\$1,500
Administration	8635	Organist	\$14,829	\$15,245	\$15,496	\$15,495	\$15,496
Administration	8636	Organist -Continuing Ed	\$80	\$80	\$200	\$80	\$200
Administration	8646	Parish Nurse Training	\$0	\$0	\$0	\$0	\$0
Administration	8697	Janitorial	\$7,383	\$6,579	\$7,700	\$1,873	\$3,065
Administration	8699	Wages - Misc	\$0	\$0	\$0	\$0	\$0
Administration	8710	Payroll Taxes	\$13,613	\$13,539	\$14,000	\$12,857	\$14,000
Administration - Payroll			\$341,096	\$359,199	\$370,134	\$358,076	\$371,116

Ministry	Account	Item	2018 Actual	2019 Actual	2020 Budget	2020 YTD Actual (12/31)	2021 Budget
Administration	8805	Accounting	\$4,830	\$5,241	\$5,500	\$4,253	\$5,500
Administration	8807	Bank Charges/Investment Fees	\$718	\$1,125	\$1,100	\$3,212	\$4,500
Administration	8810	Coke Machine	\$58	-\$88	\$100	\$0	\$50
Administration	8815	Computer Software	\$1,084	\$1,389	\$1,020	\$1,106	\$720
Administration	8816	Computer Hardware	\$1,150	\$1,260	\$2,000	\$2,352	\$3,100
Administration	8817	Computer Technology	\$5,590	\$5,240	\$6,110	\$6,030	\$6,600
Administration	8820	Convention and Seminar	\$240	\$2,326	\$500	\$0	\$2,300
Administration	8825	Copy Machine	\$5,078	\$5,030	\$5,200	\$5,628	\$5,400
Administration	8838	Funeral Expenses	\$232	\$155	\$200	\$0	\$200
Administration	8840	Hospital Flowers	\$0	\$0	\$0	\$0	\$0
Administration	8845	Insurance	\$11,837	\$12,976	\$13,900	\$13,685	\$15,000
Administration	8855	Mileage	\$660	\$703	\$800	\$1,413	\$1,800
Administration	8856	Janitorial Supplies	\$1,076	\$1,309	\$1,400	\$593	\$1,400
Administration	8865	Operating Expenses	\$1,178	\$1,820	\$2,100	\$1,039	\$2,100
Administration	8870	Pastor's Discretionary	\$665	\$165	\$250	-\$200	\$250
Administration	8875	Payroll Processing	\$1,644	\$1,644	\$1,644	\$1,644	\$1,644
Administration	8880	Postage/Bulk Mailing	\$897	\$933	\$1,100	\$901	\$1,000
Administration	8885	Publications, Dues and Permits	\$940	\$983	\$1,000	\$321	\$1,000
Administration	8890	Publicity	\$3,759	\$2,306	\$4,000	\$1,159	\$4,000
Administration	8896	Security (Guardian)	\$601	\$640	\$750	\$653	\$750
Administration	8900	Telephone/Internet	\$3,340	\$2,902	\$3,900	\$4,930	\$4,800
Administration	8905	Training (Council)	\$0	\$0	\$0	\$0	\$0
Administration	8910	Treasurer's Discretionary	\$61	\$0	\$0	\$0	\$0
Administration	8912	Wedding	\$1,000	\$0	\$250	\$0	\$300
Administration	8915	Miscellaneous	\$0	\$0	\$0	\$0	\$0
Administration	8906	Legal Fees	\$541	\$0	\$0	\$0	\$0
Administration - Expenses			\$47,178	\$48,058	\$52,824	\$48,719	\$62,414

Administration (Payroll and Expense) Total

Administrative Expenses	\$387,733	\$407,257	\$422,958	\$406,795	\$433,530
Legal Expenses (not budgeted)	\$541	\$0	\$0	\$0	\$0

2021 MINISTRY FUNDING PLAN SUMMARY

2021 Budget	Summary	Updated 1/27/2021	2018 Actual	2019 Actual	2020 Budget	2020 YTD Actual (12/31)	2021 Budget
Facilities			\$59,712	\$36,562	\$85,500	\$50,312	\$90,270
Learning			\$1,237	\$1,620	\$2,570	\$1,018	\$2,630
Serving			\$10,150	\$9,743	\$11,300	\$11,900	\$11,300
Supporting			\$3,581	\$1,213	\$1,200	\$593	\$800
Witnessing			\$15,800	\$15,942	\$16,800	\$15,800	\$17,300
Worshipping			\$8,811	\$8,779	\$13,700	\$11,398	\$25,800
Ministry Expenses			\$99,292	\$73,861	\$131,070	\$91,020	\$148,100
Administrative Expenses			\$387,733	\$407,257	\$422,958	\$406,795	\$433,530
Legal Expenses (not budgeted)			\$541	\$0	\$0	\$0	\$0
Designated Fund Expenses (Not included in ministries budgets.)			\$14,215	\$14,760	\$0	\$2,962	\$0
Total Expenses			\$501,781	\$495,878	\$554,028	\$500,778	\$581,630
Balance Forward - Prior Year Gen'l Checking Accounts (not included)				\$15,673			
Total Transfers - From Investment Income				\$12,000		\$31,000	
Total Transfers - From Lenore Meyers Investment			\$0	incl in income		incl in income	
Total Cemetery Mtce Income			\$7,175	\$6,425		\$3,915	
Total Designated Income			\$33,654	\$21,920		\$13,441	
Total General Income			\$415,914	\$459,738	\$554,028	\$448,812	\$581,630
Total Income			\$456,743	\$515,756	\$554,028	\$466,168	\$581,630
Net Operating Result (Total income minus total expenses and designated fund expenses)			-\$45,038	\$19,878	\$0	-\$34,610	\$0

Ministry	Account	Item	2018 Actual	2019 Actual	2020 Budget	2020 YTD Actual (12/31)	2021 Budget
Non-Budgeted							
Designated Income received (included in income above)							
Learning	6275	Scholarship * (pass-through)	\$3,250	\$3,350	\$0	\$1,300	\$0
Serving	6546.5	Martha & Mary * (pass-through)	\$0	\$0	\$0	\$0	\$0
Supporting	6705	Events * (pass-through)	\$0	\$0	\$0	\$0	\$0
Supporting	6710	Lutefisk Dinner * (pass-through)	\$9,268	\$9,608	\$0	\$1,662	\$0
Supporting	6730	Trolls * (pass-through)	\$1,327	\$1,184	\$0	\$0	\$0
Supporting	6747	Christmas Bazaar * (pass-through)	\$370	\$619	\$0	\$0	\$0
Administration	8680	Seekers Pastor Expenses	\$0	\$0	\$0	\$0	\$0
Summary of "Pass-Through" Expenses			\$14,215	\$14,760	\$0	\$2,962	\$0

In the early verses of Ephesians 4, the apostle Paul writes to the Christians in Ephesus, a city on the Aegean Sea at the mouth of a river and at the intersection of three trading routes. The letter was written about ten years after the church had started. During the early years of this congregation, Jews and Gentiles from several ethnicities and nationalities had come together to form “one body.” Paul was aware that they had done well and commended them for their faith and love.

The word “one” appears more than seven times in the first four verses. This reflects the importance Paul gave to being called into the “unity of Christ.” He wanted to note that, although many of the church members came from far off, there is “one Lord, one faith, one baptism.” This oneness reflects God’s gift of reconciliation in Christ.

A second emphasis from Paul was that, as believers, they were to “bear with one another in love.” This would require humility, gentleness and patience as each of them practiced their faith. It would require tolerance to “maintain unity of the Spirit in the bond of peace.”

A third emphasis was that each person had been given gifts by God and that these gifts were given to increase the whole. Because the Ephesian church was a young congregation and its members were just beginning in their faith journey, their understandings were often tossed to and fro. But as they grew in faith, each person contributed to building up the body of Christ.

The fourth and final emphasis was that by “speaking the truth in love,” each person must grow into Christ. This means taking time to learn about one another and their gifts. Knowing these gifts, we can do God’s work both within and beyond the faith community. When there are decisions to make or relationships to reconcile, we know to begin with prayer and reflection, always desiring to speak the truth in love — not for our own benefit but for God’s glory, that we might become more complete.

As our members and friends gather today, whether face-to-face or online, we are reminded of our calling into “unity in Christ.” We come from many places and work in many contexts, and yet we recognize “one Lord, one faith, one baptism.”

Whether new to a worshiping community or further along the journey, we realize that humility, gentleness and patience are required both in the good times and especially in times of uncertainty and struggle. God wants us to be more complete through our work. Christ provides the way. The Holy Spirit is with us for guidance and courage. Each of us has been given the gifts to be complete, and through our faithfulness we will grow stronger and work together as one body.

LET US PRAY: LORD, LET THE WORDS OF THE APOSTLE PAUL DWELL IN US DEEPLY. MAY WE EMBRACE THE RECONCILING POWER OF ONENESS WITH CHRIST. MAY THIS ONENESS GUIDE OUR CONGREGATION AS WE LIVE INTO THE NEW REALITIES OF THESE TIMES. AS WE MEET NEW PARTNERS IN MINISTRY, MAY WE TAKE TIME TO GET TO KNOW THEM WITH PATIENCE, HUMILITY AND LOVE. HELP US TO SEE HOW SHARING OUR GIFTS WILL MAKE YOUR WORK EASIER AND MORE FULFILLING WHILE BRINGING ALL OF US CLOSER TO CHRIST. MAY THE BLESSINGS YOU GIVE EACH DAY STRENGTHEN US TO A LIVING, DARING CONFIDENCE IN YOUR GRACE. AMEN.