

JULY 12, 2020



# Annual Report

2019-2020

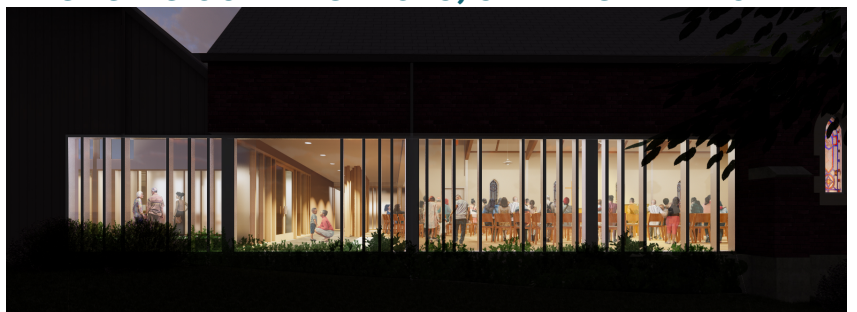
## TRANSFORMING SPIRITUALITY



## DEEPENING COMMUNITY



## ENGAGING OUR NEIGHBORS, SERVING THE WORLD



For the Life of the World



## A message from ELCA Presiding Bishop Elizabeth Eaton

Dear friends in Christ,

Stepping out in faith can be difficult. Martin Luther did it in 1517. The Evangelical Lutheran Church in America did it at the 2019 Churchwide Assembly. This church can be bold and daring because of our scriptural and Lutheran confessional understandings. Is it easy?

No. Do we always get it right? Probably not. Where we are in error, may God correct us.

The cross is our center. Faith, grace and Scripture alone are our guides. We are church. We are compelled by the gospel and our understanding that in Christ we have been set free to love and serve the neighbor. This loving and serving of our neighbor alongside courageous and faithful leaders is what offers hope to congregations.

Over the past 18 months we have made significant strides in our work on congregational vitality. This church has multiplied its efforts and leveraged its resources to enhance vitality in congregations. Our vision continues to evolve around strengthening our relationships with God, each other and the neighbors we serve. In this way we are addressing both local and global issues by being present in our own community and proactive with issues in the broader church.

This presence is made possible in significant ways through your giving of time, talents and financial resources to our work together. The success of our recent campaign, *Always Being Made New: The Campaign for the ELCA*, reflects the increasing

support for existing and new ministries that serve our communities here at home and others around the globe. Through regular, special and legacy gifts, \$250 million was given to support God's work. Through the spiritual practice of giving, we both acknowledge receiving God's gifts and share in God's generosity by passing on a portion to others. Together we are doing God's work in ways that we could not do otherwise.

As your congregation plans work for the coming year, I hope you will be both bold and daring, remembering God provides and desires abundant life for all. May you continue supporting God's work together with a spirit of solidarity, collaboration and generosity. We are all partners in the gospel, believing in Jesus Christ crucified and risen for the life of the world.

Stepping out in faith together,

A handwritten signature in black ink that reads "Elizabeth A. Eaton".

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

*"So if anyone is in Christ, there is a new creation: everything old has passed away; see, everything has become new!" —2 Corinthians 5:17*



# Litany

- L. Gathering together as God's people in this place, may we always be aware of your presence in our midst.
- C. Lord, may we always be aware of your presence.
- L. Knowing that the Word is our light, may we continue to grow in our scriptural and confessional understandings.
- C. Lord, may our minds continue to grow in your word.
- L. Recognizing that stepping out in faith is not easy, we ask that you give us strength, O Lord, to listen and be bold and daring.
- C. Lord, give us the patience to listen and the strength to be bold and daring.
- L. While we strive to know ourselves and your will for us, may we build our relationships with our brothers and sisters in Christ.
- C. Lord, help us to build faith-filled and healthy relationships with others.
- L. Recognizing that we are often the ones asking, "And who is my neighbor?," may we open our eyes, ears and hearts to all those in the community in which we live.
- C. Lord, may we always be open to those in the community in which we live.
- L. Recognizing the importance of Moses, the prophets and disciples, may we work together to accompany and raise up leaders for your church.
- C. Lord, may we have the insight, encouragement and skills to raise up courageous leaders.
- L. Recognizing the many gifts you have entrusted to us, may we use these gifts to do your work in the world today.
- C. Lord, may we use the gifts entrusted to us to do your work.

## God of Tempest, God of Whirlwind



1 God of tem - pest, God of whirl - wind, as on Pen - te -  
 2 God of blaz - ing, God of burn - ing, all that blocks your  
 3 God of earth - quake, God of thun - der, shake us loose from  
 4 God of pas - sion, God un - sleep - ing, stir in us love's

cost de - scend! Drive us out from shel - tered com - fort;  
 pur - pose, purge! Through your church, Christ's liv - ing Bod - y,  
 leth - ar - gy! Break the chains of sin a - sun - der,  
 rest - less - ness! Where the peo - ple cry in an - guish,

past these walls your peo - ple send! Sweep us in - to cost - ly ser - vice,  
 let your flam - ing Spir - it surge! Where de - ceit con - ceals in - jus - tice,  
 for earth's heal - ing set us free! Crum - ble walls that still di - vide us;  
 may we share your heart's dis - tress. Rouse us from con - tent with e - vil;

there with Christ to bear the cross, there with Christ to bear the cross!  
 kin - dle us to speak your truth, kin - dle us to speak your truth!  
 make us one in Christ our Lord, make us one in Christ our Lord!  
 claim us for your king - dom's work, claim us for your king - dom's work!

Text: Herman G. Stuempfle

Music: John Hughes

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- L. Let us pray. As we strive to be your church of the present and the future, may we nurture a spirit of collaboration and solidarity. May we all be partners in sharing the gospel and believing in Jesus Christ crucified and risen for the life of the world.
- C. Amen.

# Beyond the Wall: Making All Things New



When have you discovered newness in life through Christ? Did you have to step out in faith to do so? Perhaps you had to let go of your will and accept God's will. This

is a major turning point in the faith journey of many people. There are examples in Scripture about Job (Job 29-30), Elijah (I Kings 19:4-14), Mary Magdalene (Luke 8:1-2) and the women at the tomb (Luke 23:55 – 24:5). Consider the story of the rich young man (Matthew 19:16-26, Mark 10:17-31, Luke 18:18-30). He approached Jesus with a simple question: "What must I do to inherit eternal life?" Jesus replied, "Go, sell what you own, and give the money to the poor, and you will have treasure in heaven." When the young man heard this, he was very sad and walked away, because he was very rich. Given the choice, he found it difficult to forsake wealth in this world for the promise of God and eternal life.

Sometimes there are barriers or walls that complicate trying something new or stepping out in faith. What walls or barriers have you encountered? Consider the story of Zacchaeus (Luke 19:1-10), who wanted to witness Jesus preaching but was too short to see past the crowd. After Zacchaeus climbed a tree, Jesus called out to him and invited himself to lunch in Zacchaeus' home. We know what Jesus said to Zacchaeus,

and he was a different person afterward. He had changed from wanting wealth and success in this world to desiring significance through a life of faith. When have you, or your congregation, chosen success over significance? Perhaps when using numbers or the size of your facilities as a measure. Moving toward significance usually means sacrificing success. In what areas of ministry is your congregation seeking significance today?

Stepping out in faith may be a personal choice for a short time but usually involves accompanying others. As members in the body of Christ, we are not called to meet our own needs alone. The Great Commission (Matthew 28:16-20) calls us to go beyond our barriers and bring the message of Jesus Christ to others. This helps us grow beyond a Christian enclave to become servants of Christ and a serving community. In what ways has your congregation moved from an enclave to a servant community?

Overcoming barriers and walls to make things new involves stepping out in faith. It means shaking loose from lethargy and moving out from sheltered comfort. In the process we break the chains of sin that hold us back and divide us from making us one in Christ. When we share in the distress of God's heart to do the kingdom's work, we are in tune with God's will, choosing significance over success and becoming a servant community. This is when we feel the vitality of our faith and the power of the Holy Spirit. May you experience this newness in Christ in and through your ministry.



## OUR REDEEMER'S MISSION

In the model of Christ and for the life of the world,  
we are an inclusive, devoted, caring and spiritual community  
that accepts challenges, takes risks and grows.



## Meeting Agenda

1. Opening Prayer and Song
2. State of the Church - Pastor Kathy Hawks & Shelbe Kukowski
3. Honoring our Volunteers: Caring Community Team
4. 2019-2020 Financial Report - Amy Dahlgren, Treasurer
5. 2020-21 Mission Budget Presentation and Vote
6. Thank You to the Council - Vote for New Council Members
7. Good news about the P-Patch - Cindy Krueger
8. Thank you to VAB, Brandy, Staff and Council
9. Motion for VAB Plan and Budget - Second Discussion
10. Mission-based initiative
  - Benefits to the neighborhood - to us
  - Details of loan - Steve Olson
  - Vote
11. Go in peace.

# STATE OF THE CHURCH

Dear People of Our Redeemer's,

**2019-2020 started like any other year.** The steady rhythm of Our Redeemer's gathering and being sent out. Worship. Ballard Sunday Dinners. Bible study. Theology on Tap. Vacation Bible school. Holden Village. Confirmation camp. Sandwich Sundays.

Behind the scenes, ongoing efforts moved us toward the vision God has given us - Transforming spirituality... Taking new shape through consultation and work to create a ministry for our little ones, children, and youth that fits with their lives and schedules and needs. Engaging our community... More than a year working to partner with the Ballard P-patch to fundraise and be able to continue the ministry Our Redeemer's sustained for more than 40 years.

**Fall arrived,** and we looked back over **75 years** to October 1944 when a group of largely Swedish immigrants signed a charter calling Our Redeemer's Lutheran Church into being. They quickly began plans for a building, although the depression was barely behind them and the world war continued on the news reels. Neighborhood opposition did not deter them. They knew the importance of what they were undertaking, despite all the risks and uncertainties. We celebrated their accomplishments and took heart from their courageous, faithful example.

At the very same time we were looking back 75 years, a dedicated, small, team entered their fifth year working with architects, contractors, and the congregation to **"edit" and renew our facility** to be a tool that truly serves our mission. With our last building renovation 50 years in the rear view mirror, we envisioned a facility for the generations and neighbors and ministries of the next 50 years.

Then, in February, something no one could have foreseen. **A pandemic.** Shutting down our building. Keeping us physically distant from one another. Challenging us to find entirely new ways to do the things that make us who we are, nourish our spirits, serve our neighbors, and connect us as community. And, in May, protests for racial justice swept our city and our nation, challenging us to begin seriously reconsidering our congregation's call to justice, and our own unwitting complicity and complacency.

**What then shall we do?** Always a faithful Lutheran's question of God and of ourselves! Thanks be to God, we will continue to live out the vision God has given us. God willing, one expression of that vision in the coming year will be a new building rooted in our heritage and tradition, yet speaking to people who have no connection to either.

But, whatever the unprecedented coming year holds, I am not afraid. **I am in awe** of what God's Spirit, in the hearts, lives, generosity, creativity, compassion of this faithful congregation has done. I am humbled by the dedication, skill, creativity, and nimble resilience of our amazing staff. I am so grateful for our current council, blessing us with just the experience, faith and skills necessary to do the research to discern and lead wisely.

Like the people of Israel, traveling in uncharted wilderness and discovering God was not only with them, but leading and providing for them day and not, I have no doubt whatsoever, Our Redeemer's moves into this coming year with hope, and will find powerful ways to share our hope in our utterly faithful God.

**May God's Spirit continue to disturb, comfort, inspire, and bless this wonderful community of faith.** I am grateful to belong to you!



Pastor Kathy Hawks



COVID Easter Sunday in my backyard



Black Lives Matter on the streets of Ballard



Life Masters gather for last summer's progressive dinner



# REPORT OF THE PRESIDENT

Hello Faithful Members of Our Redeemer's,

Another fiscal church year has come to a close and here I stand once more amazed at all that we have accomplished both in-person and online together. A year ago the Council's executive team had just begun meeting via Zoom; now out of necessity, all of us are quite adept at meeting online.

As you are certainly aware, it has been a unique year. "Hundred Year Events" are rare enough; but when you put two generational events together- a significant building renovation and the global pandemic - it makes the year zoom by (no pun intended).

Council has had an especially busy year, as our focus has been dedicated to funding the Vision Aligned Building program through the sale of our P-Patch to our desired purchaser (GROW), who will keep it for a P-Patch infinitum. We negotiated a Purchase and Sale Agreement with GROW - a several-month-long process, held a congregational meeting (January 2020) to enter into the PSA with GROW, worked through a property boundary line adjustment as part of the sale, received a down-payment from GROW, and have heard nothing but very positive messaging from GROW as the closing date fast approaches.

Those who serve on Council deserve a round of thanks for many things - for the many, many hours in Zoom meetings spent talking through everything in detail, pitching in to help create presentation material, conducting cottage meetings, and having intentional, caring conversations when the interests of the congregation, our financial reports, and the mission of the church intersect and opinions sometimes diverge. Our Council has served diligently and prayerfully, always willing to put in the extra hours, and I am deeply grateful for their commitment to our congregation.

The way that we have coped with these extraordinary world events reveal that we are a church body that is adaptable, faithful, and resilient. As we enter this next year may we prayerfully consider ways in which we can carry these traits forward.



In Christ,





A handwritten signature in black ink that reads "Shelbe M. Kukowski".

Shelbe Kukowski

# **WORSHIP AND MUSIC – TRADITIONAL**

## **What a Year!**

**Here are some of the many memorable events, by season.**

	<h3>Summer 2019</h3> <p>We enjoyed a delightful mix of special music from a variety of singers and instrumentalists each Sunday.</p>
	<h3>Fall 2019</h3> <p>It's always uplifting when the Choirs – both adults and children – return to rehearse and sing! Looking back now, I'm even more grateful for all their musical contributions in our worship services. And our Traditional Worship Team began planning for and implementing all those behind-the-scenes visual embellishments that enhance our worship environment.</p>
	<h3>Winter 2019</h3> <p>We're thankful for a beautiful Advent season, including Christmas Caroling to our shut-in members. Christmas Eve was festive and meaningful – enriched with a very talented Orchestra, Choir, and Hand Bell Ensemble.</p>
	<h3>Spring 2020</h3> <p>Quarantine! None of us could have anticipated the extreme changes necessitated in our daily lives due to Covid-19. While we couldn't worship in person, our pastors and staff brainstormed, strategized, and worked hard to learn new technologies that would allow us to gather together, albeit electronically, from our homes. Having a Maundy Thursday dinner via Zoom at our own dining room tables, watching and listening to our Synod's collaboration for Good Friday, and sharing Synod and Our Redeemer's resources for Easter Sunday, including a guest trumpeter from his home, were all new experiences for us. The Sunday after Easter featured a Hymn Sing, with songs requested by our congregation, led by a variety of singers and instrumentalists. And in recent weeks, we've added even more tools, including the "Acapella" app, to allow musicians to collaborate by recording in squares on a video screen. Thank you to all who have volunteered to read Scripture or lead the Prayers of the People, and we hope more will join in leadership roles this summer – let us know if you wish to read or pray or contribute to music in worship.</p>

While we wouldn't have chosen this quarantine situation, in some ways, our congregation has been brought closer together as we share God's Peace and a virtual Coffee Hour during Zoom/Facebook-Live worship services! Looking forward, we can't know exactly what the future will bring, but we can trust that God will provide and inspire us as we move forward together.

Respectfully submitted by  
Karen Lee

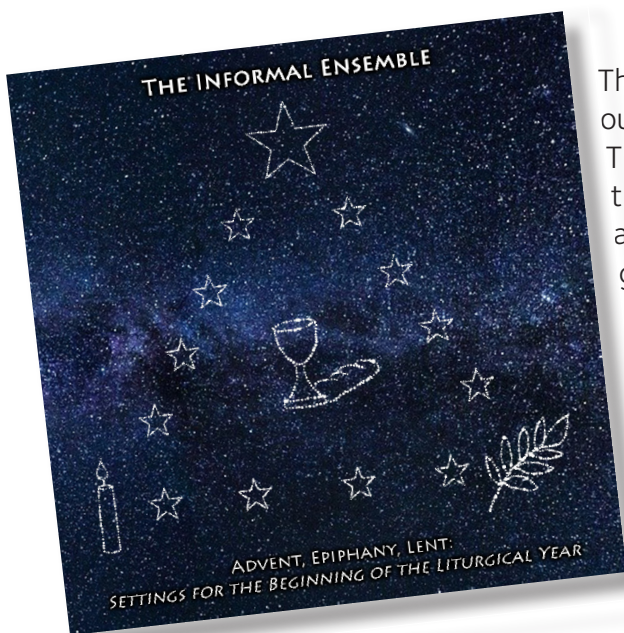
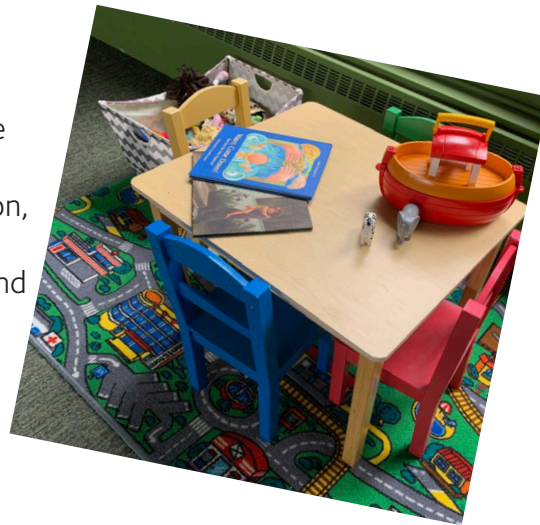




# **WORSHIP AND MUSIC – INFORMAL**

**We continue to have a wonderful informal service with a few lovely additions this year...**

The children's PRAY-ground in the front of the worship space. There are quiet games, books, and a place for little ones to move their bodies without distracting the grownups. The inclusion of children in our worship is one of our core values as a congregation, but also making sure that families feel welcomed and loved. We continue to look for new and creative ways to involve children and their families in the active life of our congregation.



The Informal Ensemble recorded and released an album of our original liturgical music from Advent, Epiphany, and Lent. The album was funded by the generosity of the congregation through our "Fund-A-Need" program at the annual auction, and so is free to listen to, and to share with others. A great tool for spreading the good news of the work we do together as a congregation. Listen to it and share at this link: <https://soundcloud.com/ourredeemers/sets/the-informal-ensemble-advent-epiphany-lent>

We are grateful for the volunteers who help to make our worship work, particularly Gry and Leif Loklingholm, and Jim Arnold and America Meija who faithfully set the altar and welcome table week after week.

## **Looking ahead:**

We hope to develop a "liturgical vision" team for the informal service, looking at thematic, spacial, and musical elements of worship within the context of the liturgical year to make worship energized, fun, and deeply spiritually connected.

We are excited to envision worship in the newly remodeled sanctuary next summer. What a cool new dream to have on the horizon!





## SOCIAL JUSTICE

It has been a memorable year at ORLC with social justice. Throughout the year, at least 300 volunteers worked together to listen to, feed, support, advocate, sew, build kits. We have kept those most at risk at the forefront of our minds and heart. In May and June, after a serious awakening to the sin of racism that has been deeply at work in us and our country, we began seriously considering our role as a congregation and individuals in supporting black people and other people of color.

We donated \$46,856 in Benevolence gifts. Of that amount, we gave \$32,799 to the Evangelical Lutheran Church of America. The remainder given included organizations doing powerful and high-impact work benefitting our neighbors, local and abroad:

- Ballard Sunday Dinner
- Sandwich Sunday (Peter's Place)
- Faith Action Network (FAN)
- Church Council of Greater Seattle
- Ballard Food Bank
- Lutheran Peace Fellowship
- Lutheran Immigrant and Refugee Services
- ELCA World Hunger
- Earth Ministry
- Bridge Care Center
- Paths to Understanding
- Black Lives Matter

FOOD	Pounds of food given to the Food Bank	• Hundreds of pounds!
P-PATCH FUND	Art in the Garden E-Cycle+	• Art in the Garden raised over \$900 and • E-Cycle+ event raised \$1,000 for The Ballard P-Patch fund
MEALS SERVED	Meals served to hungry people: 4,520	• Ballard Sunday Dinner: 60 x 9 months = 540 meals • Thanksgiving: 200+ meals • Sandwiches: 300 x 9 months = 2700
VOLUNTEERS	Total Volunteers: 425	• Thanksgiving - 113 • Ballard Sunday Dinner - 144 • Sandwich Sunday - 185 • E-Cycling - 23 • God's Work Our Hands Trail Clean Up - 5
LWR	Lutheran World Relief	• Personal Care Kits: 174 • Quilts: 50
E-CYLCE+	E-Cycle+ Events	• 1 box truck FULL of styrofoam • 2 trucks full of electronics • 17 bicycles • 500 pounds of gently used clothing donated • 28 eyeglasses
GIFTS	Giving Tree Gifts	• 184 holiday gifts to local children, families, and R2H participants
R2H	Road to Housing = 725 nights	• 18 adults and children • Over 2,100 nights of safety and stability
GWOH	God's Work Our Hands	• 38 volunteers, 300 sandwiches • 13 volunteers, an entire trail's drainage system updated at Carkeek Park
GOOD-WILL	Goodwill Trailers	• 64 Trailers
GIVING	Benevolence Giving	• Of all the gifts coming into Our Redeemer's, our church community gave \$40,319 in the form of Benevolence gifts



## Feeding the Hungry & Being Good Neighbors

- Hundreds of pounds of food contributed to the food bank.
- 725 nights of safety and stability offered to 15 Road to Housing guests
- 228 Giving Tree Holiday Gifts
- 3,000 sandwiches assembled and shared with hungry people as a result of our monthly Sandwich Sunday
- Over 200 hungry people served in a sit down on Thanksgiving Day

## Educating about Faith and Justice

- Newsletter articles included, Justice & Generosity and Advocacy 101
- Excellent preaching focused on the work of justice in our current context

## Care for Creation

- 2 box trucks full to the brim of styrofoam and electronics to be recycled and re-used
- Trail reconstruction at Carkeek Park

## Disaster Response and World Relief

- 109 School Kits, 65 Personal Care Kits, and 50 quilts turn ordinary items into gifts of God's love through Lutheran World Relief.
- Advocacy for Policy Protecting the Vulnerable
- Advocating Faith issues with the Faith Action Network
- 5 congregants attended Faith Action Network's interfaith advocacy days in Olympia and came back equipped to work on legislative concerns that align with our mission

## Racial Justice

A letter of intent about race and white supremacy to be used as a guide for prioritizing racial justice in the congregation. 6 volunteers crafted

**Social Justice at ORLC is deeply concerned with Black Lives.** It is our

intent to be an active part of the solution to racism. We know a statement means little if there are no actions that spring from it and we are looking forward to being involved in prioritizing racial justice as a central piece of God's call to us in this season. **In that light, donations are being made to Black Lives Matter Seattle and to Paths to Understanding**, which focuses on Muslim, Jewish, and Christian relationships.



# FAITH FORMATION

## Faith Formation Events in the Last Year

### 1 Summer – Re:New VBS!

50 kids, 50 volunteers, and a great amount of fun! Confirmation camp at Lutherhaven was a blast! We have such wonderful youth in our congregation.

### 2 Fall – Seahawks Kickoff Party!

**Classes for Sprouts, Exploring Faith, Connect, and Confirmation** all got rolling! Huge thanks to the teaching team: Dana Wright, Jessica Parrott, Katlin Dickinson-Laurence, Matt Grover, Stephanie Fowler, Harold Laurence, Pamela Altman, Mandy Neill, Mike Jancola, and Michael Hammett!







## FAITH FORMATION



**3 Confirmation – Congrats to Leif Loklingholm and John Gibson!** The 7th and 8th graders pulled off a great brunquet, and were amazing! Big thanks to Bob Carlson and Kim Smith for their amazing teamwork, and getting those kids to really roll up their sleeves.

### 4 Advent and Christmas

Wreath making, and song-singing, and Lucia-festing, and pageant-playing, and Christmas Eve play actors, and a wonderful celebration of the arrival of the Christ Child!

With the arrival of the pandemic, all of our classes for kids managed to find their way online, and continue to thrive. What a testament to the resilience of our volunteers, and movement of God's spirit through even the most trying times!

Respectfully submitted by  
Pastor Gretchen



## FAITH FORMATION

### **Faith Formation Revitalization – by Betsy McGregor**

The Faith Formation Team is a small, committed group of members that includes diverse group of members, both long term and new. They are, Dana Wright, Kari Guddal, Stephanie Fowler, Mandy O'Neil, Philipa Dugaw and Betsy McGregor. We are working together to revitalize Faith Formation practices at Our Redeemer's. Our guidepost is knowing that we all have a place inside the story of God's love and that by finding that place we can live out that story every day.

Our group is working with Jim LaDoux, a Coach from Vibrant Lutheran Services who is guiding us through this process. Our work is focused on the ways in which faith formation manifests at our church from Sunday Worship to our Social Justice activities to education offered to our children and youth.

In December members took a survey to learn more about our strengths as a congregation as well as opportunities for growth. The Faith Formation team has spent time disseminating the results of the survey to better understand our members' wants and needs as they relate to faith formation. We have also spent time on clarifying our own vision and mission for our work and with that clarity, we are able to move forward with a united purpose.

There are many and varied faith formation activities and opportunities already in place at Our Redeemer's. Survey results and other information gathering tells us that parents want more resources and support with daily faith formation activities at home. Our team is focused on providing ways in which parents can integrate faith practice into daily routines with their children. Additionally, we are also investigating ways to bring faith formation for generations for whom the internet is a primary source of information. Finally, we want to look at many of our faith formation activities as opportunities to bring together generations; looking to the benefits of intergenerational faith practice.

### **Looking ahead our immediate work is centered on building children and youth education offering using the liturgical year as the anchor for learning.**

We will also be reviewing our current faith formation activities and consider ways in which we can instill that guidepost of finding our place and calling in God's story of love.

Recently we were honored to receive a grant from Vibrant Faith which will provide us with coaching for an additional four years. We will also be working with other Lutheran congregations in the area who are also in the middle of this work. By working with other Lutheran churches, we hope to share resources as well as learn from each other.

With the stewardship of Pastor Gretchen and support of our coach, team is excited with the opportunity to build a vibrant Faith Formation program here at Our Redeemer's.



### **Adult Education: Wednesday Morning Bible Studies**

by Carolyn Swanson

Beginning in September 2019, a faithful group of 12-15 students met from 10:30 – 12:00 noon in the library. We studied Biblical Wisdom Literature, presented to us via DVD by Father Joseph Koterski through “The Great Courses”. One of the main themes of Wisdom Literature (Proverbs, Job, Ecclesiastes, Lamentations, etc.) is the problem of human suffering. Statements by sages and the wise offer teachings about divinity and virtue. Covid-19 intervened just when we were to study Sirach (found in the Catholic Bible).

“Why do we study the Bible? Frank G. Honeycutt in *Living Lutheran* says studying the Word of God is seeking for hidden treasure. In Matthew, the kingdom of heaven is like treasure hidden in a field. The church proclaims a strange truth: faithful discipleship entails a regular search for hidden treasure. *Unless you’re digging down below the surface of Scripture on a regular basis, your faith will very likely become stagnant.*

Next fall remains a mystery as to how we will meet, but whatever way we do, we welcome fellow “diggers”.







## FAITH FORMATION

### Adult Faith Formation

Sadly, one of our best ways of building faith and community together can no longer be done in person. And, given all the evolving information, most adult faith formation went on hiatus over the spring months. However, in June we began to build back up, as our own resilience during this time depends on the strength we find in God's word and our conversation with one another.

#### Sunday Morning Adult Forums

A variety of topics and classes this ranged from The Art of Forgiving to insights and discussion of the experience and challenges of immigrants with the leadership of Michael Ramos from the Church Council of Greater Seattle to a scriptural exploration of God's unfailing abundance and call to generosity.

#### Circles of Connection

A response to the physical distancing of the pandemic, seven small groups have begun to meet weekly to check in, discuss the past Sunday's sermon or scripture, and pray together. Our thanks to the facilitators!

#### The Journey

A wonderful group of 24 interested folks new to Our Redeemer's only got to meet twice for community-building, faith formation this spring before the pandemic shut us down. With more connective technology under our belts, we hope to regroup in some form this Fall.

Prompted by Circles of Connection, a weekly racial justice book group began in late May, reading Martin Luther King, Jr.'s sermons, Strength to Love.

#### Theology on Tap

Theology on Tap ~ Our monthly, lively conversation about timely questions of faith has continued without a break!

#### Wednesday Morning Bible Study

Always a deep and inquiring dive into scripture. This year most focus was on the Wisdom literature. Led passionately and wisely by Carolyn Swanson.

In June, a new Sunday morning conversation, "Claiming our Story: White Privilege and Racial Justice" began, and will continue over the summer.

Respectfully submitted  
by Pastor Kathy



# COMMUNITY

## Caring Community Team – by Julie Vannoy

One of the great ministries at Our Redeemer's is our Caring Community Team, a group of 13 who meets every other month, have a meal, and work to support the members of our community in a variety of ways.

<i>Card Ministry</i>	Our card ministry is comprised of our "card senders" so send cards of support in times of need, hardship, illness, sorrow and cards to celebrate joyful occasions. This includes cards for our Blue Christmas service and All Saints Day.
<i>Blue Christmas</i>	We provide the reception for our Blue Christmas service – a service of quiet, comfort apart from the usual joyful exuberance of Christmas, offering a time and place for those for whom Christmas is a time of stress, pain, loneliness.
<i>Meals</i>	We will deliver a meal to those in any situation where a meal will help – after a hospitalization, during an illness or perhaps after the birth of a child. We do our best to help with transportation to/from church for those who need it.
<i>Noble Knitters</i>	Our Noble Knitters make and provide beautiful, comforting prayer shawls and others manage our prayer list and prayer chain.
<i>Women's Retreat</i>	We initiated our first Women's Retreat which has become an annual event.
<i>Emmaus Visitors</i>	Our Emmaus Visitors are also part of our Caring Community Team. These are members, both men and women, who make monthly visits to those of our community who are no longer able to attend church. They offer companionship, prayer and communion. We currently have 6 Emmaus visitors.
<i>Welcoming Wisdom</i>	Welcoming Wisdom is a luncheon we plan during the summer to honor those in our congregation who are 80 years and 'wiser'. It's a time of fun, laughter, music and sharing with those who have much to teach us.
<i>New Initiatives</i>	During this time of Covid we obviously won't be doing our usual Welcoming Wisdom luncheon, but are hoping to find a way to honor those among us. We are also making Friendship Calls, have delivered Christ In Our Home devotionals to those without computer access, and will continue to try to support our community in any way we can.



We're always excited for anyone who would like to check us out and join our great group! If you are interested or have questions contact: Julie Vannoy, [julianne.van@comcast.net](mailto:julianne.van@comcast.net).



## COMMUNITY

### 2019: Celebrating our 75th Anniversary

Our Redeemer's celebrated our 75th anniversary as a congregation in 2019, and we celebrated with Swedish pancakes, guest preachers (like Pastor Andrew Yee, our Assistant to the Bishop), remembrances from elder members like Doug Starup, and a wonderful retro-potluck with Jell-o dishes that would have made the cooks of 1944 proud! It was wonderful to honor the saints and heroes of our past, and to look with joy what the next 75 years holds for our congregation. Thanks be to God!



### Our 2020 Auction

On February 29th, we hosted our annual festival and auction in our fellowship hall with an Irish theme, celebrating the words and work of St. Brigid. We had a live Irish band, Irish dances from the Tara Academy of Dance, and food from Dante's Inferno Dogs and the Fork and Fin Food truck. We had a wonderful selection of donations to our live auction, and beautiful art in the silent auction.

For our Fund-A-Need, we raised \$9,000 for a new commercial dishwasher in our kitchen! Hallelujah! And for the general fund we raised over \$17,000. Amazing! Many, many thanks to our team of decorators, donors, and cleaners, as well as everyone who attended and had so much fun! You are amazing, and let's do it again next year!



*Shenanigans!*  
An Irish Festival and Live Auction



# WELCOMING MINISTRY

## Ministry By the Numbers!

As the Office Coordinator and Co-Welcome Minister, I get to deal with a lot of numbers. It is a good thing I love numbers! The numbers tell an amazing story about our church in this turbulent time of distance and change:

153,530	Zoom Meeting minutes (in 266 meetings)
5,592	Online Views of Worship (on Facebook)
2,890	Participants on all Zoom meetings
2,448	Newsletters printed and mailed
610	Visitors on Sunday mornings prior to COVID-19
243	Prayer requests
140	Assisting ministers, lectors, and ushers
60	Pounds of coffee used during Coffee Hour (not counting any coffee we've all made at home since March!)
18	The Journey participants
5	Baptisms

At the end of August, Ronda Andrews stepped down as welcome minister. In September, Amy Hammett and I began sharing this role. Very soon after we started, we realized that we had a shared vision. Our vision of this role is that it becomes a ministry shared by many—not just one person. We hope to develop a team of volunteers who together share the objectives of the welcome ministry.

**What does the Welcome Ministry do?** The core of the Welcome Ministry is hospitality. The ministers and volunteers work to truly see those who are new to our church, both visitors and potential members. We help them become involved and find where they belong within the community of Our Redeemer's. Traditionally this has meant having a welcome minister present on Sunday mornings at the 9am and 11am services to welcome potential members and visitors, as well as coordinate volunteers for coffee hour. As a Welcome Minister, I coordinate the many volunteers and staff behind coffee hour, worship welcome, and the Journey.

Hospitality may seem difficult, or even impossible, in this new era of a global pandemic. But, maybe even because it seems so hard in this era, hospitality truly remains such an important and relevant part of Our Redeemer's ministry. Yes, hospitality looks different today than it did before COVID-19. And yes, it will take some creative new ways of 'being and doing' to share hospitality today. Yet, trying new things is something at which this church excels. Here's to the next year of going boldly where no welcome ministry has gone before!

Respectfully submitted by  
Katlin Dickinson-Laurence



# 2019-2020 FISCAL YEAR FINANCIAL REPORT

The 2019-2020 fiscal year showed a pattern of offerings coming in below the budget set for this fiscal year, prior to the pandemic. March and April saw a deeper decline in giving as we adjusted to new ways of both worshipping and making offerings. In May and June, however, generous increased giving helped Our Redeemer's end strongly.

Loose Offerings, in particular, saw a decline and will continue to as in-person cash offerings are no longer possible, and members are instead utilizing envelope and online methods. Similarly, the Church Use revenue decrease reflects the inability for in-person gathering and the rental income it creates. The pandemic did allow for Our Redeemer's to apply for and receive \$78,100 in Payroll Protection Plan (PPP/Cares Act) funds; \$26,033 reflected in the 19-20 budget and \$52,067 will be reflected in 20-21 budget.

The 2019-2020 fiscal year also held a pattern of being underbudget in expenses prior to the pandemic. Facilities expenses continued to further decrease as utility usage decreased and program costs associated with meeting in-person were eliminated.

Our Redeemer's ended the year at a loss of \$20,386; 32% better than the approved 2019-2020 budget.

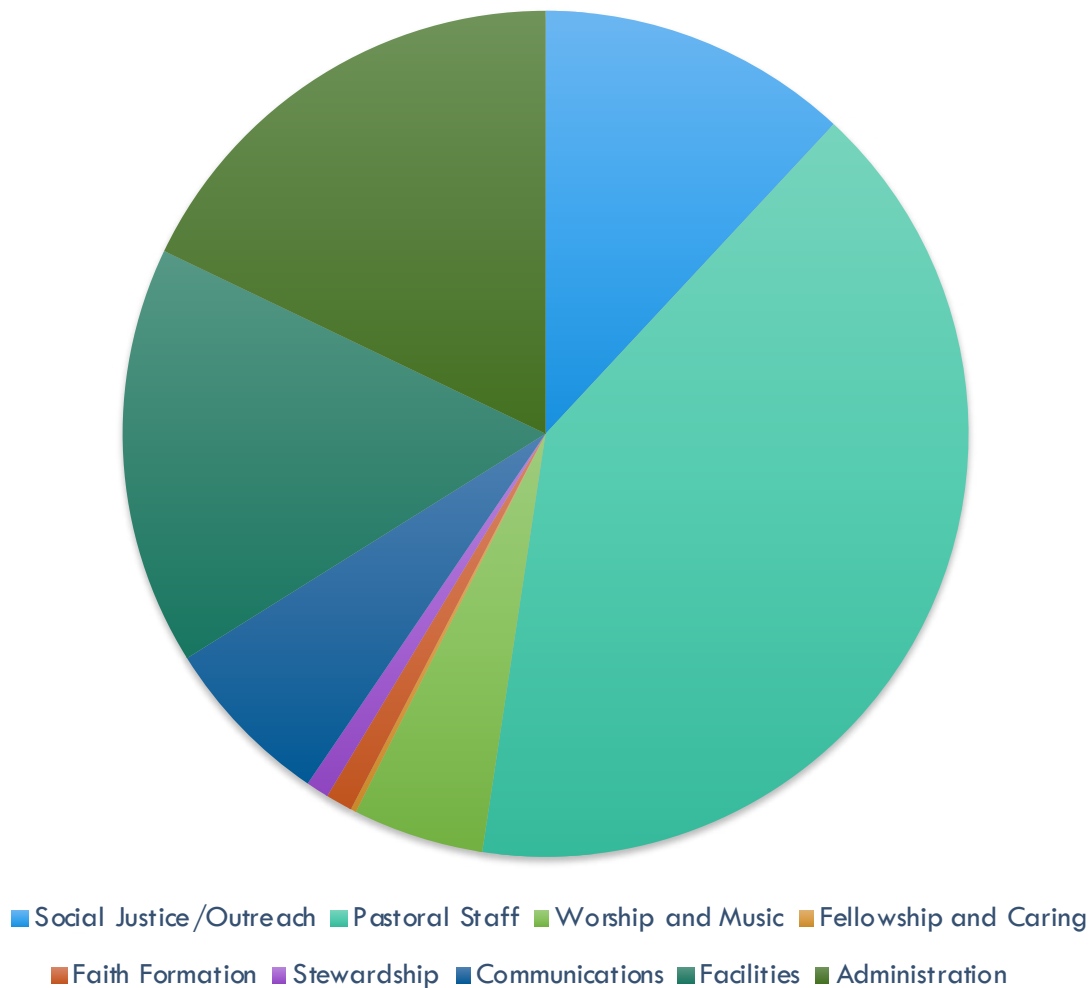
Not reflected in this budget of revenues and expenses is an additional \$30,000 from Calvary funds for staffing costs for the 2019-2020 fiscal year, as planned in Our Redeemer's 2014 congregational vote for our strategic plan.

	2019-2020	2019-2020	Percent Over (Under)
	Adopted Budget	Revenues	Budget YTD
<b>CONTRIBUTIONS:</b>			
Envelope Offerings	525,000	486,539	(7.3%)
Loose Offerings	29,000	18,087	(37.6%)
Church Use	45,000	39,571	(12.1%)
Fundraising	23,500	18,384	(21.8%)
Interest	100	2,549	2448.9%
Other Income	-	26,033	-
<b>Total Revenue</b>	<b>622,600</b>	<b>591,164</b>	<b>(5.0%)</b>
	2019-2020	2019-2020	Percent Over (Under)
<b>EXPENSES:</b>	<b>Adopted Budget</b>	<b>Expenses</b>	<b>Budget YTD</b>
Social Justice/Outreach	81,766	72,952	(10.8%)
Pastoral Staff	251,466	247,461	(1.6%)
Worship and Music	36,916	30,627	(17.0%)
Fellowship & Caring	3,180	1,286	(59.6%)
Faith Formation	9,804	6,245	(36.3%)
Stewardship	7,950	5,337	(32.9%)
Communications	46,201	40,309	(12.8%)
Facilities	103,850	97,928	(5.7%)
Administration	111,427	109,403	(1.8%)
<b>Total Expenses</b>	<b>652,560</b>	<b>611,550</b>	<b>(6.3%)</b>
<b>NET INCOME (LOSS)</b>	<b>(29,960)</b>	<b>(20,386)</b>	<b>(32.0%)</b>

\* Other Income denotes Payroll Protection Plan (PPP/Cares Act) funds allocated to the 2019-2020 fiscal year.

# 2019-2020 FISCAL YEAR FINANCIAL REPORT

**Budget Expenses 2019-2020**



## BUDGET EXPENSES

## 2019-2020

Social Justice/Outreach	72,952
Pastoral Staff	247,461
Worship and Music	30,627
Fellowship and Caring	1,286
Faith Formation	6,245
Stewardship	5,337
Communications	40,309
Facilities	97,928
Administration	109,403

## TOTAL EXPENSES

611,548



# LOOKING AHEAD: 2020-2021

Dear Friends of Our Redeemer's,

Thank you for your faithful financial stewardship which has allowed Our Redeemer's to continue to provide much-needed ministry during this very unusual time!

I echo sentiments others have expressed regarding what a year it has been, full of events we never would have predicted. As we move into the 2020-2021 fiscal year there are still many unknowns. Council, finance team and staff have spent numerous hours looking over data, estimating when the congregation will safely gather together again indoors, examining philanthropic data covering giving trends during times of economic turbulence along with charting the church's past giving history. We have used all of this to forecast future giving and, as a result, have decreased the proposed budget appropriately to reflect all current realities. While this new fiscal year will likely see its share of the unpredictable, we have worked hard to ensure, to the best of our ability, that the 2020-2021 Proposed Mission Budget has accurately predicted the coming year's expenses and giving.

We have decreased this year's overall budget by 5% from last year's budget to account for data-driven projections which yielded a 2-3% decrease in giving. *Social Justice and World Giving* are based on set percentages from *Envelope Offerings* and *Loose Plate* giving and have decreased slightly based on these giving projections. Most of the reductions in the budget come from savings in costs associated with facility usage. The more obvious expenses like janitorial supplies and utilities are accounted for, however, the savings associated with facilities usage is spread throughout the budget—from *Fellowship and Caring*, to *Worship and Music* on through to *Faith Formation*. It may be alarming, at first, to see the reductions to these incredibly vital programs. Please know that these are not reductions to the core programming but instead are reflections of the reductions in facilities and materials costs.

Challenges have arisen over the course of the last several months, but with it, new possibilities arise. Online worship has increased accessibility to worship.

Those who are homebound and were unable to attend in person can now do so. Those who have been curious about what Our Redeemer's has to offer now have a gentle and accessible way to enter into the space, attend worship and see for themselves. The numbers of people attending services attest to this. With these new ways of worshipping and interacting, new platforms are needed. The administrative budget reflects technology costs for *Worship*, *Circles of Connection*, *Faith Formation* classes and meetings along with the ability for staff to continue their work from home. There are also some small costs associated with our new ways of interacting that are specific to Communications and are reflected within that budget.

While we decreased the budget by 5%, we were still able to maintain SYNOD guidelines for a 3% salary increase for costs of living adjustment for our hard-working staff. Our Redeemer's applied for Payroll Protection Plan (PPP/Cares Act) funds and we were awarded \$78,100. This covers three months of payroll. One month's worth of these funds were applied to June's 2020 budget. The remaining two months are a part of the 2020-2021 fiscal year and are reflected in the budget summary below.

As expenses will decrease in relation to facility usage, so will our income. The 2020-2021 proposed budget reflects the loss of rental income covering the next several months. However, it is worth noting, that the savings related to facilities usage exceeds the projected losses in income. There is also an anticipated decrease in income generated from fundraising as that will most likely occur on-line.

Looking in faith toward what this new year holds for us, Council, finance team, and staff trust that our extensive work on this Mission Budget make it a strong foundation for Our Redeemer's community and ministries.

In service,



Karie Stearns  
Parish Administrator

# 2020-2021 PROPOSED BUDGET

## Our Redeemer's Fiscal Year 2020-2021 Proposed Mission Budget Summary

Expenses	2019-2020 Approved Budget	2020-2021 Proposed Budget	Percent Increase or Decrease
Social Justice / Gifts to the World	81,766	80,554	-1%
Pastoral Staff	251,466	256,495	2%
Worship & Music	36,916	29,455	-20%
Fellowship & Caring	3,180	1,200	-62%
Faith Formation	9,804	3,300	-66%
Stewardship	7,950	7,686	-3%
Communication and Outreach	46,201	49,720	8%
Facilities	103,850	74,823	-28%
Administration	111,427	116,941	5%
<b>TOTAL EXPENSES</b>	<b>652,560</b>	<b>620,174</b>	<b>-5%</b>

Social Justice and Gifts to the World are projected to decrease slightly in accordance with the projected decreases in giving. \* Staff salaries increased 3% to meet SYNOD's cost of living adjustment guidelines. \* *Worship and Music, Fellowship and Caring, Faith Formation, and Stewardship's* decreases are reflective of decreased facility usage not programming. \* The decrease to Facilities reflects savings in areas like utilities and janitorial supplies while we utilize other means of gathering and working for the next several months.

Income	2019-2020 Approved Budget	2020-2021 Proposed Budget	Percent Increase or Decrease
Envelope Offerings	525,000	513,750	-2%
Loose / Special Offerings	29,000	28,130	-3%
Church Use	45,000	29,000	-36%
Fundraising	23,500	19,500	-17%
Interest	100	100	0%
Other Income		52,067*	100%
<b>TOTAL REVENUES</b>	<b>622,600</b>	<b>642,547</b>	<b>3%</b>

\*corrected amount

The proposed budget reflects a 2-3% projected decrease in giving. \* Income from *Church Use* is significantly reduced as no indoor usage will occur during most Covid-19 phasing nor while under construction. \* *Church Use* income reflects parking use income and projected May-June indoor usage income. \* *Fundraising* is currently planned to be held online and it is estimated that this will decrease giving. \* *Other Income* denotes Payroll Protection Plan (PPP/Cares Act) funds allocated to the 2020-2021 fiscal year. \* In accordance with Our Redeemer's 2014 congregational vote in adoption of the strategic plan, \$15,000 from Calvary funds will be used for staffing costs in the 2020-2021 fiscal year.

# BUILD THE VISION...

## OUR REDEEMER'S

### *A COMMUNITY IN THE MODEL OF CHRIST*

#### A VISION

God has given us the vision we've been working and live toward. Our building is a tool for carrying that out that. But that tool needs sharpening!

Aligning our building with our vision will strengthen Our Redeemer's' ability to:

- **Transform lives through spirituality in action**
- **Expand and deepen community, within and without our congregation**
- **Engage our neighbors and serve our world**

#### OUR FAITHFUL LONG-TERM EFFORT IS COMING TO FRUITION

In 2013–2014, Our Redeemer's did a congregation-wide process to discern a strategic plan for our vision. We set the goal of renovating our building, removing barriers to mission and enhancing opportunities to serve God and our neighbors.

Since then, there have been many ups and downs, surprises, blessings and disappointments. But the people and leaders of Our Redeemer's have faithfully continued onward, planning, meeting and voting to strengthen our ministry through our building.

Most recently, we spent a year and a half working with the Ballard P-Patch leadership to make it possible for them to buy the property Our Redeemer's has been leasing for free to the City for 44 years. And they did it! The P-Patch will continue to be our neighbor and partner, and our own project will be able to move forward.

#### GOD'S SPIRIT IS MOVING!

Against all odds, everything is coming together: our budget, permit, plans, P-Patch sale, and even a construction schedule that has us out of the building at a time when our health and safety also forces us to do that due to the pandemic... God has clearly had a hand in this!

#### TRANSFORMING SPIRITUALITY

- Improved lighting, acoustics, sound system, and AV system.
- Flexible space for all worship.
- Comfortable seating for all.
- Refurbished organ, movable console, chimes from Calvary organ.
- Wheelchair accessibility.
- Beautifully refurbished prayer chapel.

[View 1](#): Looking northeast in the Sanctuary during a daytime service with a traditional seating arrangement.

[View 2](#): Looking northeast in the Sanctuary during an evening service with a half-round seating arrangement.

[View 3](#): Approaching the small meeting/prayer room along the salvaged wood grove screen.

#### DEEPENING COMMUNITY

- Seismic and accessibility upgrades.
- Increased number of main floor meeting rooms, allow simultaneous Sunday offerings for all ages.
- Improved AV capacity throughout main floor.
- Lower level becomes usable and appealing:
  - Accessible for all through new east entry.
  - Natural light down central corridor.
  - New restrooms.
- Improved security.

[View 4](#): A gathering in the Narthex, facing toward the Sanctuary.

[View 5](#): An accessible sloped path to the lowered chancel floor.



# ... SHARE THE VISION

...FOR THE LIFE OF THE WORLD



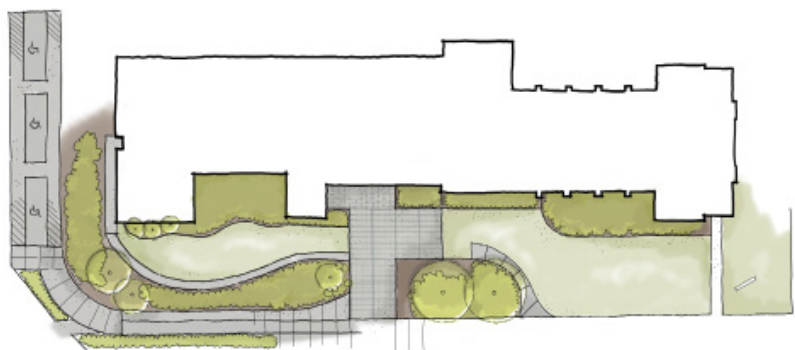
Timber is significant to the Scandinavian history of the church as well as the Pacific Northwest. The design draws on the concept of a sacred grove. Our pews will be salvaged and re-milled to create new interior groves for our community.



## ENGAGING OUR NEIGHBORS, SERVING THE WORLD

- Clear and welcoming entrance
- Uplifting visual connection between church, neighbors, and nature.
- Welcoming reception area.
- Sanctuary providing concert, lecture, and community gathering space.
- Office spaces that promote collaboration, communication, and volunteer participation.
- Landscape inviting rest for all, and safe accessibility and parking for all.

Below: Site Plan





2400 NW 85th Street  
Seattle, WA 98117  
[www.ourredeemers.net](http://www.ourredeemers.net)  
206-783-7900

## ZOOM Connection Information for Online Meeting & Vote

# Annual Meeting

July 12 | 1pm, via ZOOM

### DIRECT ZOOM LINK

OR GO TO

<https://zoom.us/join>

Meeting ID: 926 9168 1266

Password: 220575