



**AGNUS DEI** Lutheran Church  
**Annual Report 2025**



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## Agnus Dei Council



**Gary Gemar**

**Council President**



**Lance Colyar**

**Council Vice President**



**Mike Snowden**



**Debbie Snowden**

**Council Secretary**



**Guy Johnson**

**Stewardship**



**Ronnie Kulman**

**GWOH Community**



**Mollie MacLean**



**Joy McCraw**



**Phil Waite**

**Faith Formation and Worship**



**Tracy Clark**

**Communications and Connections**



**Randy Spitzer**

**Finance and IT**

## From your Church Council:

*Make a joyful noise to the Lord, all the earth. Serve the Lord with gladness; come into his presence with singing. Psalm 100:1-2*

Our beloved community at Agnus Dei serves our congregation, community and the world with much gladness and generosity each year as we work to model Christ's teachings. Please take time to read through all the ministry reports featured in the Annual Report for 2025 as we continue serving each other and our neighbors.



*Gary Gemar  
Council President*

We are blessed to have joyful and spirit filled worship services each week thanks to Pastor JT and the staff and volunteers who dedicate their time throughout the year. We did see some transition in our staff with Shari Shull announcing her retirement effective August 24, 2025. As our deacon she was our Minister of Music, Organist, Choir Director, and Handbell Choir Director. Her retirement left big shoes to fill. After searching for an organist and choir director all summer there were a few inquiries on the organist position but no one stepped forward to fill the position permanently. Steve Keyl and Van Hardison both agreed to provide organ services at least once a month. Randy Spitzer stepped forward to direct the choir. Steve Keyl also agreed to direct the Handbell Choir and direct the choir when Randy is on vacation. Susan Luebeck expanded her hours to take on the Minister of Music duties along with being our pianist. We are truly fortunate to have all of this talent in our congregation.

The Council is responsible for the property and financial matters of the congregation. These two areas always receive a lot of attention in our meetings. One area the council investigated was the possibility of putting solar panels on our roof to support our green initiatives. The investigation started out with much enthusiasm when we learned that the Washington State Commerce provided grants that would cover the majority of the costs. Collaborating with Olympic Community Solar we learned that it was best to install solar on roofs that have at least 25 years of life left in the shingles since the longevity of solar panels are at least 25 years and it is expensive to remove the panels to re-shingle. The decision to install solar panels ended in June when we discovered that Washington State Commerce was not funding grants in 2025 because of the state's budget issues and the cost of replacing the shingles that still had 10 to 12 years of life remaining where the solar panel would be installed would cost between \$30,000 to \$48,000.

The council was presented with a proposal to replace the chairs in the sanctuary. The chairs were 37 years old and many need constant repair because of loosening joints. Additionally, the sanctuary needed more chairs with arms to support people when they stand up. The proposal was to purchase 130 regular chairs and 35 chairs with arms. The campaign was called the *Chair Affair* with the goal of raising \$18,000. The council supported moving forward with the campaign. The campaign raised nearly \$20,000 and the dinner and entertainment in conjunction with the campaign was exuberantly enjoyed by the people that attended.

Tracking the financial health of the congregation is always part of the council's monthly meetings. We observe yearly that our giving starts out strongly with several Required Minimum Distribution and Qualified Charitable Distribution donations and then by the time we reach summer we are starting to run into monthly deficits in income to cover our expenses. This required us to use \$40,000 of our reserve funds to cover our expenses in 2025. If we continue to use our reserve funds to cover our expenses, the majority of the reserve funds will be used up by the end of Fiscal Year 2026-27. With this news, the council supported moving forward with the *Freedom to Serve* campaign to pay down or pay off our mortgage in the next 5 years. If we paid off our mortgage it would free up approximately \$87,000 in our budget. This would allow us to do more ministry in our church and community. When you read this report the campaign will have started. **The council does not want to see our regular operating budget lose funding to the campaign. Therefore, only give to the campaign if you have discretionary funds to donate.**

The Council is responsible for the general oversight of the life and activities of the congregation. Agnus Dei continues to be a dedicated supporter of community activities. This year we supported the PYO String Camp, allowed Altrusa International to use our kitchen in July and August to prepare meals for Backpacks 4 Kids, supported several different music teachers to use our building for recitals throughout the year, supported Nar-Anon Family Group to use our facilities on Mondays, continued AA use of facilities on Thursdays, and allowed various groups to use our parking lot for their activities along with continuing our partnership with the Safe Parking Program.

Ensuring our constitution meets the model constitution for congregations of the ELCA is a responsibility of the council. In 2025 the Churchwide Assembly met in Phoenix and approved amendments to the model constitution. The amendments were presented to the congregation in our annual meeting on January 18, 2026, and approved. With this approval the constitution will be sent to the SWWA Synod for their approval. Additionally, our bylaws were updated for the required number of congregation meetings held annually, dates when the Audit Committee needs to complete their work, updating the standing committees, and updating the Endowment Committee charter. All the updates were approved in the congregation meeting held on May 18, 2025.

It is impossible to cover all the actions of the council in this report. The council's goal is to have our meeting minutes completed in a timely manner and post them along with the committee reports each month to keep you informed. You can also read the summary of council actions in my monthly article in the newsletter.

The council looks forward to serving you in the coming year to spread God's love to each other, the community, and the world.

Gary Gemar  
Council President



*JT Burk, Guy Johnson, Lance Colyar, Tracy Clark, Gary Gemar, Randy Spitzer,  
Phil Waite, Mike Snowden, Debbie Snowden*

# 2025 Statistics

Average Sunday Attendance 98 in-person, 38 livestream

Changes in Membership 2025

## New Members 2025

Dennis and Karen Goin  
 Stephen and Anne Keyl  
 Steve and Amy Carter  
 John Sullivan  
 Bob and Anita Nims

By Baptism:

None

## Removed 2025

By Transfer:

Shinho and Eiko Park 4.14.25 to Session of  
 Japanese Presbyterian Church of Seattle

Moved:

Joanne Bucholz

Deaths:

Margi Borg 5/27,25

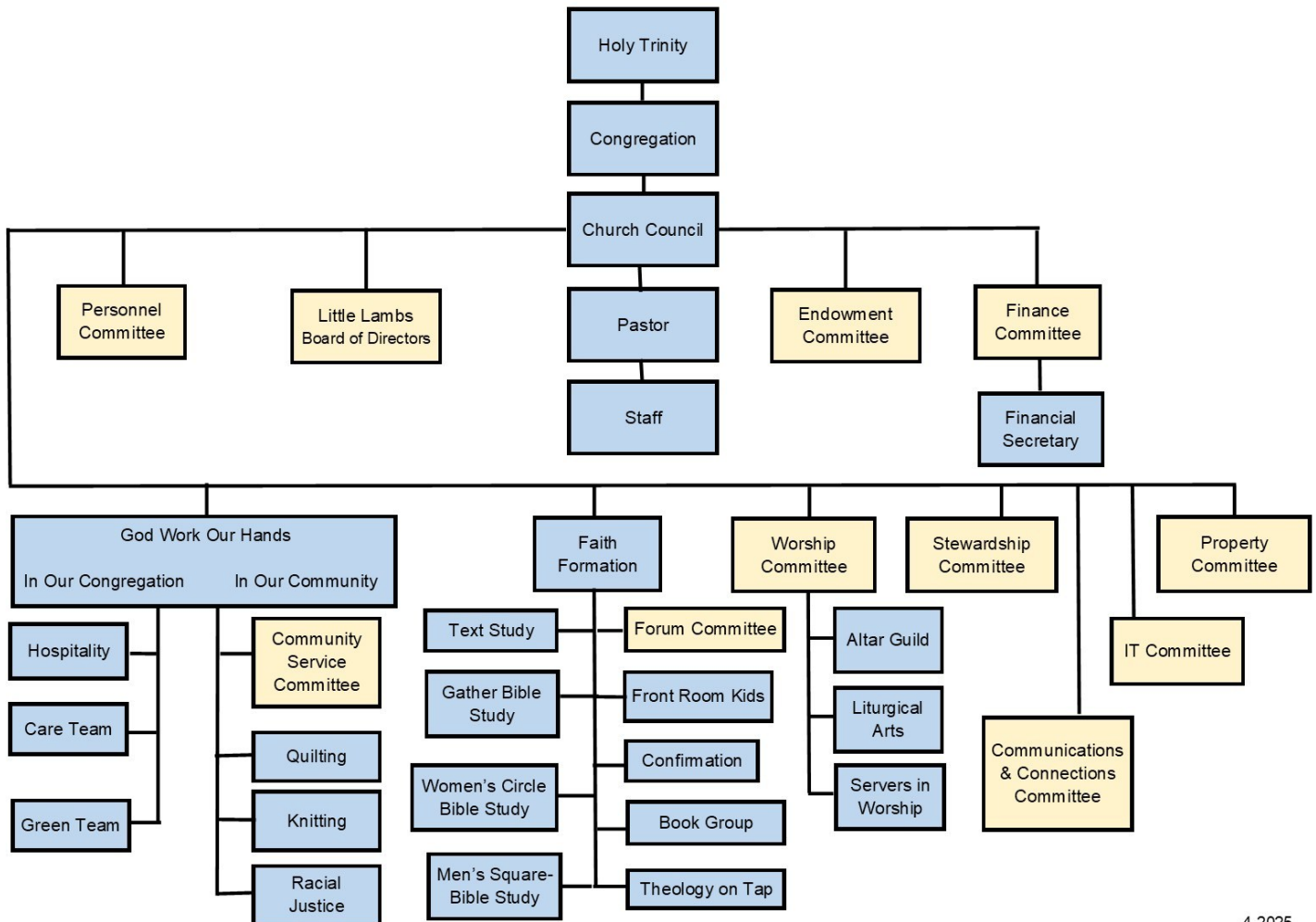
Scott Duncan 09/29/2025

Richard Brandt 10/11/2025

Maryfran Oakes 09/21/2025

Joe Stoddard 08/22/2025

## AGNUS DEI LUTHERAN CHURCH Organizational Chart



# Agnus Dei Staff 2025



*Pastor JT Burk*



*Deacon Shari Shull  
Minister of Music  
through August 24*



*Shannon Moore  
Little Lambs  
Preschool Director*



*Cindy Beals  
Office Administrator*



*Susan Luebeck  
Church Musician*



*Cindy Hart  
Finance Administrator*



*Randy Spitzer  
Choir Director*

# Pastor's Report

Dear Beloved ones.

Grace, peace, and mercy to all of you.

**“And let us consider how to provoke one another to love and good deeds, not neglecting to meet together... but encouraging one another.” – Hebrews 10:24–25**

As I reflect on having been here for a year now, I find myself filled with deep gratitude for the people of Agnus Dei. Over these months, I have come to see that this congregation is not defined merely by programs or numbers, but by a spirit, an abiding commitment to Christ, to one another, and to the world God so loves.

One of the clearest expressions of that commitment is your generosity. Time and again, when there has been a need in our wider community, the people of Agnus Dei have responded with open hands. Whether collecting food and essential supplies for local families, gathering school items for children, assembling care kits, or contributing financially to community organizations, you have demonstrated that faith is not an abstract idea but a lived practice. You understand that the Gospel calls us outward. The goods stacked in the narthex and the checks written in quiet faithfulness are tangible signs that this church takes seriously its calling to be Christ's body beyond these walls.

That same spirit of commitment is visible in your hunger to learn and grow. Week after week in Forum and text study, you show up with thoughtful questions, open Bibles, and curious minds. You are not content with easy answers or surface-level reflection. Instead, you wrestle with Scripture. You probe its meaning for our lives today. You engage complex issues with humility and courage. In those conversations, I have witnessed something beautiful: a community shaped by grace, willing to listen deeply to one another and to the Spirit's movement among us. This curiosity is not academic for its own sake; it is a desire to follow Jesus more faithfully in daily life.

And then there is worship. It is difficult to put into words the tremendous sense of connection we share when we gather around Word and Sacrament. In our singing, praying, and sharing of the peace, there is a palpable awareness that we belong to one another. We carry each other's joys and sorrows. We notice when someone is missing. We celebrate milestones and sit together in grief. At the table, we are reminded again and again that Christ meets us here, not as isolated individuals, but as a community knit together in love.

In this past year, I have come to see that Agnus Dei's strength lies not simply in what you do, but in who you are: a people grounded in grace, generous in spirit, intellectually curious, and deeply connected in worship. You provoke one another to love and good deeds. You encourage one another. And in doing so, you bear witness to the living Christ in this place.

As we look toward the year ahead, I am filled with hope for our future ministry together. If this first year has shown anything, it is that God is already at work among us. May we continue to grow in generosity, deepen our learning, strengthen our bonds in worship, and step boldly into the opportunities God places before us, trusting that the One who has begun this good work in us will carry it forward.

The God who brings us from death into new life, blesses you now and forever,

Pastor JT

# Year End Financial Report

Submitted by Treasurer Mike Snowden

AGNUS DEI LUTHERAN CHURCH 2025-2026 END OF FISCAL YEAR FINANCIAL REPORT			
	Feb-Jan 31 Actual	Feb-Jan 31 Budgeted	% of Feb-Jan 31 Budget
<b>OPERATING INCOME:</b>			
Unrestricted Offerings	490,475	529,562	93%
Community Donations	2,242	2,155	104%
Designated Funds	200	-	-
Miscellaneous Income	18,971	5,930	320%
<b>TOTAL INCOME</b>	<b>511,889</b>	<b>537,647</b>	<b>95%</b>
<b>OPERATING EXPENSES:</b>			
Administrative Expenses	146,637	152,930	96%
Ministry of Education	2,229	4,100	54%
Ministry of Mission	33,430	35,844	93%
Ministry of Programs	8,368	9,300	90%
Miscellaneous Expenses	250	-	-
Staff and Services	360,293	375,142	96%
<b>TOTAL EXPENSES</b>	<b>551,206</b>	<b>577,316</b>	<b>95%</b>
<b>NET OPERATING INCOME</b>	<b>-39,318</b>	<b>-39,669</b>	<b>99%</b>

Endowment Fund	
ADLC Endowment Fund	89,673

Reserves	
Debt Reduction Campaign	6,000
Future Needs Reserve	30,911
Operating Reserve	27,401
Reserves - Other Designated Use	23,620
<b>TOTAL, ALL RESERVES</b>	<b>87,932</b>

**WHERE ADLC STANDS FINANCIALLY AS OF 1/31/2026**

Thank you for your generosity throughout the year. It is your Unrestricted Offerings that pay for everything that makes Agnus Dei Lutheran Church special. Your giving during December and January was very generous and we ended up with our expenses only being \$39,318 more than our income for the Fiscal Year 2025-2026. However, we have used up about \$75,000 of our reserves during the past two years.

	January Actual	January Budgeted	% of January Budget
<b>OPERATING INCOME &amp; EXPENSES:</b>			
Unrestricted Offerings	47,874	49,189	97%
Total Income	51,409	49,709	103%
Total Expenses	45,831	47,942	96%
<b>NET OPERATING INCOME</b>	<b>\$5,579</b>	<b>\$1,767</b>	<b>316%</b>

Giving to Others 2025-2026	
Associated Ministries	2,400
ELCA World Hunger & Disaster Relief	8,052
ELCA Good Gifts	2,560
FISH	3,307
Food Backpacks 4 Kids	3,405
Key Peninsula Foodbank	1,350
Monthly Outreach*	5,055
<b>Total Giving to Others from Individuals</b>	<b>26,129</b>
ELCA Mission Support (Budgeted)	29,434
<b>Total Giving to Others from ADLC</b>	<b>55,564</b>

The generosity of members is also demonstrated by the donations made to a variety of local and international agencies. We are known as the "Tortilla Church" by Food Backpacks 4 Kids and the "Toilet Paper Church" by FISH Foodbank. Internationally, we have given over \$10,000 to ELCA World Hunger directly and through the ELCA Good Gifts Program. Our giving to ELCA Mission Support is an important part of our giving. It provides churches with support in many ways including helping churches during the call process of a pastor as we did in 2024.

# Congregational Meeting Minutes

## 1/19/25

### Agnus Dei Lutheran Congregational Meeting

Sunday, January 19, 2025, 10:45 am

**Greetings and Welcome:** Gary Gemar, President

**Opening Prayer:** Pastor JT Burk

**Quorum:** Based on the sign in sheet, we can confirm we have a quorum present (53 in person; 2 on Zoom).

**Review of Agenda:** No changes were made.

**Approval of the November 17, 2024, Congregational Meeting Minutes:** A motion was made and seconded to approve the minutes from the November 17, 2024, Congregational Meeting minutes. Motion passed unanimously.

**Update on Joint Youth Group:** The Joint Youth Group (JYG) was started in the fall of 2022 as a three-year commitment between the congregations of Fox Island United Church of Christ, Gig Harbor United Methodist Church, St. John's Episcopal Church and Agnus Dei Lutheran Church to provide youth ministry to all the middle school and high school kids in the congregations. Jess Gomez was hired to be the youth director. During the first two years the program progressed pretty steadily, with a core group of middle school and high school youth attending the weekly meetings. Jess resigned in August of 2024 to pursue other career opportunities and Vicki Cravens was hired as a volunteer coordinator, to get volunteers to facilitate the youth group meetings for the 2024/25 school year.

The new school year saw a drop in attendance for the high school group (1-2 per week) while the middle school group has around 4-6 per week. In the December 2024 JYG Board meeting it was decided to suspend the high school group starting in January 2025 and continue with the middle school group to the end of this school year, at which time the JYG program will be terminated. The 2025-2026 ADLC budget will no longer have a line item for the JYG. Additionally, the money ADLC and the other three churches have given to support the JYG will be refunded since the budget has excess funds to support the program until it ends. St. John's Episcopal Church is thinking of calling a second priest, who would take on the role of working with youth. If that occurs the other three churches will have the opportunity to explore future joint youth activities with St. John's.

#### **Financial Report Fiscal Year 2024-2025 – Mike Snowden**

Mike reminded us of the many activities, committees, and programs that our ADLC budget allows us to be a part of as we do God's work in the world. This was made evident as we raised our hands in response if we participated in the ministries he read that we support in our budget.

There has been a change in our financial arrangement with Little Lambs Preschool. In the past Little Lambs has tithed (10%) of their budget to ADLC each month of the school year. At the beginning of the new school year Little Lambs experienced some financial shortfalls and came to the ADLC Church Council and requested we discontinue the tithe to allow them to get back on their feet financially. At that time, they saw it was going to be difficult to make their payroll or build any future reserves. In the October 2024 council meeting a motion was made and approved for Little Lambs to

# Congregational Meeting Minutes

## 1/19/25 continued

discontinue tithing effective September 2024 forward since it is a ministry of ADLC and allow them to decide at the end of each school year if their budget will allow a gift back to ADLC. Kimberly Morgan reported that Little Lambs has an income over expenses of \$6,210 at the end of December 2024.

A question was asked about why Little Lambs did not meet its budget this past year. Kimberly Morgan reported that inflation, salary increases, and the loss of student enrollment affected Little Lambs bottom line. Recently, they found themselves with an \$8,000 deficit. It was at that time that they asked Council for financial help to cover costs and build some reserves. Additionally, they feel a need to put money away for new playground equipment. They also need to have money in reserve for cash flow purposes. Currently, their enrollment is better. We were reminded that Little Lambs is a ministry of the church. When they pay us, we are essentially paying ourselves.

**The ADLC budget for the 2024/25 fiscal year at the end of December 2024:** Our current net position for our budget is -\$22,306. That means we currently have spent \$22,306 more than we took in. This number was -\$58,955 in November, so it has greatly decreased. We were fortunate to receive very generous end-of-the-year donations to help improve our budget. For details, please see the treasurer's report for December 2024. In order to make this year's budget zero out, we will have to take funds from our reserve accounts. The amount will be determined at the end of January 2025 when the fiscal year ends. We have the money to do that this year but will not have such monies available if we continue to have shortfalls in future years.

### **New Business:**

#### **Proposed Fiscal Year 2025/26 Budget**

In order to establish the ADLC total budget amount for the coming fiscal year, we use the total amount of money pledged (\$407,355) and add an additional 30% of that total because giving is always greater than the amount pledged. This is the same way previous year's budgets have been estimated. The total income projected is \$537,749. Expensed are estimated to be \$576,925 with mission support to the ELCA continuing at 6%. The projected deficit is \$39,176, which will need to be covered from the previous year's reserves.

**A motion was made and seconded to accept the ADLC 2025-2026 proposed budget. Motion passed unanimously.**

**Approval of new members of the Nominating Committee:** A motion was made and seconded to approve the new members of the Nominating Committee presented by the council which consists of Linda Ribary, Kathy Gemar, Mike Snowden, Peter Liljegren, Stephen Giles, and Susan Whitney. Motion passed unanimously.

**Approve Voting Members for the 2025 SWWA Synod Assembly on June 13 and 14, 2025:** The Nominating Committee nominated Gary and Kathy Gemar as voting members for the 2025 SWWA Synod Assembly. A motion was made and seconded to approve sending Gary and Kathy Gemar as our voting members to the SSWA Synod Assembly on June 13 and 14, 2025. Motion passed unanimously.

# Congregational Meeting Minutes

## 1/19/25 continued

### Upcoming May 2025 Congregational meeting:


The May Congregational Meeting agenda will include:

- † The election of one new council member
- † The election of members for the Little Lambs Board
- † voting on bylaw changes
- † Annual reports

### Audit Committee Request:

Currently, we have a need for one new Audit Committee Member. A call was put out for a volunteer and to reach out to Gary if they are interested in being approved by the council.

### Meeting Adjourned at 11:15 AM

Signed  Date: 1/20/2025  
5/18/2025  
*Approval date*

Linda Olson, Council Secretary

# Congregational Meeting Minutes

## May 18, 2025

### Agnus Dei Lutheran Congregational Meeting

Sunday, May 18, 2025

**Greetings and Welcome:** Gary Gemar, President

**Opening Prayer:** Gary Gemar

**Quorum:** Based on the sign-in sheet, we can confirm we have a quorum present (40 in person), 0 on zoom.

**Review of Agenda:** No changes were made.

**Approval of the January 19, 2025, Congregational Meeting Minutes:** **There were no corrections or additions. Minutes were adopted as written.**

#### **Agenda:**

**Budget Report: Mike Snowden** - Mike presented our year-end financial report for fiscal year 2024-2025. We ended up with a deficit of \$30,508 that was covered with left over income from previous years. He was thankful that it was not the \$50,000+ that was projected. He then reviewed the important areas (total income vs. total expenses and net operating income) of the monthly financial report as it appears in the church newsletter. His goal in doing this was to help everyone be able to see quickly and easily how ADLC is doing financially on a monthly basis. Currently, even though monthly giving in April was down (\$24,317), we still show a positive balance of \$15,744. The reason for the drop in giving in April may be due to the fact that more and more members gave lump sums from their RMD's in February and March, so monthly trends and monthly giving are not as even and predictable as they once were. This can be challenging when our monthly expenses are around \$45,000 each month.

#### **Election of ADLC Church Council members, Little Lambs Board Members, and an Endowment Committee member.**

Tracy Clark and Lance Colyar have agreed to serve on the Agnus Dei Lutheran Church Council for their first three-year term. Gary Gemar has agreed to serve on the council for a second three-year term.

**A motion was made and seconded, to elect Tracy Clark, Lance Colyar, and Gary Gemar to the Agnus Dei Lutheran Church Council. Motion passed unanimously.**

Maria Beaudette and Neal VanDerVoom have agreed to serve on the Little Lambs Board for a 2<sup>nd</sup> 2-year term. Susan Whitney and Peggy Mickelson have agreed to serve on the Little Lambs Board for a 1st 2-year term.

**A motion was made and seconded to elect Maria Beaudette, Neal VanDerVoom, Peggy Mickelson and Susan Whitney to the Little Lambs Board. Motion passed unanimously.**

# Congregational Meeting Minutes

## May 18, 2025 Continued

Lynette Brentin was recently appointed to fill a vacancy on the Endowment Committee. She has agreed to serve on the ADLC Endowment Committee for her first three-year term.

**A motion made and seconded to elect Lynette Brentin to the Agnus Dei Lutheran Church Endowment Committee. Motion passed unanimously.**

**Approval of Bylaw Changes:** A Forum was held on April 23, 2025, to explain the proposed changes to the Bylaws. The proposed changes were also published for the congregation's review 30 days before this vote, so everyone has been given an opportunity to review them.

Gary went over them briefly once again. Questions arose surrounding the specific language in 12.02.

**A motion was made and seconded to change the language in this section to read as follows: "...may hire contracted entities to assist with the implementation...." Motion passed unanimously.**

Gary shared that Shari Shull has offered her resignation as of August 24, 2025, at the end of today's worship service. Based on this new knowledge, a question arose as to whether or not we will use a call process to fill this position. Currently we are uncertain on how this will play out. Based on some feedback we have received, we may be looking for two positions because not all organists are also choir directors and we may not call another deacon to fill the vacancy.

We still seeking a third person to be on the Audit Committee. Currently, the members are Paula Davis and Anne Rousseau. A request for another volunteer is coming out in the newsletter which emphasizes that you don't have to be an accountant and/or a bookkeeper to fill this spot. The expectations for this job are that you ensure our financial procedures are in order. Debbie Snowden commented that this is not a difficult task. You are checking the financial procedures, not doing the accounting. If you are interested, talk to Gary Gemar. Our constitution makes it clear that members of the church council may not sit on this committee. Finance Committee members are permitted to serve.

**Organizational Chart Changes:** Chapter 13 Bylaws: Some committee names needed changing. Gary discussed and explained the revised organizational chart. E.g. God's Work our Hands and Faith Formation are headers, not a committee.

**A motion was made and seconded to approve the Bylaw changes with the one edit in section 12.02. Motion passed unanimously.**

**Announcement Regarding Information about Endowment Committee Policies and Procedures and Grant Application Form.** Lynette Brentin pointed out that the current information which the Endowment Committee has produced is available on the round table at the entrance to church. It was also pointed out that once the revised ADLC Website is up and running, there will be a section for Endowment Information, along with the ADLC Gift Policy. These will be available for anyone to access and print out as needed.

**Highlights of the Agnus Dei Lutheran Annual Report:** Gary Gemar

President Gary Gemar reviewed the highlights of the Agnus Dei Lutheran Annual Report. This is available both in printed form and electronically.

# Congregational Meeting Minutes

## May 18, 2025 Continued

### Highlights

- † Calling Pastor JT
- † Thanking Nominating Committee for their excellent work that took 16 months.
- † Installing a New Dishwasher and Coffee Brewing Station
- † Completing Upgrades to the Couch and Community Rooms and Front Door for Security
- † Upgraded the Fire Sprinkler System and Fire Suppression Systems
- † Software and Hardware upgrades to our Servers and Office Computers to replace old equipment and move from Windows 10 to Windows 11.
- † Served by our active Care Team
- † Completed 12 Community Service Projects
- † Updated the ADLC Directory
- † Started the Process of updating the Church Website
- † Were blessed with many Educational Topics by the Forum Committee throughout the year
- † The Endowment Committee updated their Bylaws, Policies and Procedures and created an Informational Packet for Potential Donors and a Grant Application Form
- † Front Room Kids was created as an Alternative Learning Experience for Children ages 3-10
- † Supported the Green Team's Hard to Recycle Items Events Throughout the year
- † Celebrated with the Little Lambs Preschool Staff and Board another Successful School Year.
- † Approved removing the tithe from Little Lambs Preschool in September 2024 to help the school get back on better financial grounds.
- † Enjoyed the Opportunities for Faith Formation offered by Theology on Tap, Text Study, Gather Bible Study, Men's Square and Women's Circle Bible Studies
- † Thankful for the Worship Committee's work with the Choir, Handbells, Instrumentalists, Pastors, and Deacon to provide Inspirational Worship Service each Week
- † Stewardship Committee Annual Program was The Impossible Promise of Enough which saw one of the highest intent commitments in years

**Meeting Adjourned at 11:45 AM**

Signed:  Date: 1, 18, 2026

Debbie Snowden, Council Secretary

# Small Groups Reports

## Building and Properties Team

Submitted by Bob Beals

These are just a few of the things that the team took care of this past year.

- Repaired a broken bookcase for little Lambs. Thank you to Harlan Damron
- Attached "Anti-tip straps" to cabinets throughout the Church.
- Overflow parking signs were added. Thank you to Gary Gemar
- The septic drain field was cleared of brush prior to our annual inspection. Thank you to Gary Gemar
- Catch Basin filters were maintained, cleaned and replaced. Thank you to Don Krump
- Large madrona tree that was hanging over the power lines along Peacock Hill was removed. Thank you to Gary Gemar
- Leaking valve in kitchen was replaced.
- The new sanctuary replacement chairs were assembled and setup. Thank you to the team of Dennis Goin, Gary Gemar, Daryl Daugs, Bob Beals, Bob Nussbaum, and Denny Sapp

There were also numerous ongoing tasks such as weekly lawn mowing and edging, clearing our parking lot of tree debris, the biannual cleanup work parties, outdoor sprinkler system maintenance, tree and brush removal and cleanup, attaching cabinets to the walls, fire extinguisher maintenance, etc.

In December our team shifted from virtual meetings to in-person on the first Friday of each month at 10:00 am. Meetings in the building allow a more hands-on and proactive approach to tasks as well as higher participation.

Photo 1. Landscape cleanup day

Photo 2. Chair assembly team

Photo 3. The useable, old sanctuary chairs were donated to a local AA group and to Habitat for Humanity

Photo 4. Placing the new chairs in the sanctuary



1



2



3



4

# Care Team

*Submitted by Marlene Bridgforth*

The Team continues to serve the congregation in many ways. This team is very active in caring for congregation and the personal needs of members and families. The team organizes transportation for individuals to church and doctor's appointments. When families are in need of meals the team organizes a meal train. Cards are sent to church members for birthdays, get well, and sympathy, etc. Visitation to shut ins are also provided by the team. At Christmas the team delivered cookies to shuts in our congregation and community. The pictures of the team assembling cookie boxes are at right.



Christmas Cookies for Shut-Ins

- ♥ TRANSPORTATION: GWEN DAUGS
- ♥ HOME VISITS: GHITA LORENZ AND CHARLENE FRANZ
- ♥ CARDS/TELEPHONE CALLS: MARY MARQUARDT
- ♥ GRIEF SUPPORT: DEBBIE WAITE
- ♥ BLOOD PRESSURE CHECKS: DAVID SALGE
- ♥ HOME COMMUNION: MARLENE BRIDGFORTH
- ♥ HOSPITALITY: DEBBIE SNOWDEN
- ♥ MEALS: ANN ROUSSEAU
- ♥ MEDICAL EQUIPMENT AND SUPPLIES: GWEN DAUGS
- ♥ PRAYER CHAIN: CINDY BEALS



# Community Outreach Actions in 2025 *submitted by Ronnie Kulman*

Here is a synopsis of 2025 outreach activities.

- January. Toilet Paper for FISH
- February. Hygiene Supplies for LCSNW
- March. Turn the Page/ Books for Kids
- April. Palm Sunday Coats
- May. Diaper Derby/ LWR
- June. Altrusa Summer Food/Peace Din
- July. KeyPen Food Pantries
- August. LWR School Kits
- September. Household/ Clothing FISH
- October. Palestine Children Relief/Peace Din/  
LWR Kits
- November. Christmas Gifts FISH
- December. ELCA Good Gifts/ Holiday Food  
FB4K/Key Pen Food Banks

Most of our projects were local this year, with LWR, ELCA, and Palestine Children’s Fund being international. Also, LWR had a large presence in the USA this past year. Gratefully submitted by Ronnie



*Toilet Paper Drive– January*



*Book Drive*



*Toilet Paper delivered to FISH Foodbank*



*Quilt and Kit Blessing for LWR*



*Assembling School Kits on God’s Work Our Hands Sunday*



*Agnus Dei had a booth at the Pride in the Park Event in June*

# Hospitality

## Annual Report for 2025 submitted by Debbie Snowden

The hospitality team organized the after service gathering for several memorial services this past year. The team also helped to organize and support soup suppers along with other congregational members. When we were in need of new chairs for the sanctuary congregational members along with the hospitality team organized a dinner for the “Chair Affair” to raise money for the new chairs. Sunday morning hospitality is provided by the entire congregation. The goal of getting more congregational members to participate on a weekly basis is ongoing.

### The Chair Affair–

#### Chair Upgrade for Our Sanctuary

Submitted by Cindy Beals

What began as a simple request for more chairs with arms to assist our aging population in worship, evolved into a campaign to replace all the chairs. The existing chairs were approaching 40 years of age, had flattened cushions and some of the wobbly legs were beyond repair. Research into replacing them with similar style wooden chairs came back with a proposal hovering just over \$50,000. An alternative was found with a more realistic price of \$18,000.

With council’s approval, a fundraising event to purchase new chairs called “A Chair Affair” was planned for September 20. The evening included a buffet of delicious appetizers and deserts and a wonderful musical program by our own very talented musicians.

The evening was a rousing success and netted enough donations to fund all the chairs and in true Agnus Dei tradition, an excess of the amount needed was given.

The chairs arrived in October and we couldn’t be more pleased. In addition to having chairs with arms at both ends of each row, the comfortable new chairs also have below the seat book racks keeping hymnals readily accessible.



# Faith Formation

# Adult Forums 2025

Submitted by Kathy Gemar

*So many speakers shared their time & Expertise with us!*



## Travel Experiences

*Coping in times of Chaos*

*Care for Creation*

*Faith*

*Caring for Ourselves & Others*

*Celebrations*

*Theology*

*Local Authors*

*Book Reviews*

*Business*

*Feedback*

*Thanks to each speaker and all who attended!*

# Faith Formation continued

## Front Room Kids

*submitted by Marlene Bridgforth*

We are excited to be in our second year of the Front Room Kids program! From September to late May, we offer age-appropriate Bible stories to our children ages 3-10 during the church service. Usually 3 to 5 children attend, with two adults leading the offering.

This year, our stories have been from the Holy Moly New Testament series. This program provides the written story, a video of the story, and a variety of crafts that help the children understand the story while having fun. We can also sing!

At Christmas, our children decided to participate in a short pageant for the congregation, complete with shepherds, wise men, angels, and of course Mary, Joseph, and a baby.

Thanks to our adult volunteers and congregational support, we plan to continue to help our children learn of God's love to all people.



# Faith Formation continued

## Little Lambs Preschool

### A Ministry of Agnus Dei

*Submitted by Shannon Moore, Preschool Director*

Little Lambs Preschool had a terrific 2025! We were blessed with a lot of wonderful families. We enjoyed many fun activities like our field trip to Harvest Fest at Miracle Ranch, and our Thanksgiving Feast. Our Christmas Program was well attended and the reviews were great. The kiddos sung their hearts out! We also hosted Pancake and Pajama Day. It was so fun! Enrollment in 2025 held strong at roughly 85% full. We are looking forward to another great year in 2026.

Enrollment for the 26-27 school year has begun and is going very well. Our goal is to have four full classes. Our Purple Pre-K is already full! Our teacher team is strong and we love working together!



2025-2026 teaching staff: Elyse Santosas, Letty Walker, Brianna Gray, Meghan Ekins, Shannon Moore, Mary Howe



## Gig Harbor 'Theology on Tap' 2025 Annual Summary *submitted by Phil Waite*

**Theology on Tap** (ToT) meets the third every Thursday of every month at Round Table Pizza in Gig Harbor. ToT is non-denominational (or perhaps 'inter-denominational') though most attendants in Gig Harbor are Lutherans from Agnus Dei Lutheran Church. 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!)

Since November of 2021 Phil Waite has taken responsibility to lead 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 of the third Thursday monthly meetings. (prior to November 2021 Lyle Miller was the ToT leader)

The ToT discussion introductions/guides/summaries (called euphemistically 'One-Pagers') that are usually between 2 and 6 pages in length that Phil researches, writes, and sends out. Phil tries to take an unbiased, 'academic' point of view without shading the topic one way or another but often his biases and snark slip through. All 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 2025, ToT met every month except April (the third Thursday was in Holy Week) the summer months of June, July, and August when many attendee's travel plans take them out of town, and December which was felt to be too close to Christmas. These are the discussion topics from each month in 2025:

- **January: Hermeneutics**
- **February: Taoism – guest presenter Dane Beals**
- **March: Spiritual Gifts**
- April: *no meeting due to falling on Maundy Thursday*
- **May: The Eucharist**
- June – July -- August: *off for the summer*
- **September: Walter Brueggemann**
- **October: Christianity & Empire**
- **November: Decolonizing Christianity**
- December: *no meeting*
- **Attendance:** Average for 2025 was 17 attendees. Low:12; High 19

## Theology on Tap continued

**Email invitations:** Monthly email invitations to Theology on Tap go out to over 35 people on the regular email list. Most invitees are members of ADLC, but several are not. Five pastors are also cc'd each month who can read the 'one-pager' if they like and provide feedback, comment, or adjustment as necessary. They are:

**JT Burk** – pastor of ADLC

**Dan Wilson** - co-interim pastor at ADLC

**Tom Aiken** – co-interim pastor at ADLC

**Kim Latterall** – co-interim pastor at ADLC

**Seth Novak** – past pastor of ADLC and current pastor at Key Peninsula Lutheran Church

**Adrian Bonaro** – pastor at First Lutheran Community Church in Port Orchard

**Chuck Slocum** – pastor at Peninsula Lutheran Church, Gig Harbor

## Stewardship *submitted by Gary Gemar*



The stewardship campaign theme for 2025 was “**Because of You**”. Over the five (5) weeks of the campaign, the Stewardship Committee members shared with the congregation how the ministries at Agnus Dei Lutheran are transforming peoples’ lives at the congregation, community, and global levels because of members generosity of time, talents, and resources.

Time & Talent surveys were available throughout the campaign for people to fill out to indicate how they would be involved in the various ministries for the upcoming year.

Additionally, Intent Cards were available each week to fill out and drop in the stewardship box in the narthex. An online option for Intent Cards was also available.

\$423,561 was pledged from the Intent Cards. This amount does not cover the total yearly expenses at Agnus Dei, but it is a good foundation to support our ministries. The Stewardship Committee wants to thank everyone for their generous support of Agnus Dei with your time and talents and monetary support as we serve our beloved community inside and outside our church.

*All that we have, all that we are, flows from the generosity, diversity and abundant love of our creator. When we choose to share we open ourselves to extraordinary possibilities to bless others and be blessed. Continue excelling in this grace of giving as we minister to transform peoples’ lives.*

**Committee Members: Pastor JT, Lance Colyar, Randy Spitzer, Gary Gemar**



# Worship Committee *submitted by Susan Luebeck*

Pastor JT Burk faithfully led Sunday worship at 9:30 a.m. throughout the year, with services that were inspiring and well attended.

The Altar Guild prepared the sanctuary and Holy Communion for each service. Gluten-free bread was served to ensure that all who wished to partake could do so. Hybrid worship continued for those unable to attend in person.

The Liturgical Arts Committee provided seasonal visual displays throughout the church year. Beautiful new banners for the Season of Creation and for the Christmas Season were created by Marilyn Colyar and Ghita Lorenz, and lovely altar floral arrangements were provided by Joanna Stuen. Worship was regularly enriched by musical offerings from the choir, handbell choir, and instrumentalists.

We are grateful for the many lay leaders who supported worship each week, including lectors, assisting ministers, prayer writers, musicians, ushers, greeters, and security.

Sunday morning Front Room Kids met weekly during the school year.

Midweek contemplative services followed by soup suppers were offered during Lent and Advent, with themes "*Lament – A Lenten Journey through Healing to Hope*" and "*Emmanuel – The Promise of God With Us.*" Summer midweek services were also held in July (*For the Healing of the Nations*) and August (*For the Healing of Creation*).

Christmas Eve services were held at 5:00 p.m. and 7:30 p.m., with both services well attended.

In August we said farewell to Shari Shull, Deacon and organist. For the remainder of the year, Susan Luebeck, pianist, stewarded liturgical planning and music ministry administration. Randy Spitzer directed the choir, and Stephen Keyl directed the handbell choir, and on occasion served as organist and substitute choir director.

