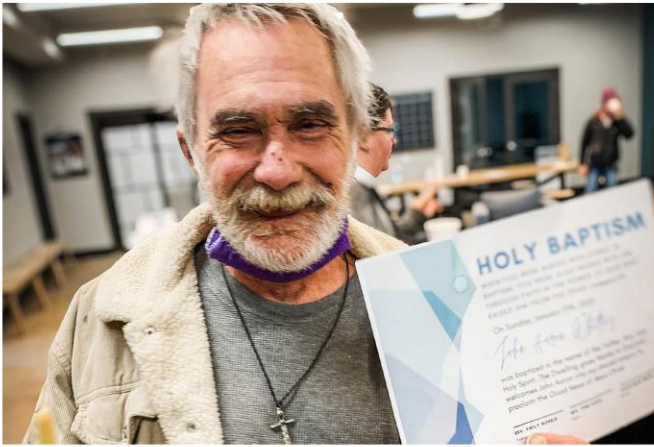


ANNUAL REPORT

2021



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



A MESSAGE FROM ELCA PRESIDING BISHOP

*Elizabeth
Eaton*

Dear friends in Christ,

The last year has been one of adapting and learning. In many places we have seen vibrant and vital ministry spring forth from changes made due to the pandemic. Digital worship opportunities have introduced to our congregations people who may never have walked into one of our buildings. Many congregations have found new ways to invite people to share their generosity through online giving. And many ministries have found just how vital they are as they continue to serve alongside people in their communities.

The first chapter of James, verse 17, reminds us that “Every generous act of giving, with every perfect gift, is from above, coming down from the Father of lights, with whom there is no variation or shadow due to change.” Yes, this has been a season of change, but Scripture also reminds us that we serve a generous, steadfast God.

While we stay rooted in God’s enduring, unchanging promise, God also gives us the gifts of creativity and learning. Across all three expressions of the church we have used those gifts to serve God, love our neighbor and share the good news of Jesus Christ. In this time of change, we have opened our arms wider to meet people where they are, living into the reality that we are not defined or confined by the four walls of our buildings.

Through all this, I am so grateful for your generous sharing of creativity, time, talents and resources. All good gifts do come from God, and we are called to share and use those gifts. We have and will continue to answer that call. There is still much change and learning to come, but God’s steadfast love energizes us for the work God is still doing in the world through this church.

Elizabeth A. Eaton

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

“Every generous act of giving, with every perfect gift, is from above, coming down from the Father of lights, with whom there is no variation or shadow due to change.”

POULSBO FIRST LUTHERAN CHURCH
ANNUAL REPORT 2021



Pastor	Alison Shane
Pastor	Kent Shane
Pastor JG	Tina Bigelow
Director of Faith Formation	Paul Davis
Music & Choir Director	Debbie Collier
Organist & Choir Pianist	Miriam Haddon
Office Manager	Melinda Madamba
Nursery Staff	Alison Hutcheson
	Jennifer Hagenbrock
Custodial Staff	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 2021 & 2022

Position	2021 Name (Term expires)	2022 Name (Term expires)
President: One-year term Two-Term Limit	Jessica Reiter (01/31/2022) First term	Danielle Priest (01/31/2023) First term
Vice President: One-year term Two-Term Limit	Danielle Priest (01/31/2022) First term	TBD (01/31/2023) First term
Secretary: One-year term Two-Term Limit	Leslie Anne Savage (01/31/2022) Second term	TBD (01/31/2022) First term
Treasurer: Two-year term No Term Limit	Karen Aldana (01/31/2023) 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	Paul Jose (01/31/2025) 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	Elizabeth VanderEsch(01/31/2025) First term
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	vacant (01/31/2024) Filling Vacancy	Jeff Hora (01/31/2024) Filling Vacancy
Worshiping Ministry: Three-year term Two-term Limit	Bill Michaels (01/31/2024) First term	TBD (01/31/2024) Filling Vacancy
Financial Secretary: Two-year term No Term Limit	Rick Gunderson (01/31/2022) No term limit	TBD (01/31/2024) No term limit
Nominating Committee: One-year term No term limits	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)	Jerry Deeter (01/31/2023) Hildur Gleason (01/31/2023) Laurie Musick (01/31/2023) Gwen Pennington (01/31/2023) Gerry Stamm (01/31/2023)

AGENDA

ANNUAL CONGREGATIONAL MEETING
POULSBO FIRST LUTHERAN CHURCH
POULSBO, WASHINGTON
JANUARY 30, 2022

Jessica Reiter, Presiding

Call to Order Jessica Reiter

Opening Devotions Pastor Shane

Approval of Minutes of 2021 Congregational Meetings Leslie Anne Savage

Reports

Pastors'	Pastors Alison and Kent Shane
Intern Pastor	Pastor Junior Grade Tina Bigelow
Director of Faith Formation	Paul Davis
President	Jessica Reiter
Vice President	Danielle Priest
Treasurer	Karen Aldana
Facilities	Learning
Serving	Supporting
Witnessing	Worshiping

Ministry Funding Plan for 2022

Unfinished Business

New Business

Adjournment

Benediction & Lord's Prayer Pastor Shane

STATISTICS – 2021

Baptized Membership, December 31, 2020	312	
Baptized Members received during 2021		
By Baptism: Children (15yrs. & younger)	1	
By Baptism: Adults (16yrs. & older)	0	
By Affirmation of Faith	0	
By transfer	5	
From other sources & statistical adjustment	–	
Total members received this year	6	
Baptized Members removed during 2021		
By death	6	
By transfer	2	
For other reasons & statistical adjustment	3	
Total members removed this year	11	
Baptized Membership, December 31, 2021	307	
Total Confirmed/Voting Membership, Dec. 2021	197	
Average weekly worship attendance in 2021	310	
In person	75	
Online (calculated using ELCA rubric)	235	
Total number of people (including children) actively participating in the life of the congregation in 2021		385
Associate Members		11
<u>Ministerial Acts 2021</u>		
Baptism:		
Youth-infant	1	
Adult	0	
Confirmation:		
Youth	0	
Adults	0	
Marriages	0	
Funerals:		
Members	1	
Non-members	4	

MINUTES OF THE ANNUAL CONGREGATIONAL MEETING POULSBO FIRST LUTHERAN CHURCH VIA ZOOM JANUARY 31, 2021

Presiding: Danielle Priest

Assembling: At 12:00 PM, the Virtual meeting was opened, and members began to assemble virtually, enjoying the opportunity for joining together.

Call to Order: Danielle Priest called the Meeting to order at 12:38. Fifty-eight members were present, representing a quorum of voting members.

Danielle welcomed members with thanks and the acknowledgement of this amazing land that we are entrusted with caring for by God and that we are coming from many places today and that there were many Native Peoples that came before us. The congregation took time to recall and be grateful for all the amazing life that has taken place and all the history that we don't necessarily know that has taken place on wherever we all were as we participated in this meeting.

Opening Devotions: Pastor Kent led the congregation in devotions and prayer based upon Philippians 4:13 "I can do all things through Him [Christ] who strengthens me."

Quorum: Pastor Allison completed the Roll Call and declare that a quorum was present.

Approval of Minutes of the three 2020 Congregational Meetings: (the Annual Meeting held in January 26, 2020, the Special Meeting held in August 9, 2020 and the October 18, 2020 meeting to elect officers) were presented in the handouts for review by the congregation Jim Angerer MOVED to approve the minutes as presented. Melinda Madamba SECONDED the motion. After a brief discussion and one correction, the minutes were APPROVED unanimously.

Reports: A power point presentation showing the work of the church during 2020 as well as our Vision Statement, Guiding Principles, Core Values, Generosity and Mission. The 2020 reports from Pastor Alison Shane, Pastor Kent Shane, Director of Faith Formation Paul Davis, Council President Danielle Priest, Council Vice President Jessica Zelig, Treasurer Tony Smallbeck and the Facilities, Learning, Serving, Supporting, Witnessing, and Worshipping Ministries were made available in the handouts provided.

The Ministry Funding Plan for 2021: President Danielle Priest began the power point presentation on the work of the congregation and the past budget and future funding goals both overall and by ministry, and membership and weekly attendance statistics were reviewed. Highlights from each ministry are as follows:

Facilities (PAGES 29 – 30) There have been many facilities improvements made and other were planned and scheduled. Leaks and repairs needed in the Social Hall restrooms were

started, steeple repairs are in process, the ADA restroom in the main building was completed, and trees were cleared as needed at the Fredrickson Wilderness Park.

Cemetery (PAGES 30 – 31) This committee applied for a Washington Trust for Historic Preservation Grant for improving historic cemeteries and was awarded \$21,743 for the construction of a 150-foot rock wall along the south boundary and the erection of an Interpretive Display.

OLYMPIC LUTHERHAVEN (PAGES 31 – 32) New caretakers began in July 2020 and have been busy making many needed repairs to the facilities. The camp received a Total Inclusion grant in the amount of \$9,000 from the ELCA which will not only be providing 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.

Learning (PAGES 33 – 34) This ministry continues to thrive through its online presence in the lives of our members and visitor in our virtual spaces. 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. In all of this change we have found ways to meet each other where we are, emotionally, spiritually, and physically, all from a safe distance

Serving (PAGES 36 – 39) The Serving Ministry continues to think creatively about how to serve others in this time of social distancing, supporting many community organizations in a variety of ways.

Supporting (PAGES 41 – 44) This year, many groups were not meeting in person as the church buildings have been closed until it is safe to return. However, our quilters and knitters have been working from home and providing quilts and knitted items to those in need locally and abroad, while the Donna Plunket Memorial Winter clothing drive has provided warm clothing to those in need.

Witnessing (PAGE 46) This ministry also has worked creatively to continue its outreach efforts as we move into an increasingly online world. The Worshiping Ministry continues to focus on its goal to maintain a quality online present with the purchase of digital equipment, continuing a quality music program as a worship aid, support and fellowship and community outreach. It continues to explore ways to draw people into deeper relationship with God through worship.

Worshiping (PAGE 46) 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!

There was a discussion about online services with positive feedback from church members who were excited to hear the plans to continue the presence of a virtual platform for worship going

forward. Questions about specific budget items such as bank fees and current salaries were discussed, with explanations of changes noted.

Joanne Erickson MOVED that the congregation accept the Funding Ministry Plan as presented by the Council. Barbara Webb SECONDED the motion. DISCUSSION: None. The motion was APPROVED unanimously.

Pastor Kent thanked the outgoing Council members, Tony Smallbeck, Cynthia Gilman and Joann Erickson, and welcomed the new Council members, Karen Aldana and Bill Michaels. The Witnessing Ministry Chair remains vacant.

There being no other business, Pastor Kent led the congregation in the benediction and the Lord's Prayer. The meeting was adjourned at 2:08 P.M.

**MINUTES OF ANNUAL FALL CONGREGATIONAL MEETING
POULSBO FIRST LUTHERAN CHURCH VIA ZOOM
OCTOBER 17, 2021**

President Jessica Reiter called the October 13, 2021, meeting to order at 12:32 a.m. Also virtually present: Pastor Alison Shane, Pastor Kent Shane and 54 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. Present Jessica Reiter welcomed the congregation and announced that in person worship will resume on October 31st or November 7th to be determined by the Worship Committee.

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

President	Danielle Priest
Vice President	vacant
Secretary	vacant
Financial Secretary	vacant
Witnessing Ministry	Jeff Hora
Facilities Ministry	Paul Jose
Serving Ministry	Elizabeth Vander Esch

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

Pastor Alison, who noted that the task force will seek candidates who will be presented at the January Congregational meeting. She then provided voting instructions, explaining the different options that member could choose from, noting that all ballots needed to be returned to the church office before the ballots are counted in one week (October 20, 2021).

Joann Erickson MOVED that the meeting be closed and Jon Madamba SECONDED the motion. President Jessica Reiter led the group in the Lord's Prayer and the meeting was adjourned at 12:35 P.M.

God's beloved people at Poulsbo First Lutheran Church,

"Let us give thanks to our God who is good; God's steadfast love endures forever!" Psalm 118:1
This line out of the Psalms is one that has been foremost in my mind these days as I think back over the last year.

Themes for all of God's children in 2021 have been ones of endurance and perseverance, and I thank you for practicing those in your faith and life. We entered our annual meeting last year with the promise of vaccines and the hope of an end to the pandemic for life returning to something that we recognized by this time this year.

In some ways that has been the case as many people received the vaccine that has been shown to reduce symptoms of COVID for most people. But even so, with the new variants we have been forced to endure and persevere and adapt.

We have done this over and over, and we thank you for your commitment. It has been a tough year, but it has also been a year of blessings because God's steadfast love endures.

We worshiped together all year beginning online only and later adding in-person worship back into our practice. A generous gift allowed us to purchase cameras and the computer hardware to be able to provide online worship into the future, and our friend Jon trained us in how to use it. This is a big deal. While there were some who were anxious to have in-person worship resume, there were others who are anxious about being in crowds even now, and still others who have really appreciated the ability to tune in to worship on travels or later in the day or week. So the ability to livestream, record and make available our worship of God is a witness not only to ourselves, but a blessed witness to the world, that even a pandemic won't stop the worship of the God whose steadfast love endures forever.

We have used technology to continue with faith education, council meetings, bible studies, small groups, and continuing education. We have welcomed back some groups to use the spaces in the buildings. Our church council has done an excellent job leading during this year, and has had to make difficult decisions based on the best information we could find.

It hasn't been easy. Not everyone has agreed with the leadership. I can understand the frustrations that exist. We're all tired. We wish it were different. And different people have different levels of risk tolerance. I have felt like a gambler every time I leave my house during this pandemic. Yet here we are. We are still committed to coming together – even if it's virtually – as the people of God gathered and sent in the love of Christ at Poulsbo First Lutheran Church. We have persevered and endured and here we are.

And there is still work to do.

Our congregation has joined an ELCA initiative this year that is called, "Congregations Lead." It is an endeavor of 50 congregations from across the nation to learn together about how God is guiding us into the future. It is a two-year program that has just started but we're excited to be in partnership with so many others who are actively seeking God's guidance and how to share God's steadfast love in the world.

You have seen Pastor Tina in worship and in various ways around the church. We were graced by Luther Seminary seeking our partnership to be a good learning site for this intern who would also be a blessing in this community for the next 2 years. We've only just begun to learn and share together!

Our committees for Race and Social Justice and LGBTQIA+ community group continue to learn together in seeking to share God's love with all people.

Just before COVID, our cemetery beautification committee secured a grant from the state department of historical preservation to do some work in the cemetery including erecting a wall along Lincoln Ave. It has been 2 years now, and a very slow process of discovery. But we have worked with surveyors and the city to finally get all of the right of ways and property lines identified along Lincoln as well as and 4th Avenue, which further benefits our position in the town and with our neighbors. Now we hope to be able to move forward with projects before the grant timeline runs out.

Improvement and upkeep projects have gone on in our church buildings and we continue to be blessed by generous gifts and income from our endowment funds and investments for our building upkeep. Still, we have aging properties that will need some significant attention to upgrade and upkeep in the near future, so we have a small group researching ways to ensure that our buildings remain useful assets for enduring ministry and mission.

A challenge that we continue to face is that we have had some dear friends who have been part of this church community die this last year. For some of them we have been able to have safe memorial gatherings between virus surges, for others we have waited. In some ways it may feel like we are having grief piled on top of grief. So we have remembered these folks, and comforted each other along the way, and we rejoice together that our God's love endures forever.

As your pastors, we have appreciated the commitment to ministry shown by so many of you. You have continued to show up for worship, whether online or in person. You have continued to give financially as a way of thanking God for enduring and persevering with us. Some of you have shown your growth in your faith practice of giving by increasing the amount that you give. When we Shanes both came down with COVID, so many of you reached out to us and offered your help, prayers and support. Thank you for your care and compassion not only for us, but also for your neighbors in this world. We know that you are involved in so many ways in the broader community caring for each other, your families, your friends, and even praying for those with whom you may not always agree.

Finally, a word of encouragement to keep up the good fight. It feels like we are in a battle against this virus which has taken away so much. But our God is always with us. When we are grieving losses and when we are celebrating victories, God is with us. When we are tired and when we are energized, God is with us. When we are having trouble seeing the way ahead and when God is filling our thoughts with vision, God is with us.

"Let us give thanks to our God who is good; God's steadfast love endures forever!"

Peace,

Pastors Alison and Kent Shane

I want to thank all of you for welcoming me into the family of Poulsbo First Lutheran. I arrived at your door as part of my studies at Luther Seminary.

Poulsbo has been my home since 2007, when after our retirements from the Navy in Pearl Harbor, my husband and I relocated our family here to be close to military support and his family in Seattle. We joined the ELCA and over the years I became more involved in the Women of the ELCA (WELCA). My WELCA involvement sparked many wonderings about the bible. That curiosity eventually morphed into starting seminary in June of 2021.

WELCA studies had me examining how God's word was at work in my life. But, never would have I imagined how the words of [Isaiah 43:18-19](#) would set my path for the next two years of my life. Those words being, ***“Forget the former things; do not dwell on the past. See, I am doing a new thing! Now it springs up; do you not perceive it? I am making a way in the wilderness and streams in the wasteland.”*** Although I would not have characterized empty nest syndrome as “the wilderness,” I am certainly learning a new path into what God has in store for me as my journey in his care continues.

My serious contemplation about seminary started in March of 2020, when the whole world experienced a new definition of wilderness and wasteland that was brought on by COVID. “Let Go, Let God,” was my internal rallying cry which led to acceptance into Luther's MDIVX Program. I am part of the Master of Divinity Accelerated Program known as MDIVX. This is an experimental (thus the X) approach to earning a Master of Divinity in Word and Sacrament where classes are condensed to two years in a continuous format (offered both remotely and residentially) and both internship and Clinical Pastoral Education are preformed simultaneous to classes.

June 2021 was the start of both my studies and my internship. Immediately, I felt heard and positively received by Pastor Alison when we answered the question of “what do we call you?” by combining elements of my past and present to form the title Pastor Junior Grade (PRJG) Tina. In the Navy “Lieutenant Junior Grade” is the rank preceding “Lieutenant” signifying that the officer isn't quite there yet. How fittingly it was that new title conveys that I am here at PFLC to function as an intern Pastor but am still learning what that means.

Learning how to merge into the staff while the world is shut down due to COVID has been quite the experience. Fortunately, the staff is gently shepherding me in my development. From integration into meetings, to increasing participation during church services, I am growing into my ministerial role. A way we all made this work during COVID restrictions was in the “May I Make you a Mask? Mondays.” Great stories were shared, some of you helped me with my homework, and you got the take-away of a custom mask. Again those words from Isaiah are playing out in my life, ***“See, I am doing a new thing! “***



Classes also started in June and have been interesting and varied. I so relate to the hardships of communications COVID has put on all of us because we are reliant on technology to attend services together; after being out of the classroom since 1993, I find myself totally reliant on the computer and Zoom in order to be “with” my classmates. This “new thing” can be hard, but classes are truly expanding my world and the help of the PFLC family is making it easier. From being my interviewees for class assignments, to listening to my memory work, to bringing me books and sharing stories to teach me the history of PFLC, to (literally) bringing me to the Suquamish Museum, at every turn the PFLC family has been supporting and educating me.

Here is a look at what I have been studying:

June-August classes:

- ⌘ Gospel of Mark
- ⌘ Law and Narrative (Old Testament study)
- ⌘ Thinking Theologically Confessing Publicly (Theology and its communication from Old through New Testament)
- ⌘ Christian Public Leader

September-December Classes:

- ⌘ Biblical Hebrew
- ⌘ Congregational Care and Formation
- ⌘ Lutheran Confessional Writing
- ⌘ Leading Christian Communities in Mission

January- February:

- ⌘ Public Worship
- ⌘ Nurturing Spirit, Vocation, and Mission in Adults

Clinical Pastoral Education (CPE) started for me in January and will last for a year. I will still be in my internship and attending classes but will be participating in CPE studies and coaching through the University of Minnesota for the next year.

Classes, Internship, CPE, and (oh) COVID can be overwhelming, but I am learning all new ways to find comfort in God’s words. Consider the words of **CORINTHIANS 4:16-17** *“Therefore we do not lose heart. Though outwardly we are wasting away, yet inwardly we are being renewed day by day. For our light and momentary troubles are achieving for us an eternal glory that far outweighs them all.”* Being here at PFLC and with my new family at Luther, I am experiencing how (as the words in Corinthians explain) God is continually making me new, every moment of every day brings a fresh new beginning.

Thank you PFLC.

2021 has sometimes been compared to riding a rocking horse; a little forward, a little backward, but not really going anywhere. I can relate to that but as you will see from the pictures below we actually did accomplish quite a bit.

Our faith education classes on Sunday morning and midweek bible and brew continued to meet all year despite the challenges we all faced. Bible and brew began meeting in backyards combined with Zoom in the summer and continued doing so until the weather chased us back inside.

We were able to present our two high school graduates with quilts and a \$1,000 vocationship to Olyvia Young to help in her pursuit of her goals.

Last summer we teamed up with Jonathan McClung to put on two full weeks of Creator Camp at the Creative Consortium Studio. We made many new friends and learned a ton about creating and editing videos which is proving to be useful for our weekly worship services.

I have most certainly learned a great deal about being in front of the camera in recent years and the last few months learned even more about being behind the camera in the video booth. Even to the point of being able to livestream a worship service from my dining room table! The ability to live stream our worship services out to the community and beyond has been a great asset during the pandemic and I am sure it will continue to grow in the future as we move forward.

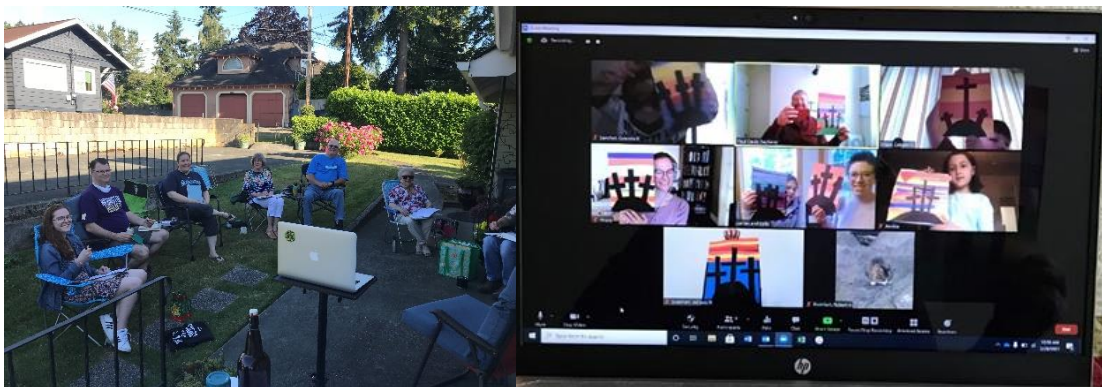
The inside of the Christian Center got a fresh coat of paint thanks to Ethan Guerra's Eagle Project from Troop 1571.

In the fall we experimented with in-person outdoor gathering for our Sunday morning faith education class and spent one afternoon making over 20 gallons of fresh pear cider. YUM!

These are just a few of the highlights from my point of view in 2021. There were many more positive stories you will find in the pages of this report, I hope you enjoy reading them. And I pray you will stay safe and healthy in 2022.

May peace be upon you all.

Paul Davis (he/him)





Dear PFLC,

It has been quite a year—almost *two* years now—since we started this new journey into a worldwide pandemic. Our lives and our worlds have been turned upside down—at work, at home, and even at church. I am amazed by the resiliency, the creativity, and the compassion that I have seen from both our leadership and our congregants this year, and I want to thank you all for the patience and understanding you have shown our Council as we have wrestled with very challenging circumstances. We have had to answer questions with no “right” answer and make decisions without knowing what the next week, month, or even year, will bring. If there is one thing we have learned it is that the COVID landscape is constantly changing—leading us from despair to hope and back to despair again.

Change is indeed evident all around us—not just in the masks on our faces and the hand sanitizer at the door, but also in the empty places in our pews and at our tables that remind us of all the loss we have endured. We are not the same as when this started. We will never be the same. But somehow, we are still here, and so is God.

Where do we turn when all that is familiar is stripped from us? Where do we turn when we are deprived of even the comfort of our worship and fellowship together? There are no easy answers, but here are some glimpses that I've witnessed this year:

We have turned to new technology—meeting through Zoom, Facebook, and emails. We have turned to old ways too—writing letters and spending time at home with those closest to us. We have turned to God, finding new meaning in old rituals, and seeking comfort in familiar words. And finally, we have turned to each other—because as much as we have been separated, I have seen us draw closer together.

I have seen neighbors who used to pass silently stop in the street to call out greetings from six feet (or more) apart. I have seen people give generously to Fishline and others in need in amounts they never have before. I have seen new traditions arise among families. I have seen people who are homebound able to participate in worship for the first time in years. I have seen people put up more lights, more decorations, more signs to spread the cheer.

We must acknowledge our losses, yes, but we must also celebrate our hope—the hope we have in each other—and the hope we have in our God, who comes to us, dwells with us, and never leaves us—who truly is *Emmanuel*, God with us.

Thank you all for being God's love in our midst this year. I look forward to seeing all the creative ways we find to love one another (and our neighbor) in the year to come.

Sincerely,

Jessica Reiter

I was humbled to be called to serve as Vice President of Church Council in a second year of uncertainty related to the COVID pandemic. I am blessed to have been able to work closely with our Pastors, Alison and Kent, with Paul Davis our Director of Faith Formation, with Melinda Madamba our Office Manager, with my phenomenal fellow Council member volunteers, and so many of you that step forward to do the work of the Church. Leadership over the course of my service in this role for the onset and continued COVID pandemic has stretched me in ways that I could not imagine. Yet, our faith keeps us strong and we have been able to worship. Hallelujah!

So much of our work has had to focus on safety: health and exposure to disease, building maintenance, housing in our community. I am grateful that I was able to pair critically important information from my "day job" with our efforts at the Church so that we could follow the continued and rapidly evolving State and local guidelines to operate. It has brought me particular joy to support Jessica Reiter as Council President. Her calm, quiet and steadfast servant leadership has been powerful.

As 2022 arrives, I will start to process a transition back to Council President for a term. I will need your support. Continuity in the work of the Council was my driver for accepting the request to run, and you all supported me. This will bring us another year of navigating in uncharted waters – and I look forward to robust input from you all on which course you would like us to focus on charting. There may be detours, but we can return to our route. Let's enjoy that journey of faith!

I consider it divine intervention that I write my annual report update for the Race and Social Justice Task Force on Martin Luther King, Jr. Day. To quote the great leader:

"There was a time when the church was very powerful. It was during that period that the early Christians rejoiced when they were deemed worthy to suffer for what they believed. In those days the church was not merely a thermometer that recorded the ideas and principles of popular opinion; it was the thermostat that transformed the mores of society." ([Letter from the Birmingham Jail](#), April 16, 1963)

This quote speaks so strongly to the work that the Race and Social Just Task Force explores in our monthly meeting. How do we prepare to be agents that can transform society? How do we lead with love? How do we recognize that equity for our community means learning about all of our leaders and how the circumstances of their birth have shaped their experiences more than their actions define their character? How do those of us that are white, and therefore are afforded more privileges in our society, use this to change society?

Our work is the work of awareness and exploration, then moving to use that discovery to serve our neighbor. Please feel free to reach out for an exploratory conversation, or drop in to a meeting. Our gatherings are thoughtful and grounding. If you have any suggestions or referrals for us, please share!

In His Service,

Dani

Synod Assembly was held May 14-15, via Zoom this year. Attending as voting members were Pastors Alison and Kent Shane, Bill Michaels, and Melinda Madamba. Synod Assembly is held every two years to conduct the business of the synod in much the same way that congregations have annual meetings. This is where the budget for the synod is approved, people are elected to synod council and Churchwide Assembly, and other matters that come before the synod are handled. In addition to the budget and elections, the assembly voted on some constitutional amendments which basically changed wording for clarification and to align with the ELCA constitution. Another was to change wording to be in line with state laws.

Two members from PFLC were elected to synod positions at Synod Assembly on May 14. Emily Shane was elected to be the Young Adult voting member from our synod to Churchwide Assembly which will take place August 8-12, 2022 in Columbus, OH. Emily previously attended Churchwide Assembly in 2019. Jacob Misuda was elected to be the youth member of Synod Council. His is a two-year term beginning this year. Thank you to both Emily and Jacob for their willingness to serve the synod in this manner. It is great to have our young people serving the wider church from our little corner of the world.

Another member who was recognized at Synod Assembly was Jeff Hora. He was part of the first cohort of the PSALM program and graduated in August, 2020 on a celebratory Zoom call. The Program for Strengthening Active Lay Ministry (PSALM), begun in 2018 and revamped in 2020, is designed for congregation members who have discerned a call to more intentional and public lay leadership in their congregation and community. PSALM is a two-year program that takes place over four terms. Each term is approximately 6 months long and begins with an overnight retreat. The coursework for the term is introduced at the retreat by a variety of presenters who bring expertise to the topics. In addition to course assignments each term, there are practical ministry projects in the congregation or ministry setting.

In addition to the business of the synod, the assembly participated in worship and bible study together and had opportunities to meet in smaller conference groups and workshops. The opening worship service was put together by pastors in the Olympic Conference, which PFLC is a part of. It was good seeing Fredericksen Wilderness Park and hearing Pastor Kent's voice during the prayers! Bishop Jaech led a bible study where he asked us to find four levels in the gospel: heart/spirit, relationship, society, and creation. Those attending were then asked to reflect on this during lunch with other people in our conferences.

A number of workshops were available to provide learning opportunities about various ministries and resources in the synod and churchwide.

During the first workshop session:

- Melinda & Pr. Kent attended "New Ministries Begin with Relationship Building" where we were provided with information on
 - Things to do prior to beginning a new ministry such as taking a SWOT (Strength, Weakness, Opportunity, Threat) inventory
 - Know the "why are we doing this" before being in community
 - Find out what groups/community organizations are already in place (churches, non-profits/mutual aid, businesses)

- Survey the community (What do you think of PFLC? What are community needs? What are concerns for the community?) These responses may be different depending upon who asks the questions.
- Tell the story.
- Bill Michaels and Pr. Alison attended “‘Called to Hear’ Social Statement with Living Stones Prison Congregation” which was about the fellowships of both incarcerated men and women in our Synod and the programs that we can advocate for so that their future will be one of hope and not despair. Bill found the statistics of our criminal justice system sobering:
 - 50% of prisoners are mentally ill.
 - The US spends over \$80 billion annually to maintain the present infrastructure.
 - 1 in 37 US adults are in prison, probation, or parole.
 - Crime rates since early 1990’s have declined.
 - 1 in 3 African American males will go to prison.
 - Highest increases in incarcerations are drug related.
 - Incarceration rates have quadrupled since 1970.
 - Youths who are transferred to Adult systems are more likely to re-offend than their peers in the Juvenile system.
 - About 60% of prisoners identify themselves as Christians.

For more information about the prison congregations that the synod supports, go to www.livingstonespc.org and www.hagarscommunitychurch.com. For ways to advocate for re-entry for those who have been incarcerated, go to www.steppingstones2reentry.org.

During the second workshop session:

- Melinda and Pastor Alison attended “Anti-Racism in Our Synod” on May 15. Some of the content was discussed and a link to the video of the workshop was shared with the Race and Social Justice Task Force at their June meeting. The workshop began with an excerpt from a TED talk by Chimamanda Ngozi Adichie, a Nigerian author, titled “[The Danger of a Single Story](#)” where she talks about seeing people in only one way rather than seeing all that people can be.

Here are some of the take-aways from the workshop:

 - From “The Danger of a Single Story”:
 - A Single Story is when people are seen in only one way.
 - Power is the ability to tell the story and keep telling the story so it becomes the only story.
 - *Ncali* is an Igbo word that translates to “to be greater than another”.
 - Our nation’s single story is white privilege
 - White privilege was established at the beginning of our country and was expanded upon as the country traveled east to west.
 - Racism is an inherited feature of society and culture.
 - Work to understand and dismantle white privilege requires partnership.
 - Stories are absorbed
 - People are socialized to see differences not as “different but equal” but as “wrong, abnormal, or annoying.
 - People are socialized to see people of color as a group, but whites as individuals.
 - False stories disconnect people.

- Pr. Kent attended “Reconciling in Christ: Sharing our Stories” where a few of the stories of our LGBTQ brothers and sisters were told.
- Bill Michaels attended “Intersections of Hunger,” an all-encompassing look at the problems and actions needed to eliminate global hunger. The purpose of this study was for us to better understand the enormous problem of world hunger, and for us to be aware of the many complexities that are involved in solving this problem. While many think that food banks, soup kitchens, and sending grain to famine-stricken countries can help with hunger, they are only short-term solutions to a bigger problem. Reducing barriers such as racism and sexism that prevent gaining access to resources and building resiliency to cope with challenges such as climate change will go further to ending hunger in the world. The chart below shows how unsafe conditions or vulnerabilities, when met with a trigger event or hazard, result in disaster. The greater the vulnerability and/or hazard, the greater the disaster. When vulnerabilities can be reduced and hazards can be mitigated, then disasters such as hunger are less likely to happen or the impact of the disaster will be lessened. The chart on the next page shows the global goals for sustainable development which can help reduce the risk of hunger and other disasters.

So now what? How can we possibly manage that? Start by being an advocate in this community, the one that you are currently in.

- Use your voice. Contact your national, state, and local lawmakers about policies that help the most vulnerable people. Contact them even when you agree with how they will vote. They need that support.
- Use your vote. We saw what a single vote meant in the latest election. Be involved in local government so that it reflects your views.
- Use images that reflect your beliefs. Whether the images are a sticker on your car, the t-shirt you wear, or what you post on social media, they can advocate for those most in need.
- Use your actions. We all are seen by our peers, either in our family, community, school or work, and we are evaluated by the actions we do. Be the example that your beliefs propel you to be.



TREASURER'S REPORT THROUGH 12/31/2021

5:51 AM
January 5, 2022
Cash Basis

First Lutheran Church Statement of Financial Position As of December 31, 2021

	Dec 31, 21	Dec 31, 20	\$ Change
ASSETS			
Current Assets			
Checking/Savings			
1011 · FWP Checking (TB)	1,082.78	1,172.06	(89.28)
1030 · W/ELCA (KCU) svg/ckg	3,095.20	3,546.07	(450.87)
1050 · Sharing and Caring (WF)	0.00	326.81	(326.81)
1500 · Kitsap Bank	0.00	27,539.01	(27,539.01)
1565 · Cemetery Maintenance (CB)	23,699.65	22,806.69	892.96
1573 · Driscoll Scholarship (TB)	23,204.47	22,995.03	209.44
1600 · Timberland Bank	4,105.76	(8,898.85)	13,004.61
Total Checking/Savings	55,187.86	69,486.82	(14,298.96)
Other Current Assets			
1586 · ELCA Mission Cornerstone Endowm	365,911.92	358,650.95	7,260.97
Total Other Current Assets	365,911.92	358,650.95	7,260.97
Total Current Assets	421,099.78	428,137.77	(7,037.99)
Other Assets			
1521 · ELCA Cemetery Endowment Fund	155,299.33	134,281.03	21,018.30
1545 · FWP (MS)	19,840.50	18,655.89	1,184.61
1555 · GENERAL ENDOWMENT FUND (MS)	43,713.78	54,814.57	(11,100.79)
1590 · Lenore Meyers Endowment (MS)	841,594.77	818,740.48	22,854.29
1650 · Thrivent - Swanson Scholarship	27,433.25	26,767.38	665.87
1660 · Thrivent -1st Lutheran Scholars	11,484.07	10,841.74	642.33
Total Other Assets	1,099,365.70	1,064,101.09	35,264.61
TOTAL ASSETS	1,520,465.48	1,492,238.86	28,226.62
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Other Current Liabilities			
2130 · WA Paid Leave payable	8.76	0.00	8.76
2140 · Payroll Liabilities - L&I	1,142.86	904.17	238.69
2150 · Payroll Liabilities - 941	2,934.79	2,646.89	287.90
2401 · Pass-Through Collection	1,155.82	943.23	212.59
Total Other Current Liabilities	5,242.23	4,494.29	747.94
Total Current Liabilities	5,242.23	4,494.29	747.94
Total Liabilities	5,242.23	4,494.29	747.94
Equity			
3000 · Opening Bal Equity	866,473.27	866,473.27	0.00
3100 · Unrealized Gains/Losses	490,620.96	439,779.40	50,841.56
3110 · Unrealized Gain/Loss Current Yr	92,833.54	50,841.56	41,991.98
3900 · Retained Earnings	124,146.91	161,838.07	(37,691.16)
3915 · Walk & Talk Carry Over	1,744.14	1,744.14	0.00
Net Income	(60,595.57)	(32,931.87)	(27,663.70)
Total Equity	1,515,223.25	1,487,744.57	27,478.68
TOTAL LIABILITIES & EQUITY	1,520,465.48	1,492,238.86	28,226.62

5:54 AM
 January 5, 2022
 Cash Basis

First Lutheran Church
Profit & Loss Budget Performance
 December 2021

	Dec 21	Budget	\$ Over Budget	% of Budget	Jan - Dec 21	YTD/Annual Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense								
Income								
4100 · Sunday collection								
40020 · Usage Donations	0.00				300.00			
40040 · Bank Fee Offsets	173.20				1,664.03			
4150 · Funeral	0.00				300.00			
4100 · Sunday collection - O	39,892.82	46,000.00	(6,107.18)	86.7%	420,202.94	581,630.00	(161,427)	72%
Total 4100 · Sunday collectio	40,066.02	46,000.00	(5,933.98)	87.1%	422,466.97	581,630.00	(159,163)	73%
4600 · Ministries Income								
4610 · Facilities								
4050 · Cemetery Income	360.00				5,935.00			
4610 · Facilities - Other	0.00				250.00			
Total 4610 · Facilities	360.00				6,185.00			
4630 · Learning								
46378 · Scholarship (D)	0.00				2,600.00			
Total 4630 · Learning	0.00				2,600.00			
4650 · Serving								
4654 · Social Concerns	547.02				2,602.02			
Total 4650 · Serving	547.02				2,602.02			
4670 · Support								
4671 · Lutfisk Dinner (D)	0.00				40.00			
Total 4670 · Support	0.00				40.00			
4700 · Worship								
4711 · Altar Flowers	90.00				1,580.00			
4712 · Altar Guild (D)	0.00				50.00			
4719 · Multimedia Donatio	0.00				300.00			
Total 4700 · Worship	90.00				1,930.00			
Total 4600 · Ministries Incon	997.02				13,357.02			
46940 · Clergy Intern Income	0.00				8,392.86			
4800 · Administrative and Operating In								
4887 · Pastor's Discretionary	0.00				75.00			
Total 4800 · Administrative	0.00				75.00			
Total Income	41,063.04	46,000.00	(4,936.96)	89.3%	444,291.85	581,630.00	(137,338)	76%
Expense								
6000 · Ministries								
6100 · Facilities								
5000 · Cemetery Expense	0.00	0.00	0.00	0.0%	4,415.00	6,000.00	(1,585)	74%
6120 · Capital Improvemen	0.00	0.00	0.00	0.0%	5,193.88	3,200.00	1,994	162%
6123 · Steeple Re-Roof	0.00	0.00	0.00	0.0%	23,735.65	26,900.00	(3,164)	88%
6130 · Christian Center O&	219.16	816.67	(597.51)	26.8%	4,301.74	9,800.00	(5,498)	44%
6140 · Church O&M	1,087.41	723.75	363.66	150.2%	4,454.87	8,685.00	(4,230)	51%
6160 · Grounds O&M	0.00	429.17	(429.17)	0.0%	0.00	5,150.00	(5,150)	0%
6165 · Utilities								
6165.3 · Utilities CC	1,212.98	900.00	312.98	134.8%	10,040.37	10,800.00	(760)	93%
6165.4 · Utilities Church	1,505.58	1,250.00	255.58	120.4%	12,055.19	15,000.00	(2,945)	80%
6165.6 · Utilities grounds	49.25	83.33	(34.08)	59.1%	609.35	1,000.00	(391)	61%
Total 6165 · Utilities	2,767.81	2,233.33	534.48	123.9%	22,704.91	26,800.00	(4,095)	85%
6170 · Monday Morning M	0.00	0.00	0.00	0.0%	0.00	200.00	(200)	0%
6180 · Olympic Lutherhave	883.75	883.75	0.00	100.0%	3,535.00	3,535.00	0	100%
Total 6100 · Facilities	4,958.13	5,086.67	(128.54)	97.5%	68,341.05	90,270.00	(21,929)	76%
6300 · Learning								
6275 · Scholarship	0.00				1,000.00			
6313 · Cradle Roll	0.00	0.00	0.00	0.0%	108.99	110.00	(1)	99%
63135 · Special Programs	0.00	0.00	0.00	0.0%	500.00	500.00	0	100%
6315 · Sunday School	0.00	0.00	0.00	0.0%	129.71	400.00	(270)	32%
6318 · Vacation Bible Schor	0.00	0.00	0.00	0.0%	490.17	720.00	(230)	68%
6319 · Library	0.00	0.00	0.00	0.0%	0.00	100.00	(100)	0%
6320 · Confirmation	38.22	0.00	38.22	100.0%	38.22	600.00	(562)	6%
6325 · Cross + Gen	0.00	0.00	0.00	0.0%	0.00	200.00	(200)	0%
Total 6300 · Learning	38.22	0.00	38.22	100.0%	2,267.09	2,630.00	(363)	86%

5:54 AM
 January 5, 2022
 Cash Basis

First Lutheran Church
Profit & Loss Budget Performance
 December 2021

	Dec 21	Budget	\$ Over Budget	% of Budget	Jan - Dec 21	YTD/Annual Budget	\$ Over Budget	% of Budget
6500 · Serving								
6540 · Social Concerns								
6541 · Fishline	0.00	4,000.00	(4,000.00)	0.0%	0.00	4,000.00	(4,000)	0%
6542 · St. Vincent	0.00	1,000.00	(1,000.00)	0.0%	0.00	1,000.00	(1,000)	0%
6543 · Benedict House	0.00	300.00	(300.00)	0.0%	0.00	300.00	(300)	0%
6544 · Community Meals	0.00	1,100.00	(1,100.00)	0.0%	0.00	1,100.00	(1,100)	0%
6545 · Habitat for Humani	0.00	1,800.00	(1,800.00)	0.0%	0.00	1,800.00	(1,800)	0%
6546 · Pousbo Coffee Oas	0.00	925.00	(925.00)	0.0%	0.00	925.00	(925)	0%
6547 · Eli's House	0.00	725.00	(725.00)	0.0%	0.00	725.00	(725)	0%
6548 · Kitsap Community I	0.00	725.00	(725.00)	0.0%	0.00	725.00	(725)	0%
6549 · Lutheran Communi	0.00	725.00	(725.00)	0.0%	0.00	725.00	(725)	0%
Total 6540 · Social Concern	0.00	11,300.00	(11,300.00)	0.0%	0.00	11,300.00	(11,300)	0%
Total 6500 · Serving	0.00	11,300.00	(11,300.00)	0.0%	0.00	11,300.00	(11,300)	0%
6700 · Support								
6730 · TROLLS (D)	0.00				315.42			
6740 · Youth	0.00	0.00	0.00	0.0%	0.00	200.00	(200)	0%
6765 · Operating Exp Social	0.00	50.00	(50.00)	0.0%	0.00	300.00	(300)	0%
6770 · Pastoral Care	30.74	50.00	(19.26)	61.5%	177.58	300.00	(122)	59%
Total 6700 · Support	30.74	100.00	(69.26)	30.7%	493.00	800.00	(307)	62%
6900 · Witnessing Outreach Benevolence								
6910 · ELCA Benevolence	0.00	12,000.00	(12,000.00)	0.0%	0.00	12,000.00	(12,000)	0%
6920 · ELCA Lutheran Worl	0.00	2,500.00	(2,500.00)	0.0%	0.00	2,500.00	(2,500)	0%
6930 · ELCA World Hunger	0.00	1,300.00	(1,300.00)	0.0%	0.00	1,300.00	(1,300)	0%
6986 · Missionary Recognit	0.00	1,000.00	(1,000.00)	0.0%	0.00	1,000.00	(1,000)	0%
6987 · Race & Social Justice	0.00	500.00	(500.00)	0.0%	0.00	500.00	(500)	0%
Total 6900 · Witnessing Out	0.00	17,300.00	(17,300.00)	0.0%	0.00	17,300.00	(17,300)	0%
7100 · Worship								
7110 · Altar Flowers	174.40	150.00	24.40	116.3%	1,264.40	1,800.00	(536)	70%
7120 · Altar Guild	0.00	133.33	(133.33)	0.0%	42.05	800.00	(758)	5%
7130 · Music/Equipment Bu	0.00	0.00	0.00	0.0%	0.00	100.00	(100)	0%
7140 · Bulletins	0.00	66.67	(66.67)	0.0%	35.60	800.00	(764)	4%
7150 · Cathedral Choir	0.00	75.00	(75.00)	0.0%	230.94	900.00	(669)	26%
7160 · CCLI License	0.00	0.00	0.00	0.0%	937.67	1,000.00	(62)	94%
7200 · Operating Expenses	0.00	0.00	0.00	0.0%	234.00	1,000.00	(766)	23%
7201 · Online/Multimedia €	0.00	1,250.00	(1,250.00)	0.0%	13,923.90	15,000.00	(1,076)	93%
7220 · Organ & Piano Main	0.00	0.00	0.00	0.0%	0.00	1,200.00	(1,200)	0%
7230 · Substitute Organist/	0.00	0.00	0.00	0.0%	0.00	1,200.00	(1,200)	0%
7260 · Youth Choir	0.00	1,000.00	(1,000.00)	0.0%	0.00	2,000.00	(2,000)	0%
7270 · Pulpit Supply/Guest	291.22				436.38			
Total 7100 · Worship	465.62	2,675.00	(2,209.38)	17.4%	17,104.94	25,800.00	(8,695)	66%
Total 6000 · Ministries	5,492.71	36,461.67	(30,968.96)	15.1%	88,206.08	148,100.00	(59,894)	60%
8000 · Payroll Expenses								
8100 · Pastoral Salaries								
8300 · Associate Pastor 1								
8305 · Base Salary	5,371.75	5,371.75	0.00	100.0%	64,461.00	64,461.00	0	100%
8315 · Social Security Cont	410.92	410.92	0.00	100.0%	4,931.04	4,931.00	0	100%
8321 · Portico Benefits	2,159.97	2,186.00	(26.03)	98.8%	25,913.75	26,232.00	(318)	99%
8335 · Flexible Benefit Pla	800.00	0.00	800.00	100.0%	800.00	800.00	0	100%
8340 · Continuing Ed & Pri	0.00	0.00	0.00	0.0%	75.00	700.00	(625)	11%
Total 8300 · Associate Past	8,742.64	7,968.67	773.97	109.7%	96,180.79	97,124.00	(943)	99%
8400 · Associate Pastor 2								
8405 · Base Salary	5,371.75	5,371.75	0.00	100.0%	64,461.00	64,461.00	0	100%
8415 · Social Security Cont	410.92	410.92	0.00	100.0%	4,931.04	4,931.00	0	100%
8421 · Portico Benefits	2,186.97	2,186.00	0.97	100.0%	26,241.69	26,232.00	10	100%
8435 · Flexible Benefit Pla	800.00	0.00	800.00	100.0%	800.00	800.00	0	100%
8440 · Continuing Ed & Pri	0.00	0.00	0.00	0.0%	0.00	700.00	(700)	0%
Total 8400 · Associate Past	8,769.64	7,968.67	800.97	110.1%	96,433.73	97,124.00	(690)	99%
8500 · Director of Faith Formation								
8505 · Base Wages	5,402.00	5,402.00	0.00	100.0%	64,824.00	64,824.00	0	100%
8521 · Portico Benefits	679.54	659.04	20.50	103.1%	8,130.76	7,908.48	222	103%

First Lutheran Church
Profit & Loss Budget Performance
 December 2021

	Dec 21	Budget	\$ Over Budget	% of Budget	Jan - Dec 21	YTD/Annual Budget	\$ Over Budget	% of Budget
8525 · Medical	115.00	800.00	(685.00)	14.4%	3,435.00	9,600.00	(6,165)	36%
8540 · Continuing Ed	0.00	0.00	0.00	0.0%	60.00	700.00	(640)	9%
8550 · Flex Benefit Plan	0.00	0.00	0.00	0.0%	800.00	800.00	0	100%
Total 8500 · Director of Fai	6,196.54	6,861.04	(664.50)	90.3%	77,249.76	83,832.48	(6,583)	92%
8681 · Clergy Intern								
8681.1 · Clergy Intern Sala	866.27				6,063.89			
Total 8681 · Clergy Intern	866.27				6,063.89			
Total 8100 · Pastoral Salarie	24,575.09	22,798.38	1,776.71	107.8%	275,928.17	278,080.48	(2,152)	99%
8600 · Administrative Salaries								
8620 · Music Director								
8621 · Continuing Educati	0.00	0.00	0.00	0.0%	0.00	200.00	(200)	0%
8620 · Music Director - Ot	1,321.60	1,321.58	0.02	100.0%	15,859.20	15,859.00	0	100%
Total 8620 · Music Director	1,321.60	1,321.58	0.02	100.0%	15,859.20	16,059.00	(200)	99%
8625 · Nursery Care	0.00	235.00	(235.00)	0.0%	0.00	1,643.00	(1,643)	0%
8630 · Office Manager								
8631 · Health Benefits	1,500.00	0.00	1,500.00	100.0%	1,500.00	1,500.00	0	100%
8630 · Office Manager - O	3,598.16	3,422.67	175.49	105.1%	41,225.26	41,072.00	153	100%
Total 8630 · Office Manage	5,098.16	3,422.67	1,675.49	149.0%	42,725.26	42,572.00	153	100%
8635 · Organist								
8636 · Continuing Educati	0.00	0.00	0.00	0.0%	0.00	200.00	(200)	0%
8635 · Organist - Other	1,291.23	1,291.23	0.00	100.0%	15,494.76	15,496.00	(1)	100%
Total 8635 · Organist	1,291.23	1,291.23	0.00	100.0%	15,494.76	15,696.00	(201)	99%
8697 · Janitorial	198.66	510.83	(312.17)	38.9%	1,426.09	3,065.00	(1,639)	47%
8710 · Payroll Taxes	1,130.41	1,166.67	(36.26)	96.9%	13,498.22	14,000.00	(502)	96%
Total 8600 · Administrative :	9,040.06	7,947.98	1,092.08	113.7%	89,003.53	93,035.00	(4,031)	96%
Total 8000 · Payroll Expense:	33,615.15	30,746.36	2,868.79	109.3%	364,931.70	371,115.48	(6,184)	98%
8800 · Administrative and Operating								
8805 · Accounting	420.00	450.00	(30.00)	93.3%	7,603.75	5,500.00	2,104	138%
8807 · Bank Charges/Investr	265.28	375.00	(109.72)	70.7%	2,476.79	4,500.00	(2,023)	55%
8810 · Coke Machine	0.00	0.00	0.00	0.0%	0.00	50.00	(50)	0%
8815 · Computer Software	49.00	60.00	(11.00)	81.7%	898.94	720.00	179	125%
8816 · Computer Hardware	0.00	0.00	0.00	0.0%	0.00	3,100.00	(3,100)	0%
8817 · Computer Technolog	380.00	550.00	(170.00)	69.1%	8,517.42	6,600.00	1,917	129%
8820 · Convention and Semi	0.00	0.00	0.00	0.0%	606.00	2,300.00	(1,694)	26%
8825 · Copy Machine	269.02	450.00	(180.98)	59.8%	5,788.62	5,400.00	389	107%
8838 · Funeral	0.00	0.00	0.00	0.0%	0.00	200.00	(200)	0%
8845 · Insurance (property/l	0.00	0.00	0.00	0.0%	14,809.11	15,000.00	(191)	99%
8855 · Mileage	428.51	150.00	278.51	285.7%	1,546.67	1,800.00	(253)	86%
8856 · Janitorial Supplies	0.00	116.67	(116.67)	0.0%	347.94	1,400.00	(1,052)	25%
8865 · Operating Expenses	0.00	175.00	(175.00)	0.0%	394.32	2,100.00	(1,706)	19%
8870 · Pastor's Discretionar	0.00	0.00	0.00	0.0%	0.00	250.00	(250)	0%
8875 · Payroll Processing	137.00	137.00	0.00	100.0%	1,644.00	1,644.00	0	100%
8880 · Postage / Bulk Mailin	19.62	100.00	(80.38)	19.6%	744.88	1,000.00	(255)	74%
8885 · Publications, Dues, Pr	9.99	83.33	(73.34)	12.0%	651.42	1,000.00	(349)	65%
8890 · Publicity	0.00	333.33	(333.33)	0.0%	1,091.33	4,000.00	(2,909)	27%
8896 · Security	52.32	62.50	(10.18)	83.7%	652.84	750.00	(97)	87%
8900 · Telephone/Internet	483.63	400.00	83.63	120.9%	4,751.09	4,800.00	(49)	99%
8912 · Wedding	0.00	0.00	0.00	0.0%	0.00	300.00	(300)	0%
8915 · misc	0.00				0.00			
Total 8800 · Administrative :	2,514.37	3,442.83	(928.46)	73.0%	52,525.12	62,414.00	(9,889)	84%
Total Expense	41,622.23	70,650.86	(29,028.63)	58.9%	505,662.90	581,629.48	(75,967)	87%
Net Ordinary Income	(559.19)	(24,650.86)	24,091.67	2.3%	(61,371.05)	0.52	(61,372)	-11802125%
Other Income/Expense								
Other Income								
9000 · Other Income								
9120 · Driscoll Donations	12.00	10.00	2.00	120.0%	104.00	120.00	(16)	87%
9130 · W/ELCA donations	0.00	0.00	0.00	0.0%	359.00	455.00	(96)	79%
9150 · Memorials (D)	215.00	4,979.28	(4,764.28)	4.3%	1,430.00	7,214.28	(5,784)	20%
9155 · Interest	9.96	7.50	2.46	132.8%	106.25	23.24	83	457%
9000 · Other Income - Other	0.00				0.00			

5:54 AM
 January 5, 2022
 Cash Basis

First Lutheran Church
Profit & Loss Budget Performance
 December 2021

	Dec 21	Budget	\$ Over Budget	% of Budget	Jan - Dec 21	YTD/Annual Budget	\$ Over Budget	% of Budget
Total 9000 · Other Income	236.96	4,996.78	(4,759.82)	4.7%	1,999.25	7,812.52	(5,813)	26%
Total Other Income	236.96	4,996.78	(4,759.82)	4.7%	1,999.25	7,812.52	(5,813)	26%
Other Expense								
9500 · Other Expense								
9510 · FWP	0.00	0.00	0.00	0.0%	89.28	406.56	(317)	22%
9520 · Driscoll Scholarship P	0.00	0.00	0.00	0.0%	0.00	4,000.00	(4,000)	0%
9530 · W/ELCA Payments	0.00	0.00	0.00	0.0%	807.65	1,627.46	(820)	50%
9500 · Other Expense - Othe	326.84	0.00	326.84	100.0%	326.84	100.00	227	327%
Total 9500 · Other Expense	326.84	0.00	326.84	100.0%	1,223.77	6,134.02	(4,910)	20%
Total Other Expense	326.84	0.00	326.84	100.0%	1,223.77	6,134.02	(4,910)	20%
Net Other Income	(89.88)	4,996.78	(5,086.66)	-1.8%	775.48	1,678.50	(903)	46%
Net Income	(649.07)	(19,654.08)	19,005.01	3.3%	(60,595.57)	1,679.02	(62,275)	-3609%

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

A significant portion of the 2021 facilities expenditures, 33% (\$22.7K), went to utilities: water, power and gas. Maintenance of the structures, their systems and equipment, required another 13% (\$8.8K). Lesser amounts, 6% (\$4.4K), supported ongoing cemetery maintenance and improvements, and 5% (\$3.5K) met our Lutherhaven dues commitment. In addition to these normal operating costs, 8% (\$5.2K) went toward completing the Social Hall restroom, and 35% (\$23.7K) paid for reroofing the steeple.

The Monday Morning Ministries (MMM) perform or coordinate 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 continued closure of our buildings to most activities during 2021, maintenance and improvement projects continued under the PFLC COVID safety protocol established in 2020.

The new ADA-compliant restroom, serving the Social Hall, is complete, and certified for occupancy, after three years of focused volunteer effort by a small group of skilled, inhouse craftsman.

The steeple reroof is complete. Reroofing provided a much-needed opportunity to repair and paint the masterfully crafted sheet metal finials that adorn the steeple.

The existing steeple porch and stairs date to 1996. The stairs, which became unsafe over time, were replaced.

Ethan Guerra, a member of Troop #1571, with support from his parents and members of his troop, painted the CC gymnasium for his Eagle Scout project. He and many supporters provided their labor, financial support and in-kind donations to make this possible.

The main office received a facelift through the generous donations of time and materials by a small group of volunteers. The walls were painted, the carpeting cleaned and the window treatments replaced.

The carpeting in the Sanctuary, Narthex, library and PrJG Tina's office was cleaned. And new carpeting, donated by Shoomadoggie Enterprises, was installed in Pr. Alison's office.

Changes, based upon COVID-motivated building ventilation recommendations by ASHRAE, Harvard's T.H. Chan School of Public Health, and others, were made to the church and Christian Center to facilitate returning to in-person worship.

The furnaces' filters in both buildings, and the air-handler filters in the CC, have been upgraded from MERV 8 to MERV 13. While MERV 8 filters are replaced semi-annually, MERV 13 filters, with their much higher filtration efficacy, will require replacement 4-6 times per year.

To further increase the effective fresh air exchange rate within the church, stand-alone HEPA air filtration units (Alen Breathsmart 75i) were added, two in the Sanctuary and two in the Narthex. They are located to best augment the furnace filtration. The goal is an equivalent fresh air change rate (per hour) greater than five in the zone occupied by parishioners.

The Alen Breathsmart units were chosen for their filtering capacity, quiet operation and portability. They are readily redeployed, individually or collectively, when needed, in other spaces provided their air filtration rates satisfy the desired ACH (air change rate per hour) target for those spaces.

The motor-driven louvers in the CC that control the fresh air content of the building's ventilation air have been restored to operation. They are now under timer control. Turning the timer on opens the outside louvers, admitting fresh air, while simultaneously closing the inside louvers, closing off recirculating air. The system reverts to recirculation mode when the timing cycle ends. This approach allows outside air when the building is occupied and reduces heating costs when it is not.

Smaller projects of note during 2021 included 1) repairing the GENIE lift, 2) upgrading the steeple illumination system with LED lights, 3) replacing the existing doorknob latch sets on five Sanctuary exit doors with emergency egress hardware, and 4) sealing a leaking basement wall/floor joint.

Landscape maintenance ebbed and flowed in 2021. Thank you to the volunteers who generously donated both time and money to trim trees and shrubs, remove weeds and vines, and dispose of the resulting waste. Landscape maintenance is a perennial challenge, the more so, as individuals 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.

Going forward, major building systems and components are in immediate or near-term need of significant maintenance:

- ⌘ There are multiple active roof leaks: one in the Sanctuary, one in the Social Hall and one in the Christian Center.
- ⌘ The Christian Center exterior needs repainting.
- ⌘ The church's vinyl siding is due for replacement.
- ⌘ The four church furnaces are in their twilight years and with the pandemic, the church's heating system should be modernized to include fresh air ventilation with energy recovery.
- ⌘ The Christian Center furnace dedicated to heating the kitchen and restrooms is at the end of its functional life. Planning for its replacement should begin soon.
- ⌘ The church's fire alarm system is obsolete and no longer fire-safety-code compliant; it will require complete replacement when the main system-controller fails. This may be relatively soon as the CC sub-controller of the same vintage failed last year.
- ⌘ Finally, a portion of the upper, south CC parking lot is subsiding due to a failing, stacked-rock, retaining wall; several parking stalls may soon be unusable.

In closing, Monday Morning Ministries invites all, men and women, to join our group. We meet Monday mornings from 9:00ish until about 11:00 am. 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

With leadership from Pastor Kent Shane, in 2021 the long- range cemetery committee met several times but has been unable to spend the \$22,000 grant money the State awarded us for the proposed fence along the highway. We had to use money from our maintenance account to pay for a new survey by the city. That survey revealed the rock fence we had planned can't be built there, so we are presently in conversations with the city, while researching the possibilities of a wrought iron fence.

Again this year, mowing was done by Steven Baker or his son Jersey Black Purser.

Mike Regis continued his restorative maintenance work and supervised installation of row markers and beautification, work done by The Girl Scouts. Tom Driscoll cut the encroaching ivy back from the north fence and did some weed whacking. Volunteers Hildur Gleason and Judy Driscoll are working to enhance signage in the cemetery. The entire committee hopes to get walking paths installed on the hillside to enhance safety and accessibility, a grant request that was not funded. A special thanks to Melinda Madamba for her help in getting Steven Baker's paychecks to him faster than the Post Office can.

Tom Driscoll
Cemetery Committe Chairman

OLYMPIC LUTHERHAVEN – PAUL DAVIS



2021 was another challenging year for Olympic Lutherhaven (OLH) – which I am sure is no surprise to anyone. All was not lost as we were able to open the picnic side for small groups in June and in July we opened the Camp side for overnight use. A few churches decided to hold their family camps and it was good to have people using the property again.

Our Caretakers, Stephanie and David, continue to be a blessing to OLH organizing work parties, fund raisers, small events, and even a contest for a new logo. We

raised several thousand dollars through the Kitsap Great Give which allowed us to replace the old rotting swim float on the picnic side.

The County recently changed the rules regarding wells which will require us to spend a large sum of money hiring an engineering firm to make sure our water system is safe for public use. I pray they don't find problems that will require more money to repair.

The annual meeting for OLH will be on a Sunday in February 2022. Time and location TBD. Stay tuned.

Last minute update: Our current Caretakers recently submitted their resignation but are willing to stay on for a while as we search for their replacements. They had been doing a great job, but were not happy in the role for several reasons. They started during the pandemic and have felt lonely and not well supported as not many people have been out at the property. The Camp is old and run down and they felt overwhelmed by all the work needing to be done with very limited funds. They are not wrong in their assessment of the problems we face, but the problems were not all theirs to solve. The Board was surprised by their sudden resignation as they had not voiced this level of frustration with us. The position was also not a good fit for their life goals and so it was the best decision for them. I am sad to see them go, partly because they had done a lot of good for the Camp and now we need to begin the search process again.

Peace,

Paul Davis
Vice President of Olympic Lutherhaven Board of Directors



Ministry	Account	Item	2019 Actual	2020 Actual	2021 Budget	2021 YTD Actual (12/31)	2022 Budget
Facilities	5000	Cemetery Maintenance Expense	\$3,760	\$3,022	\$6,000	\$4,415	\$6,000
Facilities	6120	Capital Improvements	\$79	\$7,682	\$3,200	\$5,194	\$15,000
Facilities	6123	Steeple Re-Roof	\$0	\$2,690	\$26,900	\$23,736	\$0
Facilities	6130	Maintenance - CC	\$3,064	\$5,101	\$9,800	\$4,302	\$8,340
Facilities	6140	Maintenance - Church	\$3,312	\$5,694	\$8,685	\$4,455	\$14,650
Facilities	6160	Maintenance - Grounds	\$288	\$835	\$5,150	\$0	\$5,150
Facilities	6165	Utilities	\$23,522	\$22,364	\$26,800	\$22,705	\$26,850
Facilities	6170	Monday Morning Men	\$0	\$20	\$200	\$0	\$200
Facilities	6180	Maintenance-Lutherhaven	\$2,538	\$2,905	\$3,535	\$3,535	\$3,535

Facilities			\$36,562	\$50,312	\$90,270	\$68,341	\$79,725
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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

As we close out another year of changed learning experiences we also look forward towards continuing to try new things, both to make the best of COVID restrictions and to better the way we go about our study of God's Word. People have come together over Zoom, outside in the fresh air, and inside following our safety protocols. Three different Sunday morning learning groups for everyone PreK and up have been meeting in-between services, and Bible and Brew has met each week to dive into the readings for the upcoming Sunday. We are thankful for the tools we have to creatively grow together, and for the thoughtful planning and innovation of everyone who learns and leads!

The virtual opportunities to meet and learn are available to anyone, all you need is a computer, tablet, or even just a phone to call in! Check on the current studies through the Grapevine, weekly email, or just by asking, and join in with what interests you. Also be watching for shifts in meeting modality through the year as COVID numbers, weather, and other factors let us change the way we meet.

There have been, and continue to be, many additional learning resources available to everyone outside of scheduled classes:

- ⌘ 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

Resources updated weekly on the church website at https://poulsbofirstlutheran.org/?page_id=1210

- ⌘ God's Story/Our Story
- ⌘ Children's Bulletin
- ⌘ Sunday School at Home

We are called to learn, to do good, to care for each other, and to be people of hope. As we move into a new and unknown calendar year, take time to think about not only how you're supporting others in 2022, but also supporting yourself in spiritual growth.

In joy and learning,
Lauren Eyer

FROM THE LIBRARIAN – HELEN HUMES

Much was accomplished in our church library during 2021:

- ⌘ The family bathroom was completed.
- ⌘ The library shelves were cleaned, dusted, and books re-shelved.
- ⌘ The windows and curtains were washed.
- ⌘ The carpet was cleaned.

Mary Angerer and I were busy culling and organizing books. A free book area has been set up for you to examine. In addition to books to check out, there are also puzzles to borrow.

Our “discovery” shelf has returned with new and favorite books to consider such as for children, older groups, and seasonal selections. At this writing, there is an opportunity from 1:00pm to 4:00pm, on Mondays when the library is open for you to come by to look things over.

It has been a pleasure to volunteer in the church library these past few years. We look forward to seeing our church family enjoying the offerings in the library.

Best regards,
Helen Humes

Ministry	Account	Item	2019 Actual	2020 Actual	2021 Budget	2021 YTD Actual (12/31)	2022 Budget
Learning	6313	Cradle Roll	\$167	\$109	\$110	\$109	\$110
Learning	6313.5	Special Programs-PLU Partner	\$500	\$500	\$500	\$500	\$500
Learning	6315	Sunday School	\$201	\$284	\$400	\$130	\$350
Learning	6318	Vacation Bible School/Family Camp	\$158	\$124	\$720	\$490	\$500
Learning	6319	Library	\$0	\$0	\$100	\$0	\$100
Learning	6320	Confirmation	\$347	\$0	\$600	\$38	\$600
Learning	6325	Cross + Gen	\$247	\$0	\$200	\$0	\$200
Learning			\$1,620	\$1,018	\$2,630	\$1,267	\$2,360

Due to COVID and decreased giving, we were unable to meet most of our planned financial serving in the world. We hope that in 2022 we will be able to step up to fund these items. The 2021 donation to Fishline was made in January, 2022, and will be reflected in the 2022 actuals, so the budget was increased to reflect the plan to also fulfil our planned donation for 2022.

Ministry	Account	Item	2019 Actual	2020 Actual	2021 Budget	2021 YTD Actual (12/31)	2022 Budget
Serving	6530	Stewardship	\$0	\$0	\$0	\$0	\$0
Serving	6540	Social Concerns - Unscheduled	\$0	\$0	\$0	\$0	\$0
Serving	6541	North Kitsap Fishline	\$4,000	\$6,000	\$4,000	\$0	\$8,000
Serving	6542	St. Vincent of Poulsbo	\$1,000	\$1,000	\$1,000	\$0	\$1,000
Serving	6543	Benedict House - Reimburse	-\$207	\$0	\$300	\$0	\$300
Serving	6544	Community Meals - Reimburse	\$50	\$0	\$1,100	\$0	\$1,100
Serving	6545	Habitat for Humanity of Kitsap	\$1,800	\$1,800	\$1,800	\$0	\$1,800
Serving	6546	Poulsbo Coffee Oasis	\$925	\$925	\$925	\$0	\$925
Serving	6547	Eli's Place	\$725	\$725	\$725	\$0	\$725
Serving	6548	Kitsap Community Resources	\$725	\$725	\$725	\$0	\$725
Serving	6549	Lutheran Community Services NW	\$725	\$725	\$725	\$0	\$725
Serving			\$9,743	\$11,900	\$11,300	\$0	\$15,300

During this year of COVID some events have been cancelled and others have changed frequency and /or meeting locations.

We were unable to hold the annual **CHRISTMAS BAZAAR** in November due to COVID restrictions. We look forward to having a Bazaar in November 2022 if it is safe to do so by then. The **LUTEFISK DINNER** committee, with deep regret, found it necessary to cancel future lutefisk dinners. After more than 100 years of doing an annual dinner it was a very hard decision to make. COVID restrictions prohibited our family style serving and alternatives would have been very difficult to implement this year. In addition, we could not have the number of people on the floor that it took to cook, serve and clean up. The committee would like to thank all who attended and the many who volunteered to help from peeling potatoes to serving and cleaning up in past years. It literally took 150+ volunteers to put on a dinner in years past, and fewer people were willing to volunteer. The dinner has donated proceeds to Martha and Mary to support some of their programs in years past. We were pleased that many stepped up to donate to Martha and Mary in lieu of the dinner this year!

CIRCLES: Deborah/Lydia circle reinstated the monthly meeting and Bible Study using Gather magazine. They first met via Zoom and then when restrictions eased met in the Social Hall with masks and positive vaccination status on the second Thursday of the month from 2 to 4pm. They will continue to meet in the Social Hall and new participants are encouraged to join the study group.

WELCA: Due to COVID restrictions both the Advent Breakfast and Spring Mugs and Muffins general meetings were cancelled this year.

PFLC QUILTERS also resumed meeting in the Fireside Room to make quilts for Lutheran World Relief. They too abided by masking and vaccination status. In November 84 quilts and 10 Baby Care kits were delivered by the Olson's to the collation point, a church in Ballard. The weight of the shipment was 357 pounds and the cost to ship was \$267.75. Thank you, Quilters! Due to the earlier restrictions only one shipment was sent in 2021. We learned that the 2020 quilts and kits went to Bosnia, Zambia, Chile and the Dominican Republic.

KNIT WITS: The knit wits are back and meeting in the church building again. Lisa Hutcheson is the new leader. They meet on the second Saturday of the month in the Social Hall with current mask and vaccination requirements. Thank you Lisa for offering to lead this group!

FUNERAL RECEPTIONS MINISTRY: This group has been made up of, but not limited to, WELCA (Women of the ELCA at First Lutheran). The list of volunteers is being updated and new volunteers are encouraged. Our purpose is to serve at receptions for families following a memorial service for their loved one at the church. This allows the families to greet and mingle with their guests while all enjoy punch or coffee, a cookie, sweet bread or other snack. Volunteers have helped by providing cookies, breads or other snacks (currently due to COVID, these need to be commercially made). Other tasks are helping with set-up, plating the food,

making coffee, making and serving punch, replenishing the food, clean up, including loading, running and unloading the dishwasher. Each shift is normally about 2 hours. We know this ministry will be busy as COVID restrictions are eased. Thank you to those who have volunteered and we invite those interested in helping to talk with Carin Nelson, 360-509-8831, Hildur Gleason, 360-930-0046 or Sharon Brown, 360-930-0046.

BOY SCOUT TROOP 1571

Once again the scouting year was one of hybrid activities as we watched the COVID-19 impacts ebb and flow, but the troop was able to stay active the whole year to provide our young men with camaraderie, leadership opportunities, outdoor experiences, and examples of good character and morals. The scouts have adapted to the changing conditions and continue to take advantage of the opportunities we can safely provide.

The year started with us still in strict COVID protocols, so all our meetings were virtual until June 1. We were still able to safely do things locally outside, so the beginning of the year had numerous hikes, geocaching, and Eagle Service Projects. In June we started holding our meetings outside at Raab Park, per troop custom, so the scouts were finally able to be in person for meetings, learning skills, and playing games. In October we continued to have meetings but needed to move inside due to earlier sunsets. Safety of our scouts is paramount and with much debate and research we have continued to modify our procedures to best serve the troop.

The year was an amalgam of traditional scouting and bending to COVID-19 sensitivities when considering the activities. In May the troop returned to camping, but most were local to avoid the need for carpooling and scouts slept one to a tent. There were campouts though, held at Kitsap Memorial State Park (one inviting local Webelos to meet the troop), Lutherhaven, and Fort Flagler. The scouts attended summer camp locally at Camp Parsons (Quilcene). They attended a virtual merit badge clinic, had a Swimming merit badge day at the Silverdale Y, a fun water day at Lutherhaven, a night of bowling, a guided tour of the Keyport Naval Undersea Museum, and a mini lock-in where they played games for hours.

One of the highlights of the year for twelve of our members (nine scouts and three adult leaders) was a trip to the Philmont Scout Ranch in New Mexico. Many consider Philmont to be the quintessential scouting high adventure and our team completed a seven-day backpacking trek covering around 50 miles of rugged, beautiful NM mountains. Consensus was the trip, while very difficult, was amazing and worth the effort.

In addition to the fun and educational, the troop has also continued to work on advancement and giving back to the community. We had four scouts earn the rank of Eagle Scout and two more finish their Eagle Scout project. Our virtual courts of honor awarded numerous rank advancements, merit badges, service pins, and special awards. The scouts conducted six Eagle service projects, were able to resume the annual flag retirement ceremony, volunteer with tree planting at Seabeck Creek, participated in a Trunk or Treat for local Cub Scouts, and assisted with the ceremonies honoring veterans in the local cemetery (flags at Memorial Day and Wreaths Across America in December).

The past year has been challenging, but the troop has risen the challenge. We have sadly seen some scouts leave the troop as they age-out but an even bigger cohort of new scouts has joined to bolster the ranks. The troop moves forward to serve God and country, community and environment, friends and strangers, all while developing young men we can be proud of.

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



Ministry	Account	Item	2019 Actual	2020 Actual	2021 Budget	2021 YTD Actual (12/31)	2022 Budget
Supporting	6700	Support - Other	\$0	\$0	\$0	\$0	\$0
Supporting	6740	Youth Projects	\$81	\$0	\$200	\$0	\$200
Supporting	6765	Operating Expenses: Social Hour	\$620	\$94	\$300	\$0	\$300
Supporting	6770	Pastoral Care	\$512	\$499	\$300	\$178	\$300
Supporting	6780	Concerts	\$0	\$0	\$0	\$0	\$0
Supporting			\$1,213	\$593	\$800	\$178	\$800

Due to COVID and decreased giving, we were unable to meet our planned financial serving in the world. We hope that in 2022 we will be able to step up to fund these items.

Ministry	Account	Item	2019 Actual	2020 Actual	2021 Budget	2021 YTD Actual (12/31)	2022 Budget
Witnessing	6900	Witnessing Outreach	\$0	\$0	\$0	\$0	\$0
Witnessing	6910	SWWA Synod	\$12,142	\$12,000	\$12,000	\$0	\$12,000
Witnessing	6920	Lutheran World Relief	\$2,500	\$2,500	\$2,500	\$0	\$2,500
Witnessing	6930	World Hunger	\$1,300	\$1,300	\$1,300	\$0	\$1,300
Witnessing	6940	New Member Visitation & Evangelism	\$0	\$0	\$0	\$0	\$0
Witnessing	6987	Race and Social Justice	\$0	\$0	\$500	\$0	\$500
Witnessing	6972	Missions - Unscheduled	\$0	\$0	\$0	\$0	\$0
Witnessing	6986	Missionary Recognition & Support	\$0	\$0	\$1,000	\$0	\$1,000
<i>Witnessing</i>			<i>\$15,942</i>	<i>\$15,800</i>	<i>\$17,300</i>	<i>\$0</i>	<i>\$17,300</i>

Since the Worship & Music ministry head position is currently vacant, I will attempt to write a report that includes both Worship and Music and the Music Director.

With the ongoing COVID pandemic still quite prevalent this entire year, worship in 2021 started out to be much like a repeat of 2020 but with some obvious changes and “upgrades.”

PFLC’s online presence continued through August as a collaboration between Pastor Alison and Pastor Kent along with Pastor Paul Stumme-Diers from Bethany Lutheran and producer Jonathan McClung. During that time the church purchased the needed equipment to stream online ourselves so that we no longer needed to contract the services of Jonathan and Perceptico. Jonathan trained Paul Davis on the equipment and Paul subsequently trained other individuals to run the streaming that continues to this day. This continued to keep us gathered together even though we were remote.

In the hope of eventually returning to “in-person service”, the live streaming was moved into the Christian Center in August. Services continued with only an online presence until October 2021. Shortly after the streaming was moved to the CC Worship and Music met to plan how we might facilitate the transition to “in person worship” safely. We discussed several aspects such as where would we meet, what special health precautions would be needed, how would we deal with offering and safely serve communion.

After much study, discussion, planning and revisions, a plan was submitted to the church council. Council approved in person services to start in the CC as soon as more fresh air flow could be created. This was accomplished through the efforts of Jim Angerer and Mike Collier as they were able to increase the outside fresh air flow by repairing the outside air intake louvers. How fitting that in person services started on Reformation Sunday.

Cathedral Choir rehearsals resumed in the CC in order that choir would be ready to sing on that first Sunday back together. It was quite the challenge with many adjustments for choir including learning to sing with masks and staying socially distanced which made it difficult to hear. Quite often members wore coats and wrapped themselves in quilts since we could not have the heat on while people were present.

Many thanks to the Altar Guild, basically a two-person crew of Hildur Gleason and Judy Driscoll. They placed the communion elements for each service on the individual tables and then cleared them away after. Hildur had also been very instrumental in making sure everything was done in the sanctuary for our online services such as changing the paraments and making sure the candles were replaced.

Special gratitude goes out to Jim Angerer and Mike Collier. After extensive research, measurements, and computations, they were ultimately able to find air purifiers that would meet the excellent air quality range proposed for schools. Those units were purchased, two for the sanctuary and two for the narthex. With those in place, the in-person services were moved to the sanctuary on December 12th. This accomplishment was met with much enthusiasm and joy after 20 months of being out of the sanctuary.

The move to the sanctuary was extra special for Cathedral Choir members as it enabled them to debut the beautiful new robes given by the Saba/Coffee family as a memorial to honor their mother, Marilyn Saba, for her 60 years of service as a church musician. This was such a generous and much needed gift since the previous robes were 35 years old.

There are many people to thank for all their efforts this past year to keep worship services going. There are many aspects to worship, some of which are in the forefront and some in the background, whether it is the planning, set-up, recording, preparing sermons, or providing special music. Thanks to Paul Davis for his Children's Sermons which are enjoyed by all ages, to Miriam Haddon for her beautiful piano preludes, accompaniment of hymns and special music, and to all who provided special music which are too many to list. Special thanks to Hildur Gleason and Judy Driscoll for serving as Altar Guild as already mentioned. Thank you to our dedicated choir members who were anxious to get back together to share music after 20 months off. Thank you to Paul Davis and those he trained to be streaming technicians in order to continue our online presence. Thanks also must go to Melinda Madamba for getting out the worship bulletins and worship resources to our congregants.

Our gratitude goes out to our Pastors, Alison and Kent, who ensured we had the opportunity to worship during these trying times of COVID. They worked so diligently to provide the online streaming and then to make sure everything was in place for the return to "in person service". Pastor Alison led all the liturgy and singing of the hymns as well as organizing the slides for the streaming. Thanks to both Pr. Alison and Pr. Kent for their wonderful sermons each week. We are so fortunate to have such dedicated pastors as this time has been a challenge for them as well.

This summer we welcomed our intern, "Pastor Jr. Grade" Tina Bigelow. We are so blessed to have her as part of our church family as she increasingly takes on more duties both in worship and out.

As I looked over last year's Worship and Music Report submitted by Joanne Erickson, I couldn't help but notice one sentence and I quote: *"We look forward to when we can hold worship services in our sanctuary again."* Well thanks to the tenacity and diligent work of so many individuals we are back! (Not that our worshipping ever left, it just looked different.)

It has been wonderful to have worshipping choices whether online or in person as we continue to be ***"People gathered and sent in the love of Christ"***.

Respectfully submitted,
Debbie Collier, Music/Choir Director

Ministry	Account	Item	2019 Actual	2020 Actual	2021 Budget	2021 YTD Actual (12/31)	2022 Budget
Worshipping	7110	Altar Flowers	\$1,923	\$1,482	\$1,800	\$1,264	\$1,800
Worshipping	7120	Altar Guild	\$633	\$133	\$800	\$42	\$800
Worshipping	7130	Music/Equipment-Bells	\$190	\$0	\$100	\$0	\$100
Worshipping	7140	Bulletins	\$1,166	\$600	\$800	\$36	\$800
Worshipping	7150	Cathedral Choir Music	\$1,440	\$453	\$900	\$231	\$900
Worshipping	7160	CCLI License	\$592	\$987	\$1,000	\$938	\$1,000
Worshipping	7200	Operating Expenses	\$394	\$1,393	\$1,000	\$234	\$3,000
Worshipping	7201	Online/Multimedia expenses	\$0	\$5,760	\$15,000	\$13,924	\$1,500
Worshipping	7220	Organ/piano Tuning	\$670	\$590	\$1,200	\$0	\$1,000
Worshipping	7230	Substitute Organist/Musicians	\$750	\$0	\$1,200	\$0	\$600
Worshipping	7270	Pulpit Supply/Guest Pastor	\$1,021	\$0	\$2,000	\$436	\$2,000
Worshipping			\$8,779	\$11,398	\$25,800	\$17,105	\$13,500

Baptism:

Torvald Wilson Trondsen

10/17/2021

Parents: Curtis & Jessica Trondsen

New Members:



Roland & Erin Sanchez

Liliana, Cecilia, Graciela

Received via transfer 3/9/2021

ADMINISTRATION MINISTRY FUNDING PLAN

Ministry	Account	Item	2019 Actual	2020 Actual	2021 Budget	2021 YTD Actual (12/31)	2022 Budget
Administration	8305	Lead Pastor 1 - Salary	\$61,262	\$63,361	\$64,461	\$64,461	\$67,379
Administration	8315-35	Lead Pastor 1 - Benefits	\$30,332	\$30,485	\$31,963	\$31,645	\$33,794
Administration	8340	Lead Pastor 1 - Continuing Ed.	\$567	\$154	\$700	\$75	\$700
Administration	8405	Lead Pastor 2 - Salary	\$61,262	\$63,361	\$64,461	\$64,461	\$67,379
Administration	8415-35	Lead Pastor 2 - Benefits	\$30,582	\$30,816	\$31,963	\$31,973	\$33,794
Administration	8440	Lead Pastor 2 - Continuing Ed.	\$490	\$0	\$700	\$0	\$700
Administration	8505	Director of Faith Formation - Salary	\$61,235	\$63,530	\$64,824	\$64,824	\$67,603
Administration	8521/25	Director of Faith Formation - Benefits	\$18,245	\$18,140	\$18,308	\$12,366	\$10,428
Administration	8540	Director of Faith Formation - Con. Ed.	\$675	\$373	\$700	\$60	\$700
Administration	8620	Music/Choir Director	\$15,610	\$14,901	\$15,859	\$15,859	\$15,859
Administration	8621	Choir -Continuing Ed	\$0	\$0	\$200	\$0	\$200
Administration	8625	Nursery Care	\$2,651	\$830	\$1,643	\$0	\$1,740
Administration	8630	Office Manager - Salary	\$40,044	\$40,321	\$41,245	\$41,225	\$43,524
Administration	8631	Office Manager - Benefits	\$800	\$1,500	\$1,500	\$1,500	\$1,500
Administration	8635	Organist	\$15,245	\$15,495	\$15,496	\$15,495	\$15,496
Administration	8636	Organist -Continuing Ed	\$80	\$80	\$200	\$0	\$200
Administration	8646	Parish Nurse Training	\$0	\$0	\$0	\$0	\$0
Administration	8697	Janitorial	\$6,579	\$1,873	\$3,065	\$1,426	\$3,246
Administration	8699	Wages - Misc	\$0	\$0	\$0	\$0	\$0
Administration	8710	Payroll Taxes	\$13,539	\$12,857	\$14,000	\$13,498	\$14,000

Ministry	Account	Item	2019 Actual	2020 Actual	2021 Budget	2021 YTD Actual (12/31)	2022 Budget
Administration	8805	Accounting	\$5,241	\$4,253	\$5,500	\$7,604	\$5,000
Administration	8807	Bank Charges/Investment Fees	\$1,125	\$3,212	\$4,500	\$2,477	\$3,500
Administration	8810	Coke Machine	-\$88	\$0	\$50	\$0	\$50
Administration	8815	Computer Software	\$1,389	\$1,106	\$720	\$899	\$1,000
Administration	8816	Computer Hardware	\$1,260	\$2,352	\$3,100	\$0	\$3,100
Administration	8817	Computer Technology	\$5,240	\$6,030	\$6,600	\$8,517	\$6,600
Administration	8820	Convention and Seminar	\$2,326	\$0	\$2,300	\$606	\$300
Administration	8825	Copy Machine	\$5,030	\$5,628	\$5,400	\$5,789	\$2,450
Administration	8838	Funeral Expenses	\$155	\$0	\$200	\$0	\$200
Administration	8840	Hospital Flowers	\$0	\$0	\$0	\$0	\$0
Administration	8845	Insurance	\$12,976	\$13,685	\$15,000	\$14,809	\$15,750
Administration	8855	Mileage	\$703	\$1,413	\$1,800	\$1,547	\$1,000
Administration	8856	Janitorial Supplies	\$1,309	\$593	\$1,400	\$348	\$1,400
Administration	8865	Operating Expenses	\$1,820	\$1,039	\$2,100	\$394	\$2,100
Administration	8870	Pastor's Discretionary	\$165	-\$200	\$250	\$0	\$250
Administration	8875	Payroll Processing	\$1,644	\$1,644	\$1,644	\$1,644	\$1,644
Administration	8880	Postage/Bulk Mailing	\$933	\$901	\$1,000	\$745	\$1,000
Administration	8885	Publications, Dues and Permits	\$983	\$321	\$1,000	\$651	\$1,000
Administration	8890	Publicity	\$2,306	\$1,159	\$4,000	\$1,091	\$2,000
Administration	8896	Security (Guardian)	\$640	\$653	\$750	\$653	\$750
Administration	8900	Telephone/Internet	\$2,902	\$4,930	\$4,800	\$4,751	\$4,800
Administration	8905	Training (Council)	\$0	\$0	\$0	\$0	\$0
Administration	8910	Treasurer's Discretionary	\$0	\$0	\$0	\$0	\$0
Administration	8912	Wedding	\$0	\$0	\$300	\$0	\$300
Administration	8915	Miscellaneous	\$0	\$0	\$0	\$0	\$0

Administration (Payroll and Expense) Total

Administrative Expenses	\$407,257	\$406,795	\$433,703	\$411,393	\$432,437
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2021 MINISTRY FUNDING PLAN SUMMARY

2022 Budget	Summary	Updated 1/21/2022	2019 Actual	2020 Actual	2021 Budget	2021 YTD Actual (12/31)	2022 Budget
<i>Facilities</i>			\$36,562	\$50,312	\$90,270	\$68,341	\$79,725
<i>Learning</i>			\$1,620	\$1,018	\$2,630	\$1,267	\$2,360
<i>Serving</i>			\$9,743	\$11,900	\$11,300	\$0	\$15,300
<i>Supporting</i>			\$1,213	\$593	\$800	\$178	\$800
<i>Witnessing</i>			\$15,942	\$15,800	\$17,300	\$0	\$17,300
<i>Worshipping</i>			\$8,779	\$11,398	\$25,800	\$17,105	\$13,500
Ministry Expenses			\$73,861	\$91,020	\$148,100	\$86,891	\$128,985
Administrative Expenses			\$407,257	\$406,795	\$433,703	\$411,393	\$432,437
Legal Expenses (not budgeted)			\$0	\$0	\$0	\$0	\$0
Designated Fund Expenses (Not included in ministries budgets.)			\$14,760	\$2,962	\$0	\$7,379	\$0
Total Expenses			\$495,878	\$500,778	\$581,803	\$505,663	\$561,422
Balance Forward - Prior Year Gen'l Checking Accounts (not included in Total Income)							
Total Transfers - From Investment Income (\$12,000*2 + \$21,000)			\$12,000	\$31,000		\$45,000	
Total Transfers - From Lenore Meyers Investment			incl in income	incl in income		incl in income	
Total Cemetery Mtce Income			\$7,084	\$3,915		\$5,935	
Total Designated Income			\$21,262	\$13,441		\$15,890	
Total General Income			\$459,738	\$448,812	\$581,803	\$422,467	\$561,422
Total Income			\$500,083	\$497,168	\$581,803	\$444,292	\$561,422
Net Operating Result (Total income minus total expenses and designate			\$4,206	-\$3,610	\$0	-\$61,371	\$0

The building fund will be used as needed to meet facility needs.

Ministry	Account	Item	2019 Actual	2020 Actual	2021 Budget	2021 YTD Actual (12/31)	2022 Budget
Non-Budgeted							
Designated Income received (included in income above)							
Learning	6275	Scholarship * (pass-through)	\$3,350	\$1,300	\$0	\$1,000	\$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	Lutfisk Dinner * (pass-through)	\$9,608	\$1,662	\$0	\$0	\$0
Supporting	6730	Trolls * (pass-through)	\$1,184	\$0	\$0	\$315	\$0
Supporting	6747	Christmas Bazaar * (pass-through)	\$619	\$0	\$0	\$0	\$0
Administration	8680	Seekers Pastor Expenses	\$0	\$0	\$0	\$0	\$0
Administration	8681	Clergy Intern	\$0	\$0	\$0	\$6,064	\$0
Summary of "Pass-Through" Expenses			\$14,760	\$2,962	\$0	\$7,379	\$0
NOTES: * Non budgeted ministry item							

Change and the need for creativity have become constants over the last year and a half in many aspects of life, including the church. This was the case for **Living Christ Lutheran Church** in Flagstaff, Ariz., even before a global pandemic caused many of us to rethink what it means to be church. Generosity from all three expressions of the ELCA (the churchwide organization, the Grand Canyon Synod and members of Living Christ) helped turn a congregation “on the road out of town, near the mall” into an online presence reaching over 500 people a week from Phoenix to the Philippines. (Read more about Living Christ in the current issue of “**Stories of Faith in Action**” at [ELCA.org/SOFIA](https://www.elca.org/SOFIA).)

Many other congregations have found new ways to connect both when in-person worship was impossible and when congregations began to return to their sanctuaries. Generosity, especially through Mission Support, helped us find and support these new ways of being connected. Early in the pandemic, ELCA Worship launched the “Worship in the Home” webpage, with Scripture, hymn links, prayers and reflections for each

Sunday. These resources were and continue to be used in congregations across the ELCA—even at **Sitka Lutheran Church** in Alaska, whose members printed and hand-delivered “Worship in the Home” resources to fellow members without internet access.

Change and creativity have taught us many things. As Pastor Sandra Rudd of Sitka Lutheran Church noted, “The pandemic was a stark illustration of the fact that the church is not a building. A lot of people say that, but we didn’t fully know it until we didn’t have a building to use. We learned that there are many ways to be connected as the church.” Throughout the pandemic, the ELCA has changed and adapted, doing ministry in new and creative ways, because of the generosity of its members. Even now, you may be gathering in a new way for your annual meeting, to discern how you will steward the gifts shared generously with your congregation to do ministry in your community and beyond. As you have these important conversations, remember that your gifts of time, talent and resources have helped create new spaces beyond our walls and buildings where we continue to worship, serve and love God and each other.

ANNUAL REPORT

2021