



Agnus Dei Lutheran Church Annual Report 2023



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Agnus Dei Council

July 1, 2023 to June 30, 2024



Lynette Brentin
Council President



Gary Gemar
Council Vice President



Linda Olson
Council Secretary



Marilyn Colyar
Worship Committee



Guy Johnson
Properties Team



Ronnie Kulman
GWOH Community



Joy McCraw
Little Lambs Board



Linda Ribary



Debbie Snowden
GWOH Congregation



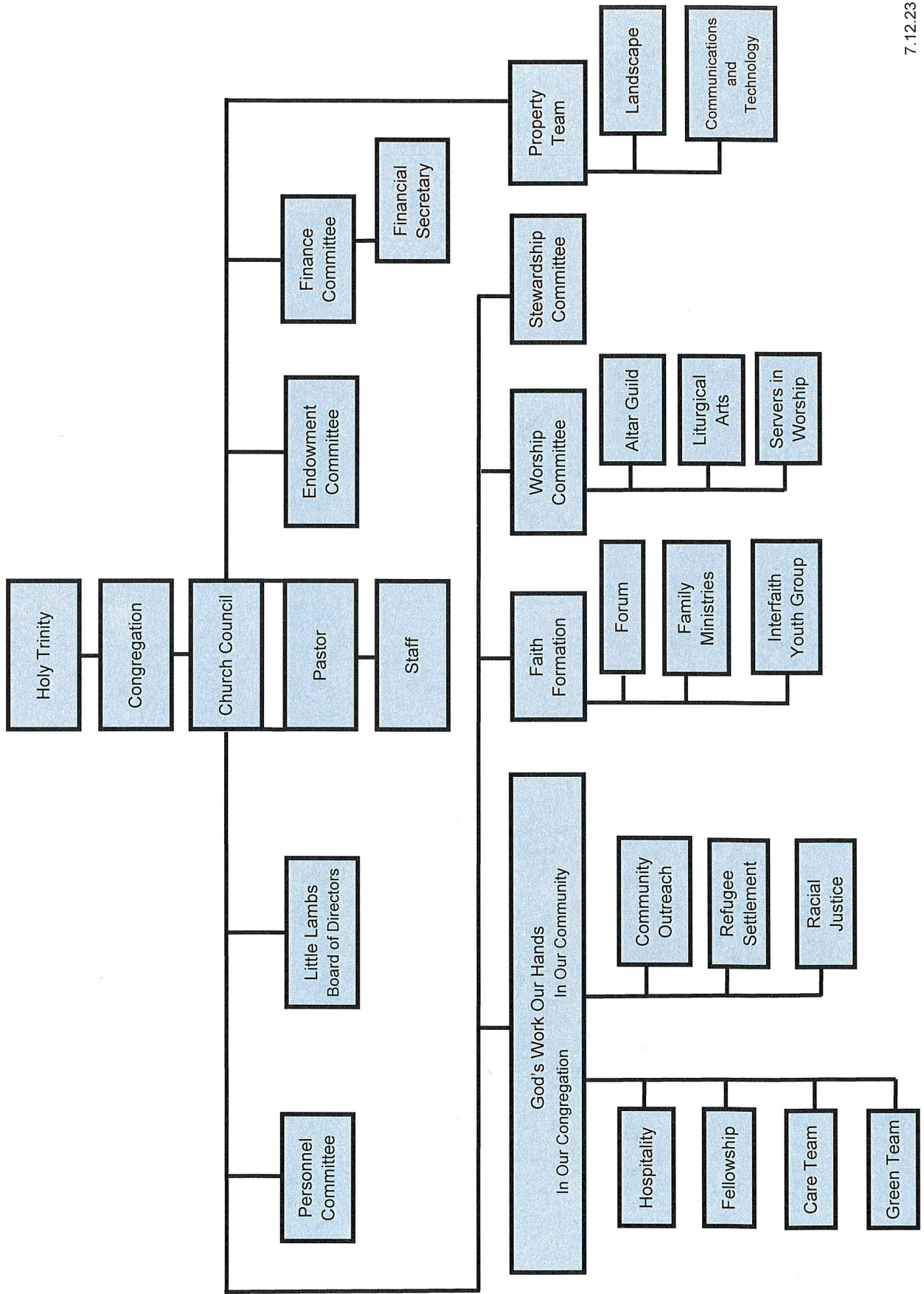
Randy Spitzer
Finance Committee



Mike Snowden
Church Treasurer

AGNUS DEI LUTHERAN CHURCH

Organizational Chart



2023 Statistics

Changes in Membership

New Members Added---8

Teena Kusche
Paul Kusche
Pam Gilroy
Peggy Mickelson
Sue Bjornson
Leon Bauer
Janet Bauer
Jody Viscardi

Baptisms---1

Tage Morgan Dobszinsky, 4/8/23

Confirmations---0

Members Removed by Transfer—1

Judy Latimer 10/30/23

Members Removed by Death---3

Mavis Moore, 3/14/23
Deborah Brueckner, 5/4/23
Frank Witt, 5/16/23



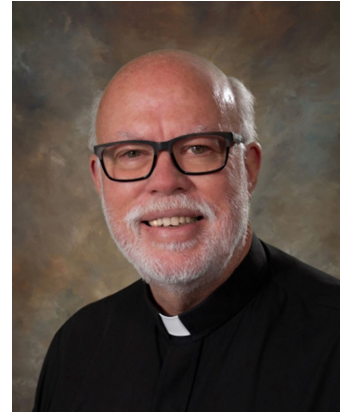
Baptism: Tage Dobszinsky



Agnus Dei Staff



*Pastor Seth Novak
11/23/14—6/25/23*



*Pastor Duane Fister
Parental Leave Coverage
1/2/2023—3/26/2023*

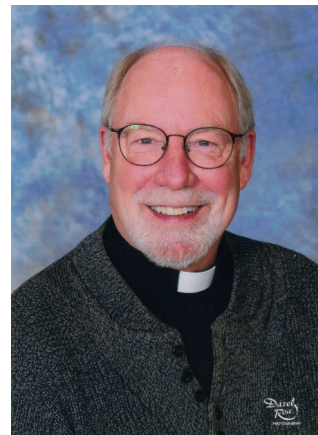
Co-Interim Pastors



*Pastor Julie Hutson
Bridge: July-August*



*Pastor Kim Latterell
9/10/2023—present*



*Pastor Tom Aitken
9/10/2023—present*



November 2023

Back row: Shannon Moore, Preschool Director; Pastor Kim Latterell; Susan Luebeck, Church Musician; Pastor Tom Aitken, Front Row: Deacon Shari Shull, Minister of Music; Cindy Beals Office Administrator; Cindy Hart, Finance Administrator

From your Church Council:

There has been a lot happening at Agnus Dei in this past year.

2023 has been a year marked with changes in pastoral leadership. We began the year with Pastor Duane Fister while Pastor Seth Novak was on Parental leave through the first quarter. When Pastor Seth announced that he had taken a call at Key Peninsula Lutheran and would be leaving at the end of June, we welcomed Pastor Julie Hutson as Bridge Pastor. On September 5th we welcomed Pastor Tom Aitken and Pastor Kim Latterell as our Interim Co-Pastors and they continue to fill that position. Through all these changes we have continued to experience worship that is liturgical, musical, reverent, and joyful.



*Lynette Brentin
Council President*

With the leaving of Pastor Seth, a transition team was established and began gathering feedback for Agnus Dei's Vision for Mission in order to complete our Ministry Site Profile. When the MSP was submitted, a call committee was approved to take on the task of finding the best fit for a new pastor to Agnus Dei. They continue to meet weekly in their search.

The home we purchased many years ago as part of our expansion into the adjoining five acres, was sold to the Homestead Community and after a complete renovation, opened as a family home for foster children.

True to Agnus Dei form, outreach to our local and world community has stayed strong this past year. Our mission to share God's love with our neighbors in need is shown through a variety of monthly and ongoing projects. We have continued our partnership with the Safe Parking Program by providing overnight parking as well as sanitary services for those living in their vehicles. We also host a mother and son living long-term in a trailer on our grounds. This past year we also celebrated the addition of a Little Free Food Pantry in our parking lot sponsored by the Gig Harbor Midday Rotary.

In response to concern from our preschool parents, the Council embarked on safety measures to increase security in our building. In addition, we installed exterior doors in the remaining two classrooms, in anticipation of increased preschool enrollment.

In support of our Agnus Dei family, our Care Team offers assistance to any who are in need in the form of rides to appointments, birthday and get well cards, blood pressure checks, meals for any experiencing illness, as well as home communion visits.

Agnus Dei has a strong belief in Faith Formation for all ages, our Forum Committee has continued to provide weekly forums on a variety of relevant topics; Family Book Club and Kids Night Out are popular monthly events for families; and weekly and monthly bible studies and discussion groups offer a variety of opportunities for in-depth discussions.

These and many other programs continue to enrich our lives and make God's love known locally and globally. We have much to celebrate and look forward to continuing these programs and more that may be developed in 2024.

Prayer:

Creator of Time, as we stand on the brink of a new year, infuse our spirit with hope. Grant us the strength to face challenges and the courage to embrace the unknown. May the coming year be filled with growth, joy, and purpose. Amen.

Lynette Brentin

Council President

Year End Financial Report

AGNUS DEI LUTHERAN CHURCH			
2023-24 FISCAL YEAR SUMMARY (FEB 1, 2023-JAN 31, 2024)			
	Feb 2023 - Jan 2024 Actual	Feb 2023 - Jan 2024 Budget	% of YTD Budget
OPERATING INCOME:			
Unrestricted Offerings	442,800	460,000	96%
Joint Youth Group Offerings	12,000	12,500	96%
Rental House Reserve Reimb.	8,317	7,838	106%
Little Lambs Preschool Tithe	12,865	13,500	95%
Community Donations	3,081	2,690	115%
Miscellaneous Income	6,492	1,700	382%
Vacation Bible School Donations	-	2,000	0%
TOTAL INCOME	485,554	500,228	97%

OPERATING EXPENSES			
Ministry of Education	2,308	6,400	36%
Ministry of Mission	52,891	42,850	123%
Ministry of Programs	6,341	8,850	72%
Administrative Expenses	154,435	174,482	89%
Staff and Services	267,167	315,970	85%
TOTAL EXPENSES	483,141	548,552	88%
Cash Committed From Previous Years		48,905	0%
NET OPERATING INCOME*	2,413	581	

* Detailed financial reports are available upon request. Contact the Mike Snowden to request a copy.

Funds from gifts and bequests were set aside this past year to maintain, repair, and improve the infrastructure of ADLC. We have a freshly rebuilt piano thanks to a gift to the music program. Funds were set aside to improve the technology throughout the entire building from new computers for the staff to updated streaming and presentation equipment in the sanctuary and parish hall. Other funds were set aside to improve the security of the building, especially for our Little Lambs Preschool children. The funds that were set aside became very important when the front door and the fire suppression and alarm monitoring systems needed to be replaced and brought up to code.

Prepared by Mike Snowden 5/8/2024

Giving to Others Feb 2023 - Jan 2024 ¹	
Associated Ministries	1,600
ELCA Mission Support (Gifts)	19,108
ELCA Mission Support (Budgeted)	38,090
ELCA World Hunger	7,000
ELCA Disaster Relief	298
ELCA Good Gifts	3,266
FISH & Key Peninsula Foodbank	2,946
Food Backpacks 4 Kids	3,146
Food Pantry GH Rotary	400
Little Lambs Preschool	2,097
Total Giving to Others	77,951

¹These funds are pass-thru & not part of the Operating Budget, except for ELCA Mission Support (budgeted). Mission Support (budgeted) is 6% of monthly Unrestricted Giving for Feb - April and 10% beginning in May. ELCA Mission Support (Gifts) includes \$18,909 from Estate Gifts & \$199, a separate designated offering.

Endowment Fund and Reserves as of 1/31/24	
Above & Beyond Endowment	\$ 70,560
ADLC Technology Upgrade	\$ 6,746
Building Maintenance Fund	\$ 15,327
Building Security Upgrades	\$ 29,767
Dishwasher Purchase	\$ 10,000
Estate & Other Gifts	\$ 8,000
Front Door Installation	\$ 21,336
Future Needs Reserve	\$ 20,402
Joint Youth Group	\$ 5,685
Music Equipment Upgrades	\$ 549
Operating Reserve	\$ 65,618
Reserve-Other Designated Use	\$ 8,681
TOTAL, ALL RESERVES	262,670

Congregational Meeting Minutes

1/22/23

Meeting held on in-person and on the Zoom platform

AGNUS DEI LUTHERAN CHURCH SPECIAL CONGREGATIONAL MEETING JANUARY 22, 2023

Pastor Duane Fister began the meeting with a prayer.

Lynette Brentin, Council President, called the meeting to order at 12:20 PM. Fifty-eight voting members were present, which confirmed a quorum. The meeting was held in person and also via Zoom.

The agenda was reviewed and approved by consensus. Lynette noted that the following information was provided to the congregation by email prior to the meeting: Meeting Agenda, the 2022 Annual Report, and the 2023 Budget Preview.

Julie Bell presented the Year-End Financial reports, including the Balance Sheet and the Operating Income and Expense statement for January – December 2022. She also presented a statement of Projected Income/Expense through January 31, 2023. This report for thirteen months is to include the transition month before the start of the next fiscal year on February 1, 2023. A copy of these reports is available in the church office. Julie noted that Agnus Dei's financial status is better than the previous year, with estimated operating income exceeding operating expenses by more than \$30,000. If projections for income and expenses through the end of January 2023 are accurate, the Cash on Hand will be in the range of \$46,000-\$48,000.

Lynette Brentin gave a report on the status of Agnus Dei's Reserve Accounts, including recent actions taken by the Congregation Council and proposals for the Congregation to consider.

The Reserve Accounts include: Operating Reserve Account (current balance \$40,000), Above and Beyond Fund (current balance \$28,516), Building Maintenance Fund (current balance \$ 33,342), Designated Funds Reserve (current balance \$23,268) and the Rental House Reserve (current balance \$32,411).

Council actions:

1. For the Operating Reserve Account: Allocate \$24,000 from a recent Estate gift to increase the Operating Reserve to \$64,000, to cover at least two months' operating costs.
2. For the Designated Reserves Account: Direct the Treasurer and Finance Committee to move reserve funds in this account to income-producing institution until funds are needed.
3. For the Building Maintenance Fund: Maintain this Reserve account and evaluate results of current work to plan for future building maintenance needs.

Council recommendations:

Congregational Meeting Minutes

1/22/23 continued

1. Use the balance of \$28,516 in the Above and Beyond Fund to start the Above and Beyond Endowment Fund, to be established in the ELCA Foundation's Ministry Growth Fund and close the Reserve account currently at the Mission Investment Fund.
2. Use the remaining funds in the Rental House Reserve account to address costs associated with the sale of the Rental House and transfer the balance to Operation Reserve funds for future planning.

Lynette completed the presentation and requested motions to address the Council's recommendations.

- A motion (Spitzer, Middleton) was made to transfer all funds in the Above and Beyond account at the Mission Investment Fund to the new ADLC Above and Beyond Endowment Fund at the ELCA Foundation and to close the MIF sub-account. This motion was approved by a voice vote, with no nays or abstentions.
- A motion (Daug, Marquardt) was made to use the remaining funds in the Rental House Reserve to cover all costs associated with completing the sale of the rental house and to transfer the remaining balance to the Operation Reserve for future planning and use. The motion was approved by voice vote, with no nays or abstentions.

Julie Bell presented the proposed 2023 budget on behalf of the Council. Copies of the budget were available at the meeting for anyone who wished to see it, and copies will be available in the church office. Total projected income is estimated at \$492,100, expenses at \$510,154. There is cash on hand to cover the deficit if needed. The Council requests that the congregation approve the proposed budget.

- A motion (Gamer, Waite) to adopt the proposed budget for the new fiscal year beginning February 1, 2023 and ending January 31, 2024 was approved by voice vote unanimously, with no nays or abstentions.

The Council decisions regarding Gifts given December 2021 to December 2022 were reviewed with the congregation. A copy of the report on disbursement of these gifts is available in the church office.

- A motion (Spitzer, Bridgforth) to adjourn the meeting was approved by voice vote, with no nays or abstentions. The meeting adjourned at 1:15 PM

Respectfully submitted,

Marlene Bridgforth, Secretary

Approved by Congregation on

May 21, 2023

Congregational Meeting

March 12, 2023

Hybrid Meeting

AGNUS DEI LUTHERAN CHURCH SPECIAL CONGREGATIONAL MEETING March 12, 2023

Lynette Brentin, Council President, called the meeting to order at 10:50 a.m. The meeting was conducted in-person and via Zoom.

A quorum of voting members was confirmed.

Lynette explained that the only topic for this meeting, per Constitution requirements, was the election of delegates to the upcoming Synod Assembly meeting. There were no other agenda items.

A motion was made (Bridgforth/Higgins) to elect Gary and Kathy Gemar as voting delegates representing Agnus Dei Lutheran Church to the annual Synod Assembly, hosted by the Southwestern Washington Synod of the Evangelical Lutheran Church in America. The Synod Assembly is scheduled for May 5 – 6, 2023. The motion passed by unanimous consent, with no dissenting votes noted.

Lynette thanked everyone for attending the meeting. The meeting was adjourned at 10:52 a.m.

Respectfully submitted,

Marlene Bridgforth, Secretary

Approved by Congregation on

May 21, 2023

Congregational Meeting

May 21, 2023

Hybrid Meeting

ADLC CONGREGATIONAL MEETING

MAY 21, 2023

Pastor Seth Novak began the meeting with a prayer.

Lynette Brentin, Council President, called the meeting to order at 12:30 PM. Fifty-eight voting members were present, which confirmed a quorum. The meeting was held in person and also on Zoom.

The agenda was reviewed and approved.

The following information was provided to the congregation by email and in print prior to the meeting: The Meeting Agenda, the Proposed Revision to the Agnus Dei Bylaws, and the minutes from the congregational meetings held on November 20, 2022, January 22, 2023, and March 12, 2023.

A motion (Snowden/Bell) to approve the Congregational Meeting minutes from November 20, 2022 was approved unanimously, with no nays or abstentions.

A motion (Bell, Ribary) to approve the Special Congregational Meeting minutes from January 22, 2023 was approved unanimously, with no nays or abstentions.

A motion (Waite, Ohme) to approve the Special Congregational Meeting minutes from March 12, 2023 was approved unanimously, with no nays or abstentions.

Julie Bell gave a review of the Year-End Financial reports, including the balance sheet as of January 31st, 2023, the current year first quarter through April 30, 2023. A copy of these reports is available in the church office.

The Church Council is proposing the following amendments to the 2023 budget. The first amendment adds a line item of \$15,000 to cover the deficit in the 2023 Budget. The second adds of line item of 20,000, to cover call process expenses. The third amendment would increase the monthly support to the SW Synod from 6% to 10% of the unrestricted giving. A motion (Bell/Bridgforth) to approve the amendments to the 2023 Budget was approved by unanimous consent, with no nays or abstention.

Sue Horton updated the congregation on the Little Lambs Preschool. Forty-two children are currently enrolled, and enrollment for this fall has already reached forty. Finances are positive. Information of the life long benefits of early childhood education was provided.

The following Council members will end their service by June 20, 2023: Marlene Bridgforth, Denny Sapp, Julie Bell, Richard Ohme, Sherry Stava, and Charlene Franz. Debbie Waite and Suzanne Shema were recognized for volunteering to fill Council vacancies this year.

Congregational Meeting May 21, 2023 continued

The following people are being nominated to the Council starting June 21, 2023: Debbie Snowden (3-year term), Ronnie Kulman (3-year term), Guy Johnson (3-year term), Joy McCraw (3-year term), and Randy Spitzer (1-year term). A motion (Beert/Marquart) to approve this slate of candidates to the Council was approved by unanimous consent, with no nay votes and no abstentions.

Nancy Johnson and Eiko Park are leaving the Little Lambs Board of Directors on June 30, 2023. A motion (Gemar/Waite) to elect Jerry Mjelde (a second 2-year term), Maria Beaudette (2-year term) and Neal VanDerVoorn (2-year term) was approved by unanimous consent, with no nay votes or abstentions.

A motion (Beert/Rousseau) to re-elect the following members of the Endowment Committee (Randy Spitzer 1-year term), Lancy Colyar 2-year term), Don Krump (2-year term), Doug Page (3-year term), and Bob Nussbaum (3-year term) was approved by unanimous consent, with no nays or abstentions.

Lynette Brentin discussed the farewell process to Pastor Novak, and the call process for the new Pastor.

Pastor Novak gave the closing prayer.

The meeting was adjourned at 1:20 PM.

Respectfully submitted,
Marlene Bridgforth, Secretary

Approved by Congregation on 11/19/2023

Special Congregational Meeting

10/29/2023

Call Committee

Agnus Dei Lutheran Church

Special Congregational Meeting

October 29, 2023

The meeting was called to order by Lynette Brentin, Council President

Pastor Kim Latterell offered a prayer

Gary Gemar, parliamentarian, confirmed a quorum was present.

Lynette shared that our Constitution states a Call Committee consists of 6 voting members of the congregation, selected by the Council and elected by the Congregation.

The council spent two months of thoughtful, prayerful consideration of possible candidates.

The Transition team did an amazing job of the Mission Site Profile. Council felt it was our responsibility to choose call committee candidates who represented the demographics of our congregation.

Some of the criteria Council used: Someone who has been here for a long time – has history of ADLC. Someone relatively new – last 1-3 years. Someone over 65, which is one of our demographics, and someone who represented families with children. ADLC currently is approximately 60% female and 40% male.

The slate of candidates was introduced and asked to come forward: Phil Waite, Carol Dana, Ralph Costanzo, Kathy Gemar, Neil VanDerVoorn, Ann Rousseau and Jenn Paini.

A motion to accept this slate of officers as presented was made by Randy Spitzer. The motion was seconded by Debbie Snowden.

At the question of any discussion – there was none. Hearing no concerns, a call for the vote was taken in favor of the motion. No opposing votes nor abstentions.

Motion carries. Congratulations to our new Call Team.

The meeting was adjourned.

Submitted by Linda Olson, Council Secretary _____

Approved by the Congregation on: _____

Nov. 19, 2023

Congregational Meeting

11/19/2023

Meeting Opening: President Lynette Brentin called the meeting to order at 11:00 am.

Our parliamentarian, Gary Gemar indicated that we have a quorum.

Pastoral Prayer: Pastor Tom opened with prayer.

Lynette called our attention to the new screen. Thanks to Jesse Beaudette, Bob Nussbaum, and Randy Spitzer.

A motion was made and seconded (Marquardt/Kuhlman) to approve the minutes from the last Congregational Meeting. Motion passed unanimously. Another motion was made to approve the November meeting (Morgan/DSnowden). Motion passed unanimously.

Financial Status Report: Michael Snowden, Treasurer

Mike went over the Financial Status Report and other items needing approval.

As of October 31, 2023, our operating income is \$ 353,474. Cash on Hand used is important and will be discussed later. Our Total Operating Expenses are the same as operating income.

Unrestricted offerings are at 96% of target for first 9 months of the year.

We are currently working with committee chairs to gather estimated costs for 2024/25 budget. The treasurer and Finance committee are developing a draft budget.

Update on Joint Youth Group: Pastor Tom

Pastor Tom has met with board once and the leaders once, and feels this is a marvelous group of dedicated, caring, committed people. We are at the end of the first year of support. The recent year and work are being evaluated with great earnestness. This youth ministry is simple: love them. This program is evolving. It has the intentional plan to have the four congregations in the area relate to ALL KIDS, and INTENTIONALLY SO. They are working to find ways to get more students to participate. Both Jess and Pastor Molly meet twice a week, working together to create new programs. Goals are: 1 Fellowship. 2. Faith formation. There are about seven regular attendees from our congregation. Attendance in general varies from 7 to 28 students. Sixth graders are gaining. Agnus Dei is committed to \$ 12,000 for next year. There are also grants that leave the program in good financial shape.

Appreciation for Julia Bell: Lynette expressed our congregation's appreciation to Julia Bell, Treasurer Extraordinaire and presented her with a gift.

New Business: Lynette Brentin

ADLC Staff had a training/working session which included Shannon Moore (Preschool), Cindy Hart (new financial assistant), Cindy Beals, Shari Shull, and Pastors Tom and Kim.

Congregational Meeting

11/19/23 continued

Hybrid Meeting

Budget:

A motion was made and seconded (Marquardt/Bridgforth) to adjust rostered staff guidelines, as of January 24, 2024 to provide a 5.4 cost of living increase for all non-rostered staff. This change will also adjust them according to Synod's 2024 Guidelines. Included in this will be a continuation of the ELCA Portico Benefits Service plan for rostered and staff who work at least half-time, incorporating the new rates into the same benefits package which the staff have been receiving. Motion passed unanimously.

Personnel Budget for the 2/24 to 2/25 Budget Year

The projected new numbers were displayed and gone over. The change (increase) to the budget from the prior year is \$ 44,572. The increase reflects the salary for the new pastor's salary that lists a pastor with 25 years of experience. This may not be the final number, but will assure us that we don't have to have an additional congregational meeting to approve the budget once the new pastor is called.

Motion made (MSnowden/Shull) to approve the 2024/256 budget recommendation. Motion passed unanimously.

Motion made (Kuhlman/Ribary) to approve using funds from the Building Maintenance Fund to replace the front door. The amount needed is: \$ 19,737. Motion passed unanimously.

Other business items: Council has received a gift of \$ 10,000 from Deb Brueckner estate. Our audit committee members are Paula Davis, Rob Powers, and Ann Rousseau. We currently have four members on the nominating committee and we need two more.

Next Congregational Meeting will be on January 21, 2024. Meeting adjourned at 12:15 pm.

Linda Olson, Council Secretary

November 19, 2023

Minutes approved by the congregation on January 21, 2024

Small Groups Reports

Building and Properties Team

*Property		
Co-Leaders	Bob	Beals
	Bob	Nussbaum
Council Liaison	Guy	Johnson
	Paul	Alvestad
	Dick	Brentin
	Harlan	Damron
	John	Stava
	Kathy	Higgins
	Rich	Cook
	Daryl	Daug
	Dick	Ohme
	Denny	Sapp
	David	Salge



Sprinkler System Repair



Brush Clearing at the Drain Field

Recurring upkeep and activities involving the Property Team are below:

- Creation of Emergency procedures manual and provided a training during a Sunday Forum
- Christmas decorations up and down.
- Spring workday
- Coordination with Fire Marshall for upgrades to our Fire Alarm system and Sprinkler system
- Continual lawn mowing, shrub trimming, edging, landscape barking, weed tending
- Holiday overflow parking
- Light bulbs and light fixture replacements
- Heating & Air Conditioning (HVAC) system inspections and filter changes.
- HVAC seasonal thermostat adjustments
- Emergency exit lights tested
- Coordination with BCRA and Korsmo Construction for Security Upgrades including installation of new doors
- Gutter and roof cleaning and de-mossing
- Routine Parking lot cleaning
- Sprinkler repairs
- Outreach efforts to congregational members to do electrical repairs, move appliances, work computer issues, fix water leaks, etc.
- Auto-opening doors continued maintenance
- Signs refreshing/repainting



Annual Spring Clean Yardwork Party



Blinds Installation



Care Team

Care Team continues to be very active.

Meals delivered, transportation, home communion, blood pressures, cards and calls, home visits and grief support, and equipment upkeep.

We have quarterly meetings with the next one scheduled for January 26th at 10 AM.

This is our first full year so we will be brain storming what we can do to reach more people and encourage new members and improve or tweak

What we are doing...

We are listed in the Agnus Dei news letter with phone numbers.

We have a new bulletin board hoping to catch people's eye that way as well.

Team leaders will give a report on what their team is doing and if they need help.

Marlene Bridgforth and Gwen Daugs
Co-chairs

- ♥ TRANSPORTATION: GWEN DAUGS
- ♥ HOME VISITS: GHITA LORENZ AND CHARLENE FRANZ
- ♥ CARDS/TELEPHONE CALLS: MARY MARDQUARDT
- ♥ BLOOD PRESSURE CHECKS: DAVID SALGE
- ♥ HOME COMMUNION: MARLENE BRIDGFORTH
- ♥ MEALS: ANN ROUSSEAU
- ♥ MEDICAL EQUIPMENT AND SUPPLIES: REBECCA CROW



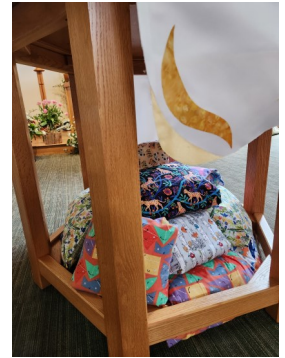
Community Outreach Actions in 2023

Community Leader	Outreach	
	Ronnie	Kulman
	Phyllis	Brandt
	Linda	Zehnder
	Linda	Ribary
	Charlene	Franz
	Debbie	Snowden
	Jerry	Mjelde
	Gwen	Daug
	Susan	Whitney

- Jan-Toilet Paper for FISH Foodbank
- Feb-Chili and Soup for Key Pen Food Bank
- Mar-Food Backpacks 4 Kids Protein Rich Foods
- Apr- Sandwiches for Tac Rescue Mis/ with Joint Youth
- May-Diaper Derby/Bremerton Kidvantage
- Jun-Personal Care Kits/LCS Refugees
- Jul-same
- Aug-School Supplies/LWR
- Sep-Protein for Key Pen Com Services
- Oct-FB4K/Cranberry and Stuffing
- Nov-Holiday Helpers/Childrens Home Soc
- Dec-ELCA Good Gifts



Toilet Paper Drive- January 2023



Care Kits for LWR

Additionally we provided dinners at Peace Lutheran in April and Oct and sent quilts, baby kits, school kits and fabric kits to LWR in May and Nov

Food Backpacks 4 Kids

ADLC continues to be a sustaining supporter of FB4K as the "Tortilla Church." Our bi-monthly commitment of corn and flour tortillas goes to the support of over 400+ families. Many of these families are Hispanic and tortillas are the mainstay of their diet, being used for breakfast, lunch and dinner meal preparation. During 2023 FB4K requests for food assistance grew by 20% and included:

- Food Backpacks 4 Kids Family Pantry: 400 families/month (these are school based)
- Food Backpacks 4 Kids: 500/month
- Home Groceries Deliveries: 50 per week
- Seniors served: 250/month
-

In 2023 ADLC contributed over 5,200 lbs of food between monthly tortilla donations and special food drives, such as the cranberry and stuffing mix drive, which contributed to the meal shopping experience for over 300+ families.

Ann and Jerry yearly make 24 trips to Costco to purchase 10 pkgs of corn tortillas (210) tortillas and 30 pkgs of flour tortillas (1200) which are anxiously anticipated by the staff at the FB4K warehouse as, at the end of week 2, the tortilla bin is empty! Each month this expenditure is \$520 which has been graciously provided by support from our ADLC family. As of Oct. 31, we have \$5,831 left in our reserve which means we can continue to support this mission in 2024 for 10 months after which we will have exhausted funding.

As we visit the FB4K warehouse every other week with our delivery, we are witness to the need and the relief felt by the staff as the "Tortilla Church" comes through again! We would like to continue this mission of ADLC and urge your continuing support.



Jerry Mjelde and Ann Rousseau

Blessings,

Ann Rousseau and Jerry Mjelde

Faith Formation -2023

Forum

The Forum committee worked to provide a variety of adult education opportunities for our congregation in 2023. We invite you to join us after Worship on Sundays! Forum topics included:

- 1) Religious education:
 - a. The Gospel of Matthew and “A Lutheran Understanding of Scripture and Faith”
 - b. Spiritual discipline practices and Spiritual Direction
 - c. What the Bible really says about same-sex unions
 - d. Reviews of member experiences at faith-based meetings, pilgrimages and travels

- 2) Social Justice Education and practice:
 - a. Doctrine of Discovery
 - b. Writing letters to our congressional representatives about the Farm Bill
 - c. A resolution to the Synod for the Covenant of Creation
 - d. Simpler Living, Compassionate Living and Recycling

- 3) Enriching our Lives:
 - a. Talking Circles: A new type of forum that provides a short introduction to a topic followed by time for attendees to talk within small groups, using provided questions to prompt conversation. Some of our topics included:
 - i) End-of Life Planning
 - ii) Our experiences as youth in the church
 - iii) God’s gift of Creation
 - iv) Working for peace, love and unity while facing powerful forces of division
 - v) Advent Waiting
 - b. Why does God Keep making Poets?
 - c. Planning Funeral or Memorial Services
 - d. Engaging Younger Generations

- 4) Fellowship:
 - a. Advent Potluck Brunch
 - b. Chrismons and Carols

- 5) Life skills education:
 - a. Green Burial practices
 - b. Church Wide Emergency Preparedness Guide

- 6) Congregational meetings and communications

In 2024 we plan to create a framework for the type of topics presented on various Sundays. First Sunday of each month will be Talking Circles; Second Sunday will be Social Justice topics; Third Sunday will be Spiritual Formation and Fourth Sunday will be Enriching our Lives topics.

Members of the Forum committee: Kathy Gemar, Chair; Phil Waite; Carol Dana; Neal Vandervoorn, Paula Davis, George Unruh and Sharon Ebelt. We are grateful to George for his years of leadership of this committee. Because George and Sharon’s time on this committee will end in May, we are seeking new members to help us plan this vital piece of our congregational life.

Family Book Club

Family book club is a monthly gathering of families who share in fellowship, a book, and an activity. Each family gets to take home a copy of the book.

We meet usually on the 1st Sunday of the month...avoiding major holidays or other conflicts.

The books are children's books and the activities appropriate for all ages. All ages and family configurations are invited.

Family Book Club is an idea that came out of a summer meeting of families with young kids. Sharing in fellowship, learning about the bible and our faith, and having fun together is a priority for the group, but realistically, every week is hard to make happen. As we all work together to figure out what church life looks like for families, this is where we are starting!



January 2023 Theme Church, Book: "This is the Church"

February Theme Love, Book: "The Love Block"

March Theme Psalm 23, Pop up Book, Psalm 23

April Theme Easter, Holy Moly Easter Story

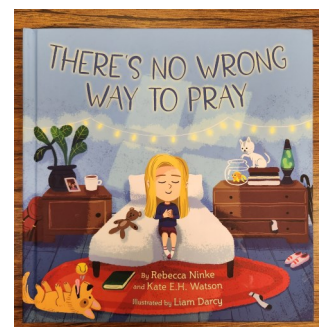
May Theme Pentecost, Book: "I Am a Story"

September Theme: Care of Creation, Book: "For the Beauty of the Earth"

October Theme Prayer, Book: "There's No Wrong Way to Pray"

November Theme Giving Thanks, Book: "Thank You God"

December Theme Advent/Waiting, Book: "You're Finally Here"



Little Lambs Preschool

A Ministry of Agnus Dei

Little Lambs Preschool is having a terrific year! We have been blessed a lot of wonderful families this year. We have enjoyed many fun activities so far like, our field trip to Creek House Farm, and our Thanksgiving Feast. Our Christmas Program was well attended and the reviews were great. The kiddos sung their hearts out! Enrollment for the next school year has begun and the numbers are promising. Our goal is 5 full classes of preschoolers for next year. Our teacher team is strong and we love working together!

Shannon Moore, Preschool Director

Statistics:

2022-23 School Year, 42 students enrolled

2023-2024 School Year, 40 Students enrolled

Seven staff members including the Director

LL Preschool Board: Cathy Adair, Maria Beaudette, Sue Horton, Salli Middleton, Jerry Mjelde, Neal VanderVoorn

Financial Secretary: Kimberly Morgan



23-24 Preschool Staff



June 2023 End of Year Celebration Picnic



'Theology on Tap' 2023 Annual Summary

Theology on Tap (ToT) meets the third Thursday of every month at Round Table Pizza in Gig Harbor. Its purpose is to foster discussion on theological and religious topics in an open, non-judgmental, and non-proselytizing format. Many Christians aren't sure exactly what they believe and Theology on Tap is an opportunity for a safe conversation on a wide variety of topics while having dinner and an adult beverage. (Drinking is not required!)

Phil Waite leads ToT in Gig Harbor which includes scheduling a location every month, researching topics, preparing summaries of those topics, and emailing the summaries out to interested parties in advance.

The ToT discussion summaries (called euphemistically 'One-Pagers') are usually between 2 and 6 pages in length. Phil researches, writes, and sends these out, taking an unbiased, 'academic' point of view without shading the topic one way or another but often his biases and snark slip through. All of the 'one-pagers' follow the same structure:

- I. **The Issue** – usually a definition and a description of why it's important
- II. **Background & History of the Topic** – how the topic developed in church history
- III. **Considerations** – different stances, views, or schools of thought on the topic
- IV. **Conclusion** – usually what the only thing we can say with certainty about the topic
- V. **Discussion** - questions to consider that our discussions are based on
- VI. **Resources** - not always included, but sometimes useful for those who may want to dig deeper. Sometimes the footnotes are thorough enough that this section is unnecessary
- VII. **Footnotes** - the footnotes are usually extensive and cite quotes and resources used in the research or develop further questions on the topic

In 2023, ToT meets monthly from September through May. Discussion topics in 2023 were:

- **January: Creeds** – their history, use, and relevance to modernity
- *February: cancelled due to illness*
- **March: Theosis** - the doctrine that the ultimate destiny of humanity is to be conformed to the *imago Dei* or the image of God.
- **April: Imago Dei** – there are at least seven different views as to what “the image of God” means for humans
- **May: Ascension Day** – background and history of Ascension Day as a holy day of observance in the church. (held at ADLC in conjunction with the church's Ascension Day Potluck)
- June – July- August: *off for the summer*
- **September: Original Sin** – background and history and alternative views of the topic
- **October: Open & Relational Theology** – a theological view that rejects the classical views of God and proposes a relational theory based on God's character as love.
- **November: Feminist Theology** – an exploration of three different kinds of feminist theology.
- **December: Universal Salvation** – an exploration of alternative views to the prevalent 'Eternal Conscious Torment' view of what happens when a non-Christian dies.

Attendance: 24 invitations are sent monthly. Average attendance for 2023 was 14. Low:11; High 16. Four pastors are cc'd each month to provide feedback if they wish.

More in-depth information on the ToT topics is available in the church office.

2023 Stewardship Committee Annual Report

The Stewardship Committee used the book *Giving to God* by Mark Allan Powell for our monthly stewardship messages in the newsletter and our foundation for the fall stewardship campaign. In his book, Mark emphasizes that stewardship is about all of life, about giving ourselves to God and using all that God has given us in grateful and appropriate ways. He teaches that the offering is an act of worship, an instance in which we are invited to give up something that we value as a sacrifice to God. Mark sees the offering as the high point in the liturgy where we can give a sacrificial gift in thanks to all of what God has given us.

In our age of electronics many members give their offerings through our Tithe.ly app. The Stewardship Committee recognized we needed to develop a process to allow members that give using Tithe.ly an opportunity to participate in the offering during worship. A laminated card to indicate giving was done through Tithe.ly. was developed and is now available in the chair racks. This allows the offering plates to be passed throughout the congregation for everyone to participate in the offering.

The stewardship campaign kicked off on Sunday, September 24th with committee members giving temple talks for 5 consecutive Sundays leading up to Commitment Sunday on October 22nd when Intent Cards were returned. 84 Intent Cards and/or Tithe.ly recurring giving were received with \$361,982 pledged. This was \$37, 924 less than what was pledged in 2022 which was the best year of pledges on record. The pledge amount for 2024 is more typical of previous year pledges and the Stewardship Committee wants to thank everyone for their generous support of Agnus Dei with your time and monetary support as we serve our beloved community inside and outside our church.

Committee Members: Mike Snowden; Chair, Lance Colyar, Don Krump, Gene Kuest, Randy Spitzer, Gary Gemar; Council Liaison

Transition Team

When Pastor Seth accepted a new call, part of the process of calling a new pastor is to select a Transition Team. The goals for the Transition Team are:

- Through a process of self-study, grow in clarity about the congregation's mission at this particular time and in this particular place in our ministry.

- Increase engagement among members by providing opportunities for input and involvement in the transition process.

- Complete a Ministry Site Profile (MSP) to bring to the congregation for feedback and conversation and to bring to the Church Council for approval.

The MSP is the instrument which summarizes the identity and direction of the congregation. It is useful to the Call Committee when interviewing candidates and is used by the Synod to send to prospective candidates that will be interviewed by the Call Committee.

The Council selected Transition Team members in June. The Transition Team began its work in July. We determined the best way to gather the vision for mission information requested in the MSP was to survey our members, community partners, and ecumenical partners. We conducted group conversations with our members and individual interviews with our partners in August. Sixty-two (62) members participated in the group conversations. Seven (7) partners participated. The information received was collated into like categories to provide some of the information for the MSP. Additionally, we conducted another survey of the congregation (58 members participated) asking them to select the top five ministry tasks required of the new pastor and what are the five top skills and five very helpful skills our new pastor should have to help us achieve our vision for ministry. The MSP was shared with the congregation on Sunday, October 8th in the Adult Forum for any final comments and editing suggestions. The Transition Team meet in early October to finalize the MSP and sent it to the Council for review and approval in their October 17th meeting. The MSP was upload to the ELCA website and approved by the Synod bishop in November, so it is available for review by potential pastor candidates. The MSP was passed on to the Call Committee in November to allow them to start their work.

Transition Team Members: Gary Gemar and Randy Spitzer; Co-Chairs, Paula Davis, Debbie Waite, Susan Whitney, Carl Middleton,

Worship Committee

*Worship		
Council Liaison		
	Shari	Shull
	Susan	Luebeck
	Lynne	Zematis
	Phyllis	Brandt
	Kathy	Higgins
Leader	Marlene	Bridgforth

We celebrate the transition back to an ‘open’ church. This included the choirs, bell and singing, and special music programs. We held Lenten and Advent services, soup suppers, story time for the children, and full communion. We brought communion to our parishioners in their homes. We kept a masked section for those members who may need it.

The Liturgical Arts committee assisted with decorations for all of the church seasons and holidays. We said farewell to Pastor Seth Novak, and were blessed with our Pastors who are helping us as we transition to a new Pastor.

We decided to have one service on Sundays at 9:30 AM. We have had good attendance, and are growing in membership. This Christmas Eve, which fell on a Sunday, we had a Children’s Christmas service at 11 AM and a 4 PM Christmas Eve service, as well as a Good Grief service.

Next year we plan to initiate a children’s program during worship time.



The Putz, Advent and Christmas
by Rebecca Crow



Flowers for Easter Worship



The Sanctuary Piano Received an Overhaul