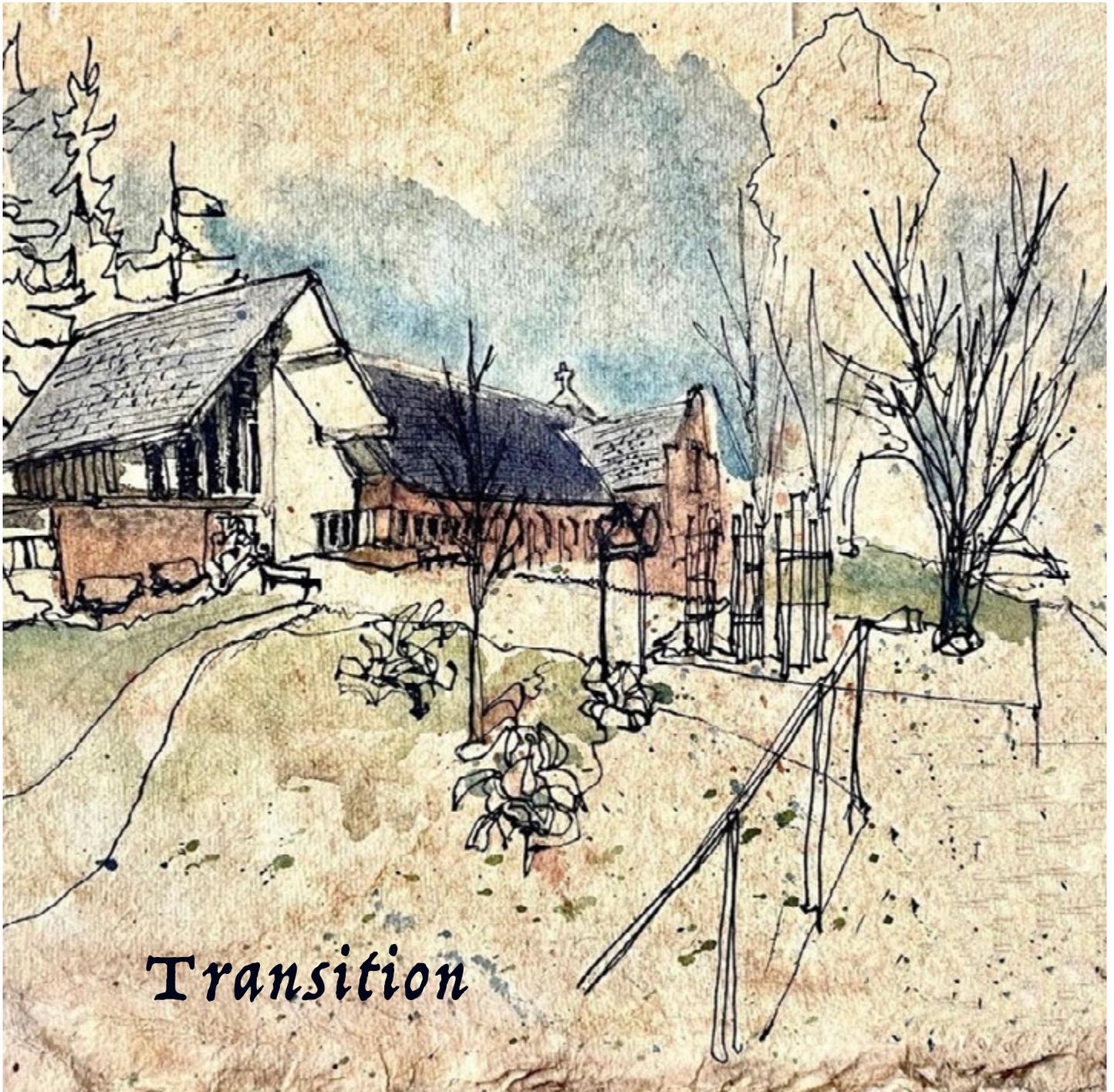


JUNE 2022

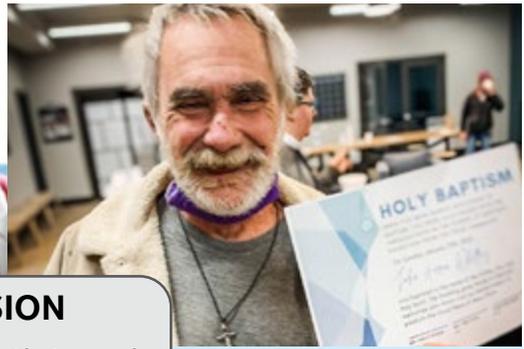


# Annual Report 2021 - 2022



*Transition*

For the Life of the World



### OUR VISION

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.



our redeemer's  
LUTHERAN · BALLARE

**ZOOM INSTRUCTIONS  
FOR ANNUAL GENERAL  
MEETING:**

**Can't join us in person this year for the Annual Meeting? The meeting will also be on Zoom.**

Please use the following Zoom link and Meeting ID for the Annual Congregational Meeting  
**Zoom Link: <https://Zoom.us/j/822691346>.**  
Meeting ID: 822 691 346  
To join by phone please dial: +1 (206) 337-9723A

Once in the meeting we will mark your attendance for our records and verify you as a voting member. Please ensure that your name appears correctly. Your name should appear in your Zoom square like this: "First+Last Name".

In order to vote you may use the "Raise Hand" feature or you may turn on your camera and have a physical show of hand.

For those of you joining by phone call, you will be able to vote using the "Raise Hand" feature on Zoom by entering \*9 on your phone's dial pad at the appropriate time.

**VOTING AND COMMENTS**

During the meeting participants on Zoom can vote. However, they are not able to make comments. Please read the Annual Report ahead of time. If you would like to make a comment or have questions regarding the report please contact Karie Stearns at [administrator@ourredeemers.net](mailto:administrator@ourredeemers.net) or 206.783.7900 **by Wednesday, June 15th.**

**ANNUAL MEETING AGENDA | June 19, 10 AM**

1. Welcome
2. Opening Prayer and Song
3. State of the Church
4. 2021-2022 Year End Financial Report
5. Opening Doors Update
6. Honoring our Volunteers: Office Volunteers
7. 2022-2023 Mission Budget Presentation & Vote
8. Thank you to all retiring Council members
9. Introduction of Church Council Candidates- [LINK TO BIOS](#)
10. Election of New Church Council Members
11. Thank you to Staff, Council, Volunteers, and Congregation Members
12. Closing Song

Go in Peace. Serve the Lord. **Thanks be to God!**

[LINK here](#) or visit our website to read bios of the new Church Council Members you'll be voting for at the Annual Meeting.

# ANNUAL CONGREGATIONAL MEETING OPENING LITURGY

## Litany

Today our congregation gathers in prayer and hope to begin another year of ministry. We bring with us the memory of a year like no other, even as we move into a future that we cannot yet imagine. Yet even now, as in every age, God is our refuge and strength. In times of plenty and want, in times of conflict and peace, in times of growing and pruning, we remember:

**God has called us for such a time as this.**

We remember the past year with lament and gratitude. We have lost so much, and so much still feels uncertain. We have also witnessed God's hand at work in new and unexpected ways. We delight at hidden seeds bearing surprising and wonderful fruit. When our own resources fail, when we cannot predict the future, when we must rely on God alone, we remember:

**God has called us for such a time as this.**

We celebrate this moment and the many ways God has held us together as a community. We give thanks for the gift of our church building and the welcome it provides, even as we bless God for the marvel of technology and the new bonds of connection it makes possible. When our bodies need sanctuary, when our minds need expanding, when your grace must transcend our limitations, we remember:

**God has called us for such a time as this.**

We look ahead to the road we will travel together this year. We anticipate and receive with joy the new gifts God's love has planned. We pray for the grace to let go of what has served its holy purpose. When we are trailblazers or followers, when we are seekers or visionaries, when we must walk by faith and not by sight, we remember:

**God has called us for such a time as this.**

And so we pray: Grace our meeting, O God, with the gift of your Holy Spirit: the Spirit who has guided the church from the beginning, the Spirit of our risen Lord Jesus, the Spirit who sends us as healers and restorers of your beloved world. You are the source of our life together. You are the rock and cornerstone.

**You have called us for such a time as this.**

## God of the Fertile Fields

1 God of the fer - tile fields, sha - per of  
2 We would be stew - ards true, hold - ing in  
3 As grows the hid - den seed to fruit that  
4 God of the coun - try - side, dear to the

earth that yields our dai - ly bread: forth from your  
trust from you all that you give; help us in  
serves our need, so your reign grows. Let all our  
Christ who died, to make us one: we pledge our

boun - teous hand come gifts your love has planned,  
love to share, teach us like you to care  
toil be used, no gift of yours a - bused,  
lives a - new in faith - ful love to you.

that all in ev - 'ry land be clothed and fed.  
for peo - ple ev - 'ry - where, that all may live.  
no hum - ble task re - fused your love be - stows.  
Guide all we say and do. Your will be done.

All Creation Sings #1063

Text: Georgia Harkness, alt.; © 1955, ren. 1983 The Hymn Society, admin. Hope Publishing Company, Carol Stream, IL 60188. All rights reserved. Used with permission. Reprinted under license #RP090721-1.

Music: ITALIAN HYMN, Felice de Giardini, in the public domain.

For further use of this hymn, including podcasting/streaming, please request permission from the copyright holder or report usage under a valid license.

**O God,  
you have called your servants  
to ventures of which we cannot see the ending,  
by paths as yet untrodden,  
through perils unknown.  
Give us faith to go out with good courage,  
not knowing where we go,  
but only that your hand is leading us  
and your love supporting us;  
through Jesus Christ our Lord.  
Amen. (ELW, p. 317)**



## A MESSAGE FROM ELCA PRESIDING BISHOP

*Elizabeth  
Eaton*

Dear friends in Christ,

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

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

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

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

*Elizabeth A. Eaton*

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

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

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

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

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

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

# ANNUAL REPORT

2021

# State of the Church

<sup>7</sup>But we have this treasure in clay jars, so that it may be made clear that this extraordinary power belongs to God and does not come from us. <sup>8</sup>We are afflicted in every way, but not crushed; perplexed, but not driven to despair; <sup>9</sup>persecuted, but not forsaken; struck down, but not destroyed; <sup>10</sup>always carrying in the body the death of Jesus, so that the life of Jesus may also be made visible in our bodies.

– 2 Corinthians 4:7-10

Dear People of God,

**I am so grateful for you, and your faithfulness in this community of faith.** We have been through so much together this year! Through it all, you have been present, engaged, prayerful, and filled with God's Spirit as we navigated some unpredictable seas. This has been a year of change like this congregation has not seen before. Here are the big points. Each one could have a book written about it!

- We completed an intensive renovation of our building during a global pandemic.
- We successfully engaged in a capital campaign to be debt-free in three years.
- We bid farewell to our beloved senior pastor, Kathy Hawks, after 22 years of faithful service to Our Redeemer's, and retirement after over 30 years of ministry.

It would be enough for us to have just endured the pandemic with our hearts and minds intact. It would have been enough to just celebrate Pastor Kathy's ministry. It would have been enough to just renovate and secure our building. But we are over-achievers here at Our Redeemer's – go big or go home! And God has been faithful to us as we have negotiated each shift and change. Along with all these huge things, I wanted to emphasize a few highlights for me that may have gone under the radar:

- In addition to the big, official renovation, a small group of dedicated volunteers also re-finished our basement classrooms in a few weeks last fall, and they look AMAZING.
- Our capital campaign had amazing videos that captured so much of who we are as a congregation, thanks to Mary Peterson's amazing skills. You can re-watch them here: <https://www.youtube.com/>.
- We confirmed 4 students who had waited *two years to do it in person. Bless them!!*
- We sang carols with gusto at Beer and Carols, hosted our Christmas Pageant in person, and Christmas Eve was so special in the beautiful new sanctuary. Luciafest this coming year will be a gift!
- Our sunrise Easter service at Carkeek Park was amazing, with a spectacular moonset over the Olympics, a baptism, and welcoming new members with great rejoicing.

We may have been afflicted in every way over the past year, but we are definitely not crushed, and not without hope. May the upcoming year be a gift and balm, as we transition to what God is calling us to next. Come Holy Spirit!



Amen.

Pastor Gretchen Mertes



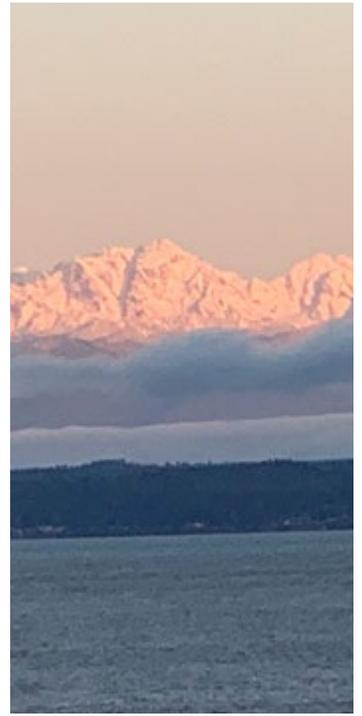
*Confirmands*



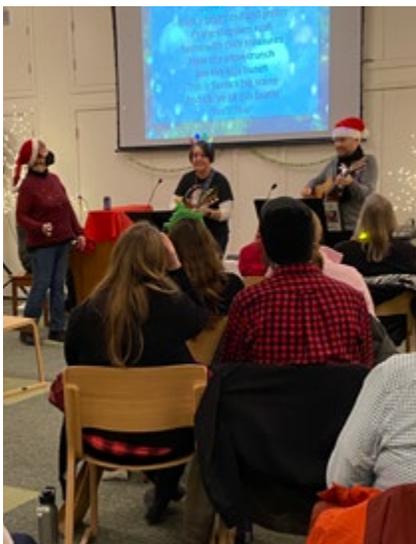
*Easter Sunrise Service*



*Christmas Eve Candlelight Service*



*Easter Sunrise*



*Beer & Carols*



*Christmas Pageant*

# President's Report

## Hello Faithful Members of Our Redeemer's,

As I reflected upon this last year the word that kept resurfacing is "transitions." I mean, a year ago we were anxiously awaiting completion of the sanctuary remodel. We wanted to be able to corporately gather (as safely as possible whilst in the middle of a pandemic), to have communion together, and to be able to open our doors to the local community once again. Church, we did it. In September 2021 we dedicated the building and flung open our doors to be that physical presence of God on 85th street once more. *Transition*. This was a 10yr+ journey in the making; a culmination of visioning, conversing, voting, fundraising, selling, praying, and building. *Transition*. Additionally, our staff went from conducting church services on Zoom to presiding over services within the sanctuary that are Zoomed. (Thank you to all the tech volunteers who make this happen each Sunday!) *Transition*.

In February we gave thanks for Pastor Hawks' leadership and celebrated her retirement after 20+ years at Our Redeemers. *Transition*. We are now moving into a new stage as a church that is actually called "Transition" where we will be provided a Transition Facilitator by the synod who helps us complete a church self reflection. This reflection will cause us to take off the rose colored glasses we often look at ourselves with and earnestly assess ourselves, our needs, what God is calling us to do as a church now and in the future. Once our Ministry Site Profile (or as Pastor Gretchen likes to call it "our dating profile") is created by the Transition Team it is then passed to the Synod's office. *Transition*. The Synod's office will post our "job opening" and people will apply for the position. The Bishop then narrows down the list and hands the "short list" to the Call Committee. *Transition*. The Call Committee will interview prospective candidates and then will make a personnel recommendation. *Transition*.

It really should come as no surprise that we are in constant transition. In Matthew 4:17 "Jesus began to proclaim, 'Repent, for the kingdom of heaven has come near.'" The Greek word for repent is metaneo, which translates to change one's mind. And with that, it becomes clear. We are in a constant state of change (aka transition) because we are called to change. Constantly. There is no relaxing retirement Jesus. Instead, we see Jesus has lulls... Some days are spent with their Disciples while others are spent with thousands. This is us, Church. We are within a little lull— in between pastors and preparing our hearts and minds for this next stage that is literally called Transition.

Speaking of transitions, my second term on council is coming to a close and I am incredibly grateful for the trust you placed in me as a member-at-large and then as Council President for the last three years. To all the former and present council members, thank you. I shall not forget doing devotions/prayer over dinner, spending an entire weekend (twice a year!) holed up in a house working through the next year's church plans, or the hundreds of hours we spent conversing and emailing while doing "church work". For those who mentored me as I stepped into an executive role (aka outgoing Council Member Mike Hlastala), thank you. To those who disagreed with me or felt like I "didn't do enough" or "didn't care," please forgive me. To those who endlessly joined cottage meetings, informational sessions, asked questions, and hung in there for those super long votes, thank you for participating in the life of the Church. It has been an absolute privilege to serve with you and for you the last six years. As the Council transitions to having new members, as Mike and I transition off, as the congregation transitions through the Transition process, hold firm to the fact that Jesus said "change." We're simply following by example.



In Christ,

A handwritten signature in black ink that reads "Shelbe M. Klawnski". The signature is written in a cursive, flowing style.

Shelbe



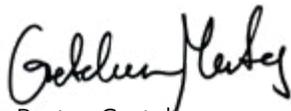
# Worship & Music

The Informal Ensemble had a great year of working together, remembering how to play together, saying goodbye to some folks that had been with us for over a decade (Terrence Rindler, John DeTurk, and Heather Cook) and welcoming some new faces – including Sam Purvine.

We played together at the Art in the Garden Festival hosted by the P-Patch, hosted compline in the Ravine, and a great song made it across the country and was performed by many churches: “Opening Doors” (<https://rb.gy/hnu9dr>), written by Pastor Gretchen Mertes! Beer and Carols was a particularly fun kick this year as well!

We are excited to see what new musical adventures we can go along with in the next year. All musicians welcome!

Respectfully submitted by

  
Pastor Gretchen



*Compline*



*The Informal Ensemble at Church*



*Art in the Garden*



*Beer & Carols*



# Worship & Music

**Whether worshipping together on-line or in-person, we are a community. Musical expression is one avenue to help us experience God's love and spirit more fully.**

- Our traditional music program year began with excitement as Our Redeemer's dedicated our newly renovated church building!
- We began the first Choir rehearsal singing a unison hum, with eyes closed, just listening to each other. This was not only so we could fill the brand-new space with sound, but because it was our first in-person chance to sing together since the beginning of the pandemic. We spaced ourselves, masks on, and thrilled at the opportunity to create harmony once again.
- The new sanctuary's windowed wall allows for our sense of community to grow – seeing our neighbors and inviting our neighbors to see us.
- The 10:00 p.m. Christmas Eve service brought together our Choir, Congregation, and a String Trio to rejoice in festive Christmas carols and the experience of a candlelit "Silent Night."
- Good Friday combined prayers, powerful and beautiful music, silence, and darkness as we contemplated Christ's death, surrounded by a cross made of candles.
- Easter Sunday filled our spirits with the sound of brass and voices, celebrating in the joy of Christ's resurrection!



I'm blessed to be a part of that music, in partnership with all of you!

Respectfully submitted,

*Karen K. Lee*

Karen Lee, Our Redeemer's Traditional Worship and Music Director



# Social Justice

We celebrate the love and witness of our congregation—and especially the Social Justice Team, Racial Justice Advocates, and the Quilters—which brought dignity, joy, and crisis relief to some of God’s people and creation. From feeding and sheltering hungry people in our neighborhood to offering solace to refugees from Ukraine, we have shared God’s love!

## GIFTS FOR THE WORLD – LOCAL PARTNERSHIPS

On behalf of the congregation, the Social Justice Team allocated financial support to community nonprofits and service activities in the areas of:

**\$7,100**

**Hunger & Food Security**

**\$4,450**

**Housing & Shelter, including  
Thanksgiving Sleeping Bags**

**\$2,000**

**Immigrants & Refugees**

**\$1,750**

**Racial & Indigenous Justice**

**\$1,500**

**Global Outreach**

**\$1,500**

**Nonprofits Addressing Multiple Issues**

**\$750**

**Earth Care**

**\$750**

**LGBTQ+ Rights**

**\$650**

**Peace & Interfaith**

# S J H I G H L I G H T S

## GENERAL

### WORKED TOWARD DEVELOPING A SOCIAL JUSTICE VISION AND MISSION:

- Held 4 forums to share stories about our meaningful engagement in “acting justly, loving kindness and walking humbly with God.” (Micah 6:8)
- Identified strengths and appreciations about Our Redeemer’s social justice and direct service ministries
- Sponsored Adult Education Forums on: Ending global trade in wild animals; Collaborating with Indigenous peoples to save salmon & orcas; Building tiny house villages; Helping Rohingya refugees; and Declaration of the ELCA to People of African Descent

## GLOBAL OUTREACH

### THROUGH LUTHERAN WORLD RELIEF:

- Assembled and packed 54 personal care kits, 100+ school kits, and more than 12 hand-crafted quilts. Hosted Ingatherings in November 2021 and May 2022
- Special Offering for Ukraine



## FOOD SECURITY & SHELTER

- Road to Housing in our parking lot hosted 7 households living in their cars, including 2 children; newspaper article in The Stranger
- About 25 volunteers provided 12 warm meals for a total of 350 people at Ballard Sunday Dinners
- Alternative Thanksgiving adapted to Covid (pie-making, wool sock drive; serving food, distributing sleeping bags, and hand-knit hats) involving 25+ volunteers
- Christmas Giving Tree for low-income neighbors

## EARTH CARE

- “Greened” our building with free rain barrels, bike racks, and grant toward water bottle fillers; began research on solar panels
- Recycling event with 8 volunteers saving 2 trucks of electronics and 1 truck of Styrofoam from the dump

## LGBTQ+

- Signed on to a statement by Seattle Pride against legal attacks on transgender rights

## RACIAL & IMMIGRANT JUSTICE

- Worship service in memory and honor of Mother Emanuel 9
- Eco-tour of Duwamish Longhouse and environs
- Book study and discussion of “Caste”
- 34 people contacted WA Senators Cantwell and Murray in appreciation for their support of voting rights legislation, and urging more action



# Social Justice



Donating Sleeping Bags



Providing Thanksgiving to the Hungry



Bike Bonanza!



E-Cycle / Recycle Event

Respectfully submitted by

*Elizabeth Dickinson*

Elizabeth Dickinson, Social Justice Coordinator





# Faith Formation

## Wednesday Bible Study

Carolyn Swanson's Wednesday Morning Bible Study has survived the pandemic and continues to be a spiritually edifying gift to all who attend through the magic of Zoom. The group is finishing up "Triumph of Christianity" series. After a summer break, Carolyn is excited about a new offering in the works. Anyone is welcome to attend and try it out. Just indicate your interest to: Carolyn Swanson, at [cdkswan@gmail.com](mailto:cdkswan@gmail.com).

## Sacred Storytelling

Throughout the winter months, Sally Parker Henderson and Dana Wright worked together to create opportunities to reconnect through our "Sacred Storytelling." Many of our members from all different walks of life shared their faith journeys, and it was amazing! After such an extended period of distance, hearing from one another in person was a treat.

## "The Journey"

In Lent, we had a wonderful Journey class where folks gathered in small groups for community building and bible study, learned about what this whole Lutheran thing is about, and heard about the various ministries and ways that folks can get involved in this community. Many (but not all) of the folks who participated decided to become official members of our congregation. (A gift of this congregation is not being pressured to join – ever!)

The time spent together was a blessing! You are invited to participate next spring even if you have been a member for 50 years – maybe you'll meet some new folks and find a new passion for ministry! Look for a preview class in the fall, and the whole session in the spring.

## Opening Doors

October's education brought us an exploration of the "Opening Doors" theme through story and example.

## Devotionals

We contemplated the season of Lent with a "Created for Community" devotional by Pastor Gretchen & Stephanie Running, and Stephanie provided our "Opening Doors" Devotional last fall.



# Faith Formation

## Sprouts Grew & O-ROCK Rocked!

Throughout the 2021–2022 year, faith formation for our children and youth continued to grow in vision, adapt when needed, and energize all who were involved. **O-ROCK (Our Redeemer's Outstanding Church Kids) programming kicked off in September** with a mix of in-person and online opportunities for our youth.

- **Sprouts for our 3-5 year olds** continued all school year with joyful and engaging in-person classes during a portion of the 9:00 am service, and at 10:00 am via Zoom for those attending from home.
- **O-ROCK classes for our 5-10 year olds** were held in-person between services. This small and committed group of children, and their adult guides, followed the lectionary seeking to understand why we do what we do in church.
- **Our Middle School youth, ages 11-14**, participated in opportunities for connection and deepening relationships with their peers, and through fun monthly gatherings.
- **Confirmation classes** returned this past September and took on a new format. Several very committed youth attended throughout this school year deepening their understanding of what it means to be Lutheran, with invitations to look at the role faith has in their lives.

The Faith Formation team remains committed to creating **intentional opportunities for intergenerational connection through learning about God**. As you look ahead to this next year, we hope you will prayerfully consider sharing some of your time and talents with our youngest members.

Respectfully Submitted by the Faith Formation Team





# Community

## Faithful Generosity

**It is said that you can tell the most about a person by looking at their check book – how they choose to spend their money. This congregation’s check book tells the world that we are all about feeding people physically, spiritually and emotionally.** We have been so wonderfully faithful in our giving to our Mission Budget (paying our staff and ministry funds for day-to-day worship and outreach), our Capital Campaign (ensuring that our legacy to those to come won’t be a mortgage!), and Social Justice concerns (13% of our mission budget goes to outside and parachurch organizations). When the war between Ukraine and Russia began, we took a quick offering for Lutheran World Relief, knowing it would be matched, and we were able to raise \$6,000 for that effort in one Sunday morning. It is good to know that we can use our financial blessings to help those who are in the most need, and do it quickly.



Our Festival Auction this year was pushed off and pushed off, and when we finally had it, I was worried that we would be all “given-out”, and that between the capital campaign and everything else, no one would come. But, amazingly, **we had our most successful auction to date, raising over \$40,000 with \$11,000 of that money going to bolster our mission budget for music in our worship services.**

Boots & Pearls was joyous and fun, with great live music, food, and games. The donated items were generous and thoughtful, and I’m so pleased that we can have an event that builds relationships among us, builds the financial stability of the mission budget, and lets us have a great party for people of all ages, regardless of their means besides! Thanks be to God.

Respectfully submitted by

Pastor Gretchen

**Fellowship Groups:** Madonna’s Book Group continued on throughout the year. Men’s Breakfast and Life Masters groups continue to be on hiatus.

We give thanks for those who have blessed Our Redeemer's for years, now alive in God:  
**Carol Alley, Penny Fox, Michael Hlastala, Sr., June Moore, Connie Sizemore.**

## Caring Community Team Report

- by Julie Vannoy

Even during the pandemic we have continued to have VERY fun Zoom meetings, and we we send cards, make phone calls, and deliver meals. Our noble knitters continue to create their beautiful projects. The team has also added a valued member this year!

Because we could not be together for Welcoming Wisdom the past two years, we have been sending birthday cards to our elderly wise people. Stay tuned! **We are planning an in-person Welcoming Wisdom event this August!** Everyone is invited and we can't wait to be together again!

Would you like to join our great group of caring individuals and participate in one or more of the roles listed below? If interested or if you have questions, contact Julie Vannoy, [julianne.van@comcast.net](mailto:julianne.van@comcast.net). Thank you!

<i>Card Ministry</i>	Our members send cards of support in times of need, hardship, illness, surgery, sorrow and cards to celebrate joyous occasions – births, baptisms. Cards are also sent for our Blue Christmas service and All Saints Day. For those without computer access we branched out and have connected with those without a way to access the church online.
<i>Blue Christmas</i>	The Caring Community Team provides the reception following 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 may be a time of stress, pain, loneliness.
<i>Meals</i>	The Team delivers meals 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 lovely knitters continue to make and provide beautiful, comforting prayer shawls, and a multitude of warm caps distributed at Thanksgiving. Others manage the prayer list and chain.
<i>Women's Retreat</i>	This group initiated the first Women's Retreat in 2014. With the pandemic, we have not been able to have this - maybe in 2023?
<i>Emmaus Visitors</i>	Our Emmaus visitors are amazing people who share communion and community with homebound members on a monthly basis. They offer companionship, prayer, communion and a sense of community and connection to those who are no longer able to attend church.
<i>Welcoming Wisdom</i>	An annual summer luncheon to honor those in our congregation who are 80+ years 'wiser'. It's a time of fun, laughter, music and sharing with those who have much to teach us.
<i>Prayer Chain</i>	Folks pray for the needs of those in our community, and for any requests forwarded to them. This is a powerful, but largely invisible ministry.

# Welcoming Ministry

## Exciting New Growth

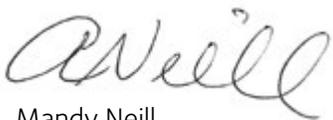
These past few years of living and worshipping through a pandemic have made our welcome ministries look very *different* than in the past. Last fall, although some of us could finally gather in worship in the building together, others of us were still forced to stay home because of the pandemic. Even now Covid is still making the rounds, affecting our ability to worship together and probably influencing the number of visitors who come through our doors. **Despite all the costly outcomes of the pandemic, we still saw an exciting amount of new growth at Our Redeemers this past year:**

- From June through December 2021 our average weekly attendance was 153 people. **From January through April 2022 it was 139, with virtual attendance through Facebook and Zoom at 168!**
- We had **38 brand new visitors come through our doors** since we re-opened last September, all who we've been able to personally meet, connect with and introduce to others. A number of these brand-new visitors have continued to come regularly and have even started serving here at Our Redeemers!
- We had 8 newer attendees join us for a wonderfully informative and fun-filled 6-week session of The Journey! The Journey is for folks looking to learn about Our Redeemers ministries, people, and theology. On Easter Sunday, **we welcomed 6 new members to our church** at the Sunrise service (which also had many new faces in attendance).
- Even through the influxes of omicron and delta variants, **we had 25 volunteers faithfully serving weekly as greeters, ushers, and coffee hosts.**

On top of all of that, we have still more plans in the works to further foster hospitality and welcome here at Our Redeemers:

- **...the formation of a "Welcome Team."** This is a group of faithful welcome ministry volunteers who work together as a team to make sure new folks continue to feel welcomed, and encourage each other to foster a more hospitable to everyone who walks through our doors.
- **... and a new role called "Sanctuary Hosts."** These volunteers will be tasked with seeking out visitors each week, making sure they feel personally welcomed, introducing them to Our Redeemers folks in similar life stages, and working as a team to make sure that people find ways to get "plugged in" when they're ready.
- ...and finally, **recruiting more members of our welcome team!** If you enjoy greeting people on Sunday mornings, participating in the service as an usher or are willing to serve behind the scenes by making coffee, etc... please email Mandy Neill at [welcome@ourredeemers.net](mailto:welcome@ourredeemers.net). We'd love to have you join the team!

Respectfully submitted by



Mandy Neill  
Welcome Minister

# Looking Ahead: 2022-2023

## Dear friends of Our Redeemer's,

In the past two annual reports I've written about the changes seen within that year, and 2021-2022 proved no exception. We moved back into the beautifully remodeled church, held two capital campaigns, said goodbye to our senior pastor, and Covid continues to linger.

Last year, we created an ambitious mission budget for 2021-2022 with a significant increase in giving. Mission giving, however, experienced a decrease in comparison to 2020-2021.

We also held an ambitious capital campaign with two separate giving categories—the annual mission and the VAB building campaign—with a combined total of \$912,738 in received giving. Mission giving for 2021-2022 totaled \$498,738 and the church has already received \$414,000 toward the second VAB building campaign.

There are other impressive numbers to call attention to regarding the 2021-2022's income. The income brought in from church use was more than 1.5 times what was budgeted. The auction brought in close to \$42,000, more than doubling previous years' amounts. We also received a very generous estate donation that left Our Redeemer's with a significantly positive net income for the year.

Total expenses for 2021-2022 were also under budget—with the retirement of our senior pastor being the greatest factor for this. Facilities expenses were higher than budgeted for the year. The new dishwasher purchase and fabrication costs exceeded the amount raised in the 2020 fund-a-need. Basement improvements and smaller items, such as garbage cans, were not included in the VAB building budget. 2020-2021 also saw significant vandalism in the Ballard area and Our Redeemer's was among the many organizations hit. These categories together

totaled over \$11,000 in costs that fell within the 2021-2022 facilities expense line. Even so, facilities costs for the year remained lower than in pre-pandemic years.

Looking ahead to the 2022-2023 budget, both income and expenses see a decrease in comparison to the previous year's budget. There is a 4% increase in giving over 2021-2022 actuals. Established community partnerships will bring in more than \$85,000 in church rental use income. The other income categories remain consistent with past years.

Expense categories for 2022-2023 look slightly different. Pastoral staff includes one full-time pastor throughout the year with the estimated addition of a permanent rostered minister joining the church staff in May of 2023. There are two new categories for the upcoming year. The transition facilitator will lead the congregation through the transition period and will also lead worship twice a month as well as facilitate the adult forums. There are expenses incurred within the call process, such as flying a candidate out to meet the congregation and any relocation costs, (those are contained in their own expense line). Increases in other expense categories reflect the costs of a full year of church building occupation and current rising costs. The 2022-2023 budget is set for a slight net loss, which is covered by the net gain of 2021-2022.

In service,



Karie Stearns  
Parish Administrator

# Annual Mission Financial Report

## Fiscal Year 2021-2022

YTD-May + June Projections

Income	2021-2022 Adopted Budget	2021-2022 Year-to-Date Income (11+1)	Increase / (Decrease) Income v Budget	
			\$Amt	%
Envelope Offerings	566,048	491,828	(74,220)	-13%
Loose Offerings	25,000	6,910	(18,090)	-72%
Church Use	46,000	72,633	26,633	58%
Fundraising	25,000	41,970	16,970	68%
Interest	1,000	1,136	136	14%
Other Income	-	205,000	205,000	-
<b>TOTAL INCOME</b>	<b>\$663,048</b>	<b>\$819,477</b>	<b>\$156,429</b>	<b>24%</b>

*Envelope Offerings* came in significantly lower than budgeted. *Loose offerings* are greatly under budget as most giving is now occurring online and Covid is still affecting in-person worship attendance. *Church Use* and *fundraising* incomes are both significantly higher than budgeted. *Other income* for 2021-2022 comes from estate giving.

Expenses	2021-2022 Adopted Budget	2021-2022 Year-to-Date Expenses (11+1)	Increase / (Decrease) Income v Budget	
			\$Amt	%
Social Justice / Outreach	85,730	77,162	(8,568)	-10%
Pastoral Staff	259,851	234,501	(25,350)	-10%
Worship & Music	34,558	30,920	(3,638)	-11%
Fellowship & Caring	1,950	2,736	786	40%
Faith Formation	6,700	5,246	(1,454)	-22%
Stewardship	16,143	13,495	(2,648)	-16%
Communications	47,818	50,350	2,532	5%
Facilities	90,502	102,317	11,815	13%
Administration	123,101	121,027	(2,074)	-2%
<b>TOTAL EXPENSES</b>	<b>\$666,353</b>	<b>\$637,753</b>	<b>(\$28,600)</b>	<b>-4%</b>
<b>NET INCOME</b>	<b>(\$3,305)</b>	<b>\$181,724</b>	<b>\$185,029</b>	<b>-</b>

Most expenses came in under budget, with *pastoral staff* being the most under budget due to the retirement of the senior pastor. *Fellowship & caring* expenses were higher than budgeted but are reflective of expenses pre-pandemic. *Facilities* expenses also came in higher than budgeted. (See accompanying letter for more details.) There is a \$2,600 planned offset to *worship & music* from the remaining 2019 fund-a-need and \$3,305 from the youth and family ministry designated fund, offsetting *faith formation* costs that are not reflected in the above table.

# Proposed Mission Budget Summary

## Fiscal Year 2022-2023 - Income

Income	Actuals			Budget	Increase/(Decrease) vs. FY 2021-2022	
	2019-2020	2020-2021	2021-2022	2022-2023 Proposed	\$ Amt	%
Envelope Offerings	486,539	507,742	491,828	510,073	18,245	4%
Loose Offerings	18,087	3,145	6,910	10,000	3,090	45%
Church Use	39,571	26,310	72,633	85,000	12,367	17%
Fundraising	18,384	18,574	41,970	26,000	(15,970)	-38%
Interest	2,549	1,767	1,136	1,000	(136)	-12%
Other Income	26,033	130,703	205,000	-	(205,000)	-
<b>TOTAL INCOME</b>	<b>\$591,163</b>	<b>\$685,672</b>	<b>\$819,477</b>	<b>\$632,073</b>	<b>(187,404)</b>	<b>-23%</b>

The 2022-2023 proposed budget reflects a 4% increase in combined *envelope and loose offerings* compared to 2021-2022's giving. As most giving is now occurring online, loose offerings of cash have been reduced to reflect this. *Church use* greatly increased in 2021-2022, despite the building being inaccessible in the first few months of the fiscal year and the ongoing pandemic. Usage is set to increase 15% for 2022-2023. *Fundraising* saw unprecedented success in 2021-2022. The budget for 2022-2023 reflects what has been typical in years past. *Other income* for 2021-2022 comes from estate giving.



# Proposed Mission Budget Summary

## Fiscal Year 2022-2023 - Expenses

Expenses	Actuals			Budget	Increase/(Decrease) vs. FY 2021-2022	
	2019-2020	2020-2021	2021-2022	2022-2023 Proposed	\$ Amt	%
Social Justice / Outreach	72,952	62,685	77,162	80,461	3,299	4%
Pastoral Staff	247,461	252,323	234,501	139,528	(94,974)	-41%
Transition Facilitator	-	-	-	32,450	32,450	-
Call Process	-	-	-	25,000	25,000	-
Worship & Music	30,627	23,636	30,920	40,554	9,634	31%
Fellowship & Caring	1,286	292	2,736	3,450	714	26%
Faith Formation	6,245	347	5,246	8,087	2,841	54%
Stewardship	5,337	6,981	13,495	14,100	605	4%
Communications	40,309	45,113	50,350	50,191	(159)	0%
Facilities	97,928	49,641	102,317	112,751	10,434	10%
Administration	109,403	113,870	121,026	134,616	13,589f	11%
<b>TOTAL EXPENSES</b>	<b>\$611,548</b>	<b>\$554,887</b>	<b>\$637,753</b>	<b>\$641,187</b>	<b>\$3,434</b>	<b>1%</b>
<b>NET INCOME</b>	<b>(\$20,385)</b>	<b>\$74,124</b>	<b>\$181,724</b>	<b>(\$9,114)</b>	<b>(\$190,838)</b>	<b>-</b>

The most notable change in expenses for 2022-2023 occurs under *pastoral staff*. With the retirement of our senior pastor, costs in this category decrease significantly. Please see accompanying letter for further details on this category along with the *transition facilitator* and call process expense lines. *Worship and music*, *fellowship and caring* along with *faith formation* all have proposed increases for the 2022-2023 budget in comparison to the current year's expenses to reflect both a full year of being in-person and a commitment to Our Redeemer's core programs. The 2022-2023 deficit will be offset by the positive net income of 2021-2022.



2400 NW 85th Street  
Seattle, WA 98117

[www.ourredeemers.net](http://www.ourredeemers.net)  
206-783-7900

# Congregational Annual Meeting

Sunday, June 19 | 10:00 AM | Our Redeemer's

**In-Person (between services)  
or on Zoom**

<https://zoom.us/j/822691346>

We urge you to read the Zoom meeting protocols prior to the meeting:

<https://ourredeemers.net/73536-2/>

**We will celebrate and review the ministries and fiscal year coming to a close and vote on the Fiscal Year 2022-23 budget and vote to confirm new Council Members.**

**Please join in!**

**A Budget Review Meeting will be held on Sunday, June 12, 12:30 PM (see page 9)**

**QUESTIONS?**

Please contact a Council member, Pastor Gretchen,  
or [Parish Administrator Karie Stearns](#).