



**LAKWOOD PRESBYTERIAN
CHURCH
ANNUAL REPORT 2024**

"We are God's people doing God's work in our community."

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MISSION STATEMENT

We are God's people doing God's work in our community.

We believe that God created Lakewood Presbyterian to invite and include all people to participate in the worship and ministry of the church.

Worship, which includes the sacraments, is central to the life of each individual and is expressed best by fully incorporating the diversity of the community.

We believe we have a responsibility to encourage and provide for life-long learning throughout our individual and shared faith journey.

As Christians, we are obedient to Christ and, therefore, reach out and serve others.

We value our relationships with one another. We believe that, through our experiences within the church, we grow in our ability to share God's truth in our everyday lives.

ORGANIZATIONAL VISION STATEMENT

We at Lakewood Presbyterian Church exist to invite the people of God to gather and learn, so we can live our individual and collective lives intentionally and speak with a well-reasoned voice on important issues at all levels of social policy within the church and the world.

PASTOR'S REPORT

Dear Church,

2024 was a full and busy year for this congregation. It was my first “full” year as your pastor, although I spent a quarter of that year on maternity leave! We began the year with a Leadership Retreat where the Session, Deacons, and I named our fears and our hopes for this congregation. It was a space to be honest about our very real fears and encouraged by our equally real hopes for what this congregation can be. I think this retreat set the tone for the rest of our year together as we courageously entered into some challenging conversations. We voted to start the Feasibility Study process and hired Heather James as our consultant.

Of course, not everything was a rousing success. We tried a new committee structure, but no one really got the hang of it. Maybe it was the confusing names or maybe it was the half-hearted rollout. Either way- we can say the experiment was a failure so we'll be trying something new next year. The end of my pregnancy was extremely tiring and difficult, so I wasn't able to be the kind of pastor to you that I ordinarily would hope to be. Still, I gave all that I could to my worship leadership, pastoral care, and leadership of the church. I started a monthly (and later, bi-monthly) newsletter to improve communication with the congregation, and that has been well received and it has improved awareness of church events and goings on.

When I went into labor on Palm Sunday, I was disappointed to be missing my first Easter with you all, but incredibly grateful for my colleagues who stepped in to help this congregation keep worshipping together. Ken Sikes from Manitou Park PC led the Good Friday service and Addie Domske started her time as Maternity Leave coverage pastor a week early and got to celebrate Easter with you.

Addie's time as coverage pastor was certainly a wonderful time for this congregation. I could not be more grateful for the way she led and cared for you during those four months. During those months, Addie designed and launched a new website for us, introduced name tags, put signs up around the building, and re-organized the church kitchen with volunteers. She also did a great job preparing me to re-enter my work at the end of my maternity leave, which enabled me to hit the ground running when I returned. Our consultant, Heather James, had to step down due to a cancer diagnosis and Addie agreed to continue working with LPC as our Feasibility Study Consultant.

When I returned from maternity leave, I immediately jumped into worship leadership, pastoral care, administration, and leading the Feasibility Study. In some ways, it felt like a fresh start but with a better foundation than I had a year ago! It's been wonderful to be back into full time ministry, even while staying busy parenting three little kids. Returning from maternity leave reminded me how many things had fallen through the cracks during the pandemic and transition from Barlow to me. There was a lot of

loss during those years (people, money, routines, etc.) and I don't think I realized just how much that impacted us until a year into my call. August was full of "ah-ha" moments and I know that it will take time for us to rebuild sustainable systems for leading and growing a functional church together.

Throughout the fall, the Feasibility Study was on the forefront of my mind, both in the day-to-day labors and the long-term implications. I am grateful for the Session's hard work on the process and looking forward to the next phase of our work as we determine what the future of our building and congregation will look like. There is more work ahead of us than behind us, but I see that as good news. We have motivated folks who love this church and want to see us have a bright and beautiful future. In November, I also got to baptize my twins, Eli and Viola, into the family of God which was a particularly special day for me as a Pastor Mom. I feel so lucky to serve a church where my family is not just welcomed but loved. Thank you for being the church who gets to introduce the love of God to my children.

I ended 2024 feeling grateful for all that we have experienced together and hopeful for what 2025 will hold. I am learning and growing right alongside you and I can't wait to see what kind of fruit this next year will produce.

Yours in Christ,
Rev. Laura Nile Tuell

FINANCIAL SECRETARY'S REPORT

The financial pledges of the Lakewood Presbyterian Church congregation during the year 2024 is presented as follows:

The total number of giving units during the past few years has remained relatively stable at 20 units. This year is shown below:

Breakdown for 2024 is

- 15 Giving units who pledged weekly or monthly
 - 6 Giving units who pledged yearly
 - 2 Unpledged giving units that give regular weekly or monthly
- 23** Total Giving Units

In addition, several persons, visitors and others have contributed occasionally. This is reflected in the Treasurer's report under the category of "Loose Plate" Offering.

A Giving statement is provided at the end of the year for income tax purposes be sure to include your name on your offering envelope otherwise your pledge will be credited to the "Loose Plate" Fund.

Respectfully Submitted,

Melinda M. Rogiers, Financial Secretary

TREASURER'S REPORT

Our BUDGET For 2024 was \$165,116 with \$88,000 coming in via giving at the collection plate. We also projected to receive about \$8,400 from our investments in the Morgan Stanley money market. Additionally, we rented space to Wapato Co-op Preschool which brought in \$5,600. All told, we expected to receive \$102,000 from these sources. This left a projected deficit of \$63,116. We expected to have a deficit based on hiring a full-time pastor, as well as increased costs on utilities, security and possible building maintenance, as well as other increases.

We know that we are running a deficit budget but we did plan on this when we hired Pastor Laura as our full time pastor. We do have funds to cover the deficit for another year or so.

We have also conducted the feasibility study to discover how to move forward to keep Lakewood Presbyterian Church as a viable church.

A bright spot to this report is that envelope giving as well as overall General Fund giving was over the budgeted forecast amounts by \$14,171 reducing our overall deficit so our financial picture was better than we thought it would be at the start of 2024.

We continue to receive significant interest from our Morgan Stanley Money Market funds, though it has decreased with the reduction in interest; we actually received about \$7,200. These funds were originally transferred from the Umpqua Bank Money Market where interest was minimal.

Finally, a major contributing factor to our deficit spending was upkeep of the building and grounds. The Building and Grounds report highlights these costs. We hope 2025 sees a reduction in these expenses but 'who knows'.

For those that are new or unfamiliar to the financial information and to clarify the reports, income and expenses are divided into five groups: General Fund, Deacons' Fund, Designated Gifts, Special Offerings and Facility Improvements.

The General Fund, as the name implies, is for the general operation of the church (Pastor's and other salaries, utilities, etc.) These are the income and expenses that relate to the budget.

The other four groups are passed through and are not related to the budget. The income comes in and it goes out without any of the money being used for the ongoing operation of the church. Over time, income and expenditures for these groups will be equal.

- Deacons' Fund is money given to the Deacons' Fund to support the missions of the Deacons

- Designated Gifts are monies given for special purposes like the Memorial Fund or Pastor's Discretionary Fund. These contributions must be used for the purposes for which they were given.
- Special Offering include monies given to the 2 Cent a Meal offering and various denominational offerings like One Great Hour of Sharing, Pentecost, Christmas Joy and Peace Making Offerings. These are all pass-through categories except for a portion of Pentecost and Peace Making offerings.
- The Facilities Improvements consists of the Building Funds: Undesignated, Designated and other designated building fund projects.

We go forward in faith that God will provide.

Respectively Submitted,

Jim Hall, Treasurer

STATEMENT OF INCOME & EXPENSES

For the Year Ending December 31, 2024

	Dec 24	Budget	Jan - Dec 24	Annual Budget
Income				
GENERAL FUND INCOME				
Envelopes				
Envelopes - Pledged	8,706.27	5,305.86	94,078.13	87,748.36
Envelopes - UnPledged	350.00	100.00	5,261.15	1,200.00
Total Envelopes	9,056.27	5,405.86	99,339.28	88,948.36
Loose Plate	527.00	35.00	2,288.00	420.00
Building Use				
Wapato Co-op PreSchool	2,250.00	650.00	5,600.00	6,150.00
Building Use Other	484.00	1.00	1,444.00	0.00
Total Building Use	2,734.00	651.00	7,044.00	6,150.00
Per Capita	0.00	0.00	907.80	827.02
Interest	1.02	0.87	8.97	10.44
Investments	0.00	700.00	6,583.64	8,400.00
Total GENERAL FUND INCOME	12,318.29	6,792.73	116,171.69	104,755.82
Total Income	12,318.29	6,792.73	116,171.69	104,755.82
Gross Profit	12,318.29	6,792.73	116,171.69	104,755.82
BENEVOLENCES EXPENDITURES				
Presbytery Mission	200.00	200.00	2,400.00	2,400.00
General Assembly Mission	100.00	100.00	1,200.00	1,200.00
Total BENEVOLENCES EXPENDITURES	300.00	300.00	3,600.00	3,600.00
OVERHEAD EXPENDITURES				
Per Capita	0.00	0.00	3,450.00	3,450.00
Property/Liability Insurance	0.00	0.00	6,641.00	6,641.00
Property Tax (Water Abatement)	0.00	0.00	1,718.17	1,718.17
Investment Expense	0.00	0.00	0.00	0.00
Miscellaneous	0.00	0.00	0.00	0.00
Total OVERHEAD EXPENDITURES	0.00	0.00	11,809.17	11,809.17
PERSONNEL EXPENDITURES				
Pastor (Laura Nile Tuell)				
Base Salary	7,316.66	2,916.66	29,643.21	24,500.00
Housing Allowance	2,916.66	2,916.66	25,243.21	24,500.00
SECA Offset	446.25	446.25	3,862.25	3,748.52
Pension/Medical	2,436.33	2,433.65	29,235.96	29,203.80
Total Pastor (Laura Nile Tuell)	13,115.90	8,713.22	87,984.63	81,952.32
Pastor Miscellaneous Expenses				
Car Allowance (Misc. Expenses)	2,000.00	2,000.00	2,000.00	2,000.00
Moving Expenses	0.00		857.34	
Continuing Education	0.00	1,500.00	1,014.59	1,500.00
Technology	0.00	1,300.00	0.00	1,300.00
Total Pastor Miscellaneous Expenses	2,000.00	4,800.00	3,871.93	4,800.00
Maternity Pastor (Addie Domske)	0.00	0.00	11,200.00	11,200.00
Pulpit Supply	0.00	2,000.00	1,605.00	2,800.00
Musician	500.00	625.00	6,075.00	6,500.00
Nursery Attendant	260.48	311.66	3,205.06	3,740.00
Sunday School Attendant	0.00	150.00	0.00	1,560.00
Custodian	660.00	600.00	7,482.75	7,200.00
Yard Work	165.00	200.00	2,334.75	2,400.00
Employer Payroll Taxes				
Family Leave	0.00	0.00	0.00	359.60
Employer FICA/Medicare Tax	121.28	0.00	1,405.44	1,000.00
State Industrial (L&I)	0.00	0.00	723.66	1,192.64
Total Employer Payroll Taxes	121.28	0.00	2,129.10	2,552.24
Total PERSONNEL EXPENDITURES	16,822.66	17,399.88	125,888.22	124,704.56
BUILDING & GROUNDS EXPENDITURES				
Equipment	0.00	0.00	209.56	0.00
Lakewood Fire District 2	0.00	50.00	0.00	50.00
Maintenance & Repairs	0.00	10,000.00	6,023.83	10,000.00
Supplies	0.00	600.00	622.47	600.00
Church Cleanup	0.00	100.00	0.00	100.00
Total BUILDING & GROUNDS EXPENDITURES	0.00	10,750.00	6,855.86	10,750.00
Utilities				
Internet/ Telephone	230.93	147.00	2,047.23	1,764.00
Lakewood Refuse	83.47	74.21	1,027.48	836.90
Lakewood Water District	51.84	0.00	401.41	285.47

Pierce County Sewer	90.24	100.27	1,056.99	1,171.85
Puget Sound Energy	490.88	659.10	4,380.22	4,347.12
Security System	0.00	207.01	2,301.11	2,484.12
False Alarms	0.00	0.00	100.00	0.00
Telephone	0.00	0.00	0.00	0.00
Total Utilities	947.36	1,187.59	11,314.44	10,889.46
Office Expenditures				
Bank Service Fees	0.00	0.00	105.00	0.00
Office Equipment	0.00	200.00	64.51	200.00
Office Equipment Maintenance	0.00		53.85	
Office Supplies	0.00	0.00	235.10	0.00
Software	0.00	295.00	324.59	295.00
Postage	0.00	100.00	0.00	100.00
Total Office Expenditures	0.00	595.00	783.05	595.00
CHRISTIAN ED. EXPENDITURES				
CE Curriculum Materials	46.42	200.00	46.42	200.00
Nursery Supplies	30.06	0.00	30.06	0.00
CE Adult Continuing Ed	0.00	100.00	231.44	100.00
CE Children	29.23	500.00	573.25	500.00
Total CHRISTIAN ED. EXPENDITURES	105.71	800.00	881.17	800.00
COMMUNICATIONS EXPENDITURES				
Advertising	0.00	0.00	0.00	0.00
Mailings	0.00	0.00	0.00	0.00
Total COMMUNICATIONS EXPENDITURES	0.00	0.00	0.00	0.00
SOCIAL				
Church Activities	91.97	300.00	91.97	300.00
Family Retreat	0.00	0.00	0.00	0.00
Total SOCIAL	91.97	300.00	91.97	300.00
STEWARDSHIP EXPENDITURES				
Mailings	0.00	0.00	0.00	0.00
Other	0.00	0.00	0.00	0.00
Total STEWARDSHIP EXPENDITURES	0.00	0.00	0.00	0.00
WORSHIP EXPENDITURES				
Bulletins & Supplies	96.77	400.00	96.77	400.00
Piano-Organ Maintenance	0.00	250.00	150.00	250.00
Special Music	0.00	1,000.00	825.00	1,000.00
Music (CLL)	0.00	0.00	0.00	0.00
Candles	0.00	0.00	0.00	0.00
Food	0.00	0.00	0.00	0.00
Miscellaneous Other	0.00	0.00	0.00	0.00
Total WORSHIP EXPENDITURES	96.77	1,650.00	1,071.77	1,650.00
YOUTH FUND EXPENDITURES				
Youth Activities	0.00	0.00	115.64	0.00
Total YOUTH FUND EXPENDITURES	0.00	0.00	115.64	0.00
Total GENERAL FUND EXPENDITURES	18,364.47	32,982.47	162,411.29	165,098.19
Total Expense	18,364.47	32,982.47	162,411.29	165,098.19
Net Income	-6,046.18	-26,189.74	-46,239.60	-60,342.37

	Dec 24	Budget	Jan - Dec 24
Income			
DESIGNATED INCOME			
Memorial Fund	0.00	0.00	0.00
Reimbursed Expenses	0.00	0.00	6,070.00
Pastor's Discretionary Fund	0.00	0.00	0.00
Youth Fund Revenue	0.00	0.00	0.00
Little Pantry	121.00	0.00	1,148.00
Total DESIGNATED INCOME	121.00	0.00	7,218.00
Expense			
Designated Expenditures			
Memorial Fund	0.00	0.00	230.00
Reimbursed Expense	0.00	0.00	0.00
Pastor's Designated Fund	0.00	0.00	0.00
Youth Activities	0.00	0.00	0.00
Little Pantry	121.00	0.00	1,098.00
Total Designated Expenditures	121.00	0.00	1,328.00

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ASSETS & LIABILITIES

LAKWOOD PRESBYTERIAN CHURCH

Balance Sheet

As of December 31, 2024

Dec 31, 24

ASSETS

Current Assets

Checking/Savings

CASH IN BANK - SAVING

Building

Building Fund - Designated 3,574.33

Building Fund - Undesignated 1,972.45

Building Fund - Future Projects 406.00

Building Fund - New Sign 1,945.00

Total Building 7,897.78

Art Work 400.00

Memorial Fund 3,813.65

Pastor's Designated Fund 783.66

General Fund 4,092.42

Total CASH IN BANK - SAVING 16,987.51

Umpqua Bank

GENERAL FUND 13,002.61

DESIGNATED ACCOUNTS

Pastor's Park 309.68

Memorial Fund 25.00

Social Committee -25.00

Youth Fund - Education 250.00

Total DESIGNATED ACCOUNTS 559.68

SPECIAL OFFERINGS Accounts

Other -170.00

Total SPECIAL OFFERINGS Accounts -170.00

Facility Improvement

Projects

Building Fund - Designated 20,951.12

Total Projects 20,951.12

Total Facility Improvement 20,951.12

Total Umpqua Bank 34,343.41

Total Checking/Savings 51,330.92

Other Current Assets

Investments

Morgan Stanley

M S-Shares Pastor Park 10,000.00

M S-Shares Memorial 20,000.00

M S-Shares General Fund 48,371.86

M S-Shares Sign 40,000.00

M S-Cash 97.46

Total Morgan Stanley 118,469.32

Total Investments 118,469.32

Total Other Current Assets 118,469.32

LAKESWOOD PRESBYTERIAN CHURCH

Balance Sheet

As of December 31, 2024

	<u>Dec 31, 24</u>
Total Current Assets	<u>169,800.24</u>
TOTAL ASSETS	<u>169,800.24</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Payroll Liabilities	
FSA Deduction	476.85
WA Cares	316.01
Family Leave	6.92
FICA Payable/WH Payment	771.57
Total Payroll Liabilities	<u>1,571.35</u>
Total Other Current Liabilities	<u>1,571.35</u>
Total Current Liabilities	<u>1,571.35</u>
Total Liabilities	1,571.35
Equity	
Retained Earnings	222,394.75
Net Income	-54,165.86
Total Equity	<u>168,228.89</u>
TOTAL LIABILITIES & EQUITY	<u>169,800.24</u>

BUDGET 2025

LAKWOOD PRESBYTERIAN CHURCH 2025 BUDGET

	2025 Budget
Income	
Presbytery Grant	0
Seminary Gift	0
Envelopes	
Envelopes - Pledged	88760
Envelopes - UnPledged	8876
Total Envelopes	<u>97,636</u>
Loose Plate	2,000
Building Use	
Wapato Co-op PreSchool	6,975
Building Use - Other	500
Total Building Use	<u>7,475</u>
Per Capita	1,500
Interest	8
Investments	8300
Miscellaneous	0
Total General Fund Revenue	<u>116,919</u>

Expenses	Budget
Benevolence	
Presbytery Mission	2,400
GA Mission	1,200
TOTAL BENEVOLENCES	<u>3,600</u>

Overhead Expenses	
Per Capita	3,450
Insurance	7,158
Property Tax (Water Abatement)	1,718
Wash Secretary of State (Annual Report)	20
Donation	0
Investment Expense	0
Miscellaneous	0
Total Overhead Expenses	<u>12,346</u>

PERSONNEL EXPENSES	
Pastor's Compensation	
Base Salary	22,660
Housing Allowance	50,000
SECA	5,558
Pension/Medical	18,892
Total Pastors' Salary	<u>97,110</u>
Pastor Miscellaneous Expenses	
FSA Administration Fee	72
Misc Professional Expenses	2,500
Car Allowance (Misc Expenses)	2,000
Continuing Education	1,500
Total Pastors' Misc Expense	<u>6,072</u>

LAKWOOD PRESBYTERIAN CHURCH
2025 BUDGET

	<u>2025 Budget</u>
Total Pastor Expense	<u>103,182</u>
Other Personnel Expense	
Pulpit Supply	1,600
Musician	6,877
Substitute Musician	0
Nursery Attendant	2,159
Assistant Nursery Attendant	1,757
Custodian/Yard Maintenance	10,278
Yard Maintenance	0
Employer Fica/Medicare	1,829
State Industrial	<u>3,636</u>
Total Other Than Pastors	<u>28,136</u>
Total Personnel Expense	<u><u>131,318</u></u>
BUILDING & GROUNDS	
Equipment	0
Technology	3,000
Lakewood Fire District 2	50
Maintenance & Repairs	10,000
Loan for 2024 Roof Repair	4,200
Supplies	700
Church Cleanup	<u>100</u>
Total Building & Grounds	<u>18,050</u>
Utilities	
Internet/Phone	1,764
Garbage Service	900
Water	420
Sewer	1,172
Electricity/Gas	5,200
Security System	2,484
False Alarms	100
Telephone	<u>0</u>
Total Utilities	<u>12,040</u>
Office Expense	
Bank Service Fees	0
Equipment	0
Equipment Maintenance	0
Office Supplies	300
Postage	100
Software	<u>800</u>
Total Office Expense	<u>1,200</u>
Christian Education	
CE Curriculum Material	0
CE Children Materials	500
CE Adults Materials	250
CE Subscription Services	0

LAKEWOOD PRESBYTERIAN CHURCH
2025 BUDGET

	2025 Budget
Nursery Supplies	250
CE VBS Supplies	0
CE Youth	<u>150</u>
Christian Education	<u>1,150</u>
Social	<u>300</u>
Worship	
Bulletins & Supplies	200
Piano-Organ Maintenance	500
Special Music	1,000
Music	0
Candles	0
Food	0
Miscellaneous Other	<u>0</u>
Total WORSHIP EXPENDITURES	<u>1,700</u>
FACILITY IMPROVEMENT EXPENSE	
Renovation Projects	
None Planed	<u>0</u>
Total Removaion	<u>0</u>
Total FACILITY IMPROVEMENT EXPENSE	<u>0</u>
TOTAL Expenses	<u>179,404</u>
TOTAL Income	<u>116,919</u>
OVER/SHORT	<u><u>(62,485)</u></u>

SESSION ACTION

January 21, 2024: Called Congregational Meeting

- Nominating committee is pleased to present a slate of three candidates for installed leadership positions. Elders: Jennifer Rogiers (3 year term, Class of 2026) Becky Buescher (3 year term, Class of 2026) Deacon: Tom Callahan (3 year term, Class of 2026)
- Motion: Motion to elect the slate of candidates for installed leadership positions. Motion was moved, seconded and carried.

January 21, 2024: Stated Session Meeting:

- Motion was made to serve Communion on the First Sunday of the month and Christmas Eve. (2/4/24, 3/3/24, 4/7/24, 5/5/24, 6/2/24, 7/7/24, 8/4/24, 9/1/24, 10/6/24, 11/3/24, 12/1/24, and 12/24/24.) Motion was moved, seconded and approved.
- Motion was made to enter the Feasibility process at a budget cap of \$5,000. Motion was moved, seconded and approved.

January 28, 2024: Called Congregational Annual Meeting

- Confirmation of Corporate Officers: President: Connie Dunkleberger, Vice President: Jennifer Rogiers, Treasurer: Jim Hall, Secretary/Clerk: Becky Buescher.
- Motion to elect corporate officers. Motion seconded and passed.
- Vote on By-law Change: Article 3, Section 2 – changing from:
- Motion to change by-law's to "There shall be 6 and 8 active elders divided into 3 classes." Motion Seconded and passed.

February 25, 2024: Stated Session Meeting

- Talinda Grote wants to become a member. She has previously been baptized and would enter into membership through a confession of faith on March 17, 2024.
- Pastor Addie was hired to work during Pastor Laura's maternity leave.

March 17, 2024: Stated Session Meeting:

- Tilinda Grote was added to membership on March 17, 2024.
- Motion to serve communion on Easter Sunday, March 31, 2021. Motion was approved and passed.
- Motion to Elect Dan Evans and Chris Piatt to attend Presbytery meeting and vote on behalf of LPC.
- Presbyterian Earth Care: Motion to form a Congregational Earth Care Team. Motion passes.

- Motion to purchase security camera (cost-\$189) from Technology line item. Motion passes.

April 28, 2024: Stated Session Meeting:

- Change in membership: Death: Marilyn Susich
- Motion to look at Mission Study and Feasibility study for time and reflection during May time. Motion passed and approved.
- Motion to accept special offering for Hagar's Ministry. Motion seconded and approved

June 16, 2024: Stated Session Meeting:

- Applied for Wonder of Worship Grant. Motion to have Addie apply for grant with emailed feedback from session so that she can submit by Jul 15, 2024 . motion seconded and approved.
- Joined and endorsed mission of More Light Presbyterians: Motion to endorse the mission statement of More Light Presbyterians: "Following the risen Christ, and seeking to make the Church a true community of hospitality, the mission of More Light Presbyterians is to work for the full participation of lesbian, gay, bisexual, transgender and queer (LGBTQ) people in the life, ministry and witness of Presbyterian Church (USA) and in society." Motion seconded and passed.

July 29, 2024 Stated Session Minutes

- Motion to send a contribution of \$500 to More Light Presbyterians for the remainder of 2024 year. Motion seconded and approved.

August 18, 2024 Stated Session Meeting

- Motion to send a letter to the Olympia Presbytery Trustees requesting funds for a building & property appraisal. Seconded and approved.
- Motion to approve contract proposal for Rev. Addie Domske for Feasibility Study consulting. Seconded and approved.
- Motion to approve allocating the remaining \$1800 from Laura's 2023 Moving Expenses to this year's budget for office furnishings. Seconded and approved.

August 25, 2024 Stated Session Meeting

- Motion to purchase Grief Share materials with funding from Church Activities and Deacons. Motion seconded and approved.
- Heather James was not able to continue with Feasibility Study. Motion to amend contract for Addie Domske regarding Feasibility study. Motion seconded and approved.

- Motion to move \$10,000 from undesignated funds from Morgan Stanley to Umpqua bank. Motion seconded and approved.

September 24, 2024 Stated Session Meeting

- Motion to have communion on September 29, 2024. Motion seconded and passed.
- Motion to welcome Valerie Schaler and Tina Messmer as members on October 6, 2024. Motion seconded and passed.
- Deacons recommend to Session that the “2 cent of meal” offerings money be adjusted to go to the food pantry instead of the Emergency Food Network. Motion made to have “2 cent a meal” offering be used for Food Pantry at LPC. Motion seconded and passed.

October 22, 2024 Stated Session Meeting:

- Motion to select the Congregational Pastor’s Package for Board of Pensions. Motion passes on 10/1/24 by email responses.
- Valerie Schaler and Tina Messmer joined as members on October 6, 2024
- Plumbing Repair: Add 2 way outside clean out access- descale cast iron with descale equipment-hydro jetter to remove dislodged rust scale. (\$7,772.45).
- Roof repair: Motion to approve to have J & M Roofing complete work at price of \$15,200. Use personal loan by congregational member at 0% interest with expectation of it being a budget item and payment complete by 5 years. (2030).

November 25, 2024 Stated Session Meeting

- Email votes/motions: Authorizing the baptism of Eli and Viola Nile Tuell on 11/17/24. Passes by email responses.

December 15, 2024 Called Congregational Meeting

<p>Elders <u>Class of 2027</u></p> <ul style="list-style-type: none"> ● Dauna Rittenhouse ● Jamie Simons 	<p>Deacons <u>Class of 2027</u></p> <ul style="list-style-type: none"> ● Tina Messmer ● Candice Cochran
<p>Nominating Committee</p> <ul style="list-style-type: none"> ● David Dodd ● Kellie Rogiers ● Suzanne Forbes ● Jim Hall 	<p>Personnel Committee</p> <ul style="list-style-type: none"> ● Chris Piatt ● Connie Dunkelberger ● Tim Rogiers

- Motion to elect the slate of officers. Motion seconded and passed.
- Motion: Lakewood Presbyterian church pursues adjusting its pastoral leadership to a part-time model and pursues selling a portion of its property (the upper

parking lot) to fund the pending building repairs of the LPC property. Vote by paper ballot. Yes: 15 and No: 12 Motion passes.

December 17, 2024: Stated Session Meeting:

- Motion to welcome CaSara Mosley through the Sacrament of Baptism. Seconded and Passed.
- Motion to welcome Aaron Maida into membership through Affirmation of Faith. Seconded and Passed.
- Motion to transfer Tilinda Grote's membership to North Bend Presbyterian Church in Oregon. Seconded and Passed.
- Motion: to allow Rev. Stephen Dilworth to preside at the Table with Laura for the Christmas Eve service. Seconded and Passed.
- Motion to approve budget for 2025. Seconded and Passed.
- Motion to supplement pay \$ 4,400 to offset FMLA by use of 62 hours of sick leave and 4 vacation days. Motion Seconded and Passed.
- Motion to add Dependent Care Reimbursement Account (DRCA). Small administration fee (~\$3/month) Motion seconded and passed.
- Motion to change Housing Allowance Allocation to 90% Housing Allowance, 10% Salary. Motion seconded and passed.
- Motion to provide COLA at 3.8% to total (72,6600) for Pastor Laura. Motion seconded and passed.
- Motion to match Employer Match for Retirement Contributions of \$400/Month at \$4,800 a year. Motion seconded and did not pass.

Respectfully submitted,

Becky Buescher, Clerk of Session

STATISTICAL REPORT

(as reported to PCUSA)

Membership

Prior Active Members: 69

Gains

Youth Professions: 3

Professions and Reaffirmations of Faith: 2

Losses

Deaths: 1

Certificate: 1

Deleted for other reasons: 6

Total Active Members 67

Congregational Life

Baptisms 3

Average Attendance 35

Friends of the Congregation 25

Ruling Elders on Session 6

Age Distribution of Members

17 & Under: 11

18 - 25: 0

26 - 40: 11

41 - 55: 15

56 - 70: 15

71 & Over: 15

Total Distribution 67

Age Distribution of Christian Education Groups

Birth-4 5 High School (9th - 12th) 7

Elementary School (K - 5th grade) 9

Middle School (6th - 8th grade) 0 **Total 21**

Persons with a Disability

Hearing Impaired: 6

Sight Impaired: 3

Mobility Impaired: 10

Other Impairment: 2

Racial Ethnic Composition

Asian/Pacific Islander/South Asian: 2

Black/African American American/African: 4

Middle Eastern/North African: 0

Hispanic/Latino-a 0

Native American/Alaska Native/Indigenous: 3

White: 58

Multiracial: 0

Annual Income: \$104,755

Total Annual Expenses: \$165,098

“MINISTRY IN THE CONGREGATION”

COMMITTEE REPORT

Led by: Suzy Farley and Becky Buescher

Members: Suzanne Forbes, Candice Cochran, Edna Drummond, Melinda Rogiers

Areas of focus: Worship, Adult Education, Children, Social.

Lakewood Presbyterian Church has continued its welcoming atmosphere for all and welcome those to “come as they are” and participate in worship, adult and children education and social events. We have had several individuals come and join us regularly weekly while others attend periodically.

Worship:

Our worshipping year began with saying goodbye to our beloved pianist, Jennifer Matson, on Epiphany Sunday. Easter was very early this year, so it was a very short season of Epiphany. On Ash Wednesday, Pastor Laura hosted “Ashes to Go” in the church parking lot during the day and a joint Ash Wednesday service with Manitou Park PC and Fircrest PC. Neither were well attended by LPC members.

For Lent, we did a series on Kate Bowler’s book “Have a Beautiful, Terrible Day!” both in worship and in our Adult Ed series. Pastor Laura’s last Sunday before her maternity leave was Palm Sunday. Pastor Addie began her time with us on Easter Sunday. Throughout the year, we had the following Pulpit Supply Preachers:

- Beth Prevo (1/14)
- Jim Thoburn (2/4)
- Sarah ButlerWills (2/25)
- Addie Domske (April-July, 11/10)
- Deanna Gemmer (5/12)
- Tammy Stampfli (5/19, 11/17)
- Melody Young (6/2)
- Dave Brown (6/23)

After her return, Pastor Laura has joyfully led us through several worship series and special Sunday which have been unique, and members have shared that they have enjoyed them. (Blessings of the Backpacks, star words for Epiphany, “Conversation Church”, ‘Words from the Beginning’ Advent series, All Saints Day, and “Journey Through the Christian Year” all come to mind). For Christmas Eve, we invited the pastor and members of UMC Lakewood to join us for our Christmas Eve service, which led to our highest attendance service (84) in years! In addition, Laura has engaged the children in engaging children services that help connect them with God.

Thank you to all those who have supported and volunteered their time on Sunday mornings to ensure that we are all able to come together and worship: lay leaders, ushers, sound support, heat support, etc.

Children Education:

In September, we had the “Blessing of the Backpacks” where kids and teachers received a blessing and backpack tag for the start of the new school year. Families were given the book, “Faithful Families” books with ideas for developing spiritual practices with families.

In November, 5 young families within the congregation were gifted a family bible, “The Peace Table” thanks to a \$1000 grant we received from Columbia Theological Seminary (Laura’s alma mater). The grant is to support Children’s Ministry at our Church. Instead of giving individual children’s bibles, we decided to focus on the whole family’s faith formation, which is why we decided on “The Peace Table” bibles. The rest of the grant is going to start Godly Play at our church. Godly Play is a creative, imaginative approach to Christian formation and spiritual guidance. Godly Play has a Montessori foundation with 40+ years of research and practice. Godly Play values process, openness, discovery, community and relationships. Godly Play models the worship life, stories, symbols and rituals of Christian congregations. Godly Play allows practitioners to make relevant and personal theological meaning. Godly Play nurtures participants to larger dimensions of belief and faith through wondering and play.

Becky Buescher has graciously continued her work with the school age children and leading the young Christian education. She leads using “Feasting on the Word” Curriculum and collaborating with Pastor Laura and supplementing to support and align with Sunday Worship and themes.

Adult Education:

Adult education classes have been revitalized through two book series this year, “Have a Beautiful, Terrible Day!” during Lent and The Reformation Project’s “How To Talk About the Bible & LGBT Inclusion” in June. In December, we had an intergenerational Sunday School class that followed our Advent series, which was a fun but sometimes challenging experiment. We are still learning how to do intergenerational events well. Looking forward to all the upcoming year has a Grief Group and new Class on the Book of Confessions.

Social Events:

LPC has held wonderful events that were full of laughter and joy for all those who attended. Events held included: Cinco de Uno, Annual Potluck, Popsicles with Pastor Laura, Harvest Festival, Chili cookoff with pumpkin carving, and Christmas bingo and cookie swap.

Gentle Yoga has been led by Margie Callahan every Thursday in the Fellowship Hall and is typically attended by 5-12 members of the church and community.

Respectfully submitted,

Suzy Farley

“MINISTRY IN THE COMMUNITY”

COMMITTEE REPORT

Led by: Connie Dunkleberger and Jennifer Rogiers

The Committee on Ministry in the Community has the role of looking for ways the church can learn more about the greater church (PCUSA) and ways to impact the community. Lakewood Presbyterian has done many things which have filled this objective in the past, such as the Hunger Walk. Other projects have been taken up by the deacons which benefit people outside the congregation. The new committee's task is to look for new educational opportunities and activities, especially looking at PCUSA's initiatives, to enhance our impact on society.

At the session/deacon retreat in January, it was voted to investigate activities of Retreat home (homelessness) and More Light Presbyterians (LBGTQ issues). Many of the projects seemed larger than our small congregation can take on at the present time but could become more educated on the subjects. The minister from Hagar's Church (Women's Prison at Purdy) spoke to us and we gave the church an honorarium. The session also voted to endorse the mission statement of More Light Presbyterians: "Following the risen Christ, and seeking to make the Church a true community of hospitality, the more Light is to work for the full participation of LBGTQ people in the life, ministry and witness of Presbyterian Church (USA) and in society."

Our church has had an interest in environmental causes in the past and the committee voted to work on projects to help our planet. Chris Piatt agreed to be the chair of this newly formed team – Congregational Earth Care Team (see report below). The church continues to be a member of Faith Action Network and endorsed a No vote on initiative 2117 at election. The No vote was successful. Plans are to continue to work on educational items and seek projects that will help Lakewood Presbyterian Church have a positive footprint in the community at large.

Respectfully Submitted,

Connie Dunkelberger and Jennifer Rogiers

EARTH CARE

The Session Retreat at the beginning of the year identified earth care as a mission priority for LPC and began considering the possibility of using guidelines from **Presbyterians For Earth Care** to build an Earth Care Team for our congregation. PEC is a non-profit organization that was formed in 1995 to help the PC(USA) carry out the 1990 policy, Restoring Creation for Ecology and Justice.

The Session-led Ministry In the Community Committee recruited congregation members to be on the team, with the purpose being to educate and engage the congregation in work needed to care for God's creation, and to integrate creation care into our witness and ministry. The Earth Care Team was formed and met during the year, consisting of Connie Dunkelberger, Jennifer Rogiers, Margie Callahan, Parker

Williamson and Chris Piatt, with attendance and support by both Pastor Addie and Pastor Laura.

Our first project was to share information about climate change with the entire congregation through a series of videos during September Moments for Mission. These videos were narrated by Katherine Hayhoe, who is both a highly regarded climate scientist and an evangelical Christian. As she was standing by a polar bear, she explained very poignantly that science tells us our choices matter, and our faith tells us what's the right thing to do.

Next, following PEC guidelines, the Earth Care Team facilitated a full congregational earth care meeting on September 22. We introduced the team and explained our goals. We asked for ideas about what LPC values most, and what we should prioritize in planning future events and activities. Refreshments were provided by the Earth Care Team, demonstrating these earth stewardship practices:

- limiting single-use, throw-away plastic items;
- using local foods that don't require long distance shipping;
- highlighting plant-based food choices.

Many ideas were mentioned in our brainstorming, including activities for kids, a harvest event, recycle bins/signs, advocacy to preserve Lakewood tree canopy, speakers/educational events, and researching grants for ideas for green church building improvements.

Our final activity for the year was setting up a kid's art table at the church Harvest Festival. We supplied leaves and information about native trees so that they could create a crayon rubbing, and learn something about the value of trees.

Respectfully submitted,

Chris Piatt, Earth Care Team

“MINISTRY OF SUPPORT”

COMMITTEE REPORT

Led by: Jim Hall and Brad Tourangeau

BUILDING AND GROUNDS

2024 was an expensive year for Building and Grounds with two Roof Repairs, two Plumbing Repairs, Electrical work and an Ant invasion.

In January/February we had leaks in the kitchen area which were repaired for **\$5300** in early March.

In April we had a toilet in the Nursery stop operating due to an alignment issue with old cast iron pipes. The pipes were aligned and water jetted to clean out debris. The cost was **\$4684**.

In May we experienced more roof leaking in the kitchen and fellowship area. We received a bid of \$16,200 and it eventually came in at **\$15,000**. It was completed in December.

We also had an ant infestation and hired an exterminator in July and the cost was **\$434.90**.

In November, we had another plumbing issue when the toilet stopped working and we discovered that the cast iron pipe was creating issues with the waste and paper being hung up on the cast iron. We installed a cleanout, descaled the cast iron pipe and jetted the pipe to remove the scale that had been removed. The cost for this service was **\$7772.00**. We also installed a pressure toilet in the nursery to help with the flow of sewage through the system.

Finally, we had electrical work done to allow for an external camera. Laura is often at the church after dark and we wanted to make sure that she could see if anyone was outside when she leaves. That electrical work was **\$600**.

Total repairs cost us \$33,790.

We also had two grounds clean-ups (March and July). As you can tell from the above report, we are very challenged at maintaining the building and grounds. We welcome any help to keep the facility in good condition.

We hope plumbing issues are taken care of and coming repairs will be minor. Who knows.

Respectively Submitted,

Brad Tourangeau

PERSONNEL

Lakewood Presbyterian Church had the following employees in 2024:

- Laura Nile Tuell, Pastor
- Addie Domske, Maternity Leave Supply Pastor
- Andrea Rittenhouse, Custodian
- Jennifer Matson, Pianist
- Xiaohui Yang, Pianist
- Fiona Ashton-Knochel, Pianist Coverage
- Kiri-Ann Zambard, Nursery Assistant
- Parker Williamson, Nursery Assistant
- Mae Herron, Lead Nursery Attendant
- Ally Suttles, Lead Nursery Attendant
- Tayana Braggs, Lead Nursery Attendant

Jennifer Matson concluded her 6 years of service as our church pianist on January 7th. She was very loved by this congregation and although we miss her, we are happy to see her flourishing in her career as a music teacher. Suzanne Forbes served as our pianist during our interim period until February, when Xiaohui Yang joined as our new pianist. She is phenomenally talented and LPC has been very fortunate to have her play for us during our weekly services. Over the summer, Xiaohui was traveling and Fiona Ashton-Knochel, a student at PLU, played for our services.

In April, Pastor Laura Nile Tuell went on maternity leave, and we were blessed to have Pastor Addie covering as the Maternity Supply Pastor from April-July. Pastor Addie blessed us in many ways, including designing and completing a brand new website for us (www.lakewoodpres.org).

Andrea Rittenhouse worked diligently both inside our building and outside. She worked hard to ensure we entered a clean building week to week and oversaw the yard maintenance on a seasonal basis.

Our nursery staff has had some inconsistencies this past year as we have struggled to retain a Lead Nursery Attendant. We have been so thankful for Kiri-Ann and Parker who have worked very hard to be sure that the younger children are loved and cared for at LPC. They have risen on many occasions, without wavering, to be sure that there is coverage in the nursery so that the parents are able to stay in worship.

Respectfully Submitted,

Suzy Farley

STEWARDSHIP REPORT

Our stewardship season was 3 weeks of sermons led by Laura based on a series called "Grace in Action."

Over those weeks of stewardship we had the opportunity to explore our own paths of being a good steward individually and how we can join others along the journey, so that our gifts to Lakewood Presbyterian Church do not go unnoticed or unused.

Our members have counted themselves blessed and have therefore supported our mission with generous gifts of gratitude.

On Pledge Sunday receive 21 Pledges for roughly around \$83,000 to maintain and build a budget for the coming year 2025. We received some late pledges and by the end of the year, we had \$88,760 pledged for 2025.

Respectfully submitted,

Jennifer Rogiers, Elder

DEACONS REPORT

The Deacons of Lakewood Presbyterian Church continued their work in caring for the congregation and the community in 2024. We helped several members of our church family with funds, sent cards, made phone calls and visited members in the hospital as needed.

Each month the Deacons supplied and prepared communion. We also served communion quarterly. We also celebrated birthdays and anniversaries monthly with a celebration cake.

It is the Deacons responsibility to provide all of the paper products, coffee, creamer, sugar and to ensure our kitchen is stocked with these items.

One Deacon served each month to support the needs of the congregation. Their name and phone number was listed in the weekly bulletin.

During Lent, we hosted a community Easter Egg hunt and provided lunch for the participants. We also sponsored the young adult family camp at Soundview.

A huge part of our ministry is maintaining the food pantry in our parking lot. It provides food items for those in need in our community. Through the generosity of our congregation and donations from the yoga group, we have successfully kept the pantry well stocked with food. In October, at the request of the Deacons, the Session voted that the monthly "2 Cents a Meal" offering that the children take would go toward buying food for the free little pantry. This has significantly increased our budget.

Between the hard work of the Deacons and by the generosity of this congregation, we were able to help two individuals and five families with Thanksgiving and Christmas baskets and Christmas gifts for the same individuals and families.

It is always a challenge to provide coffee hosts and ushers each Sunday. We would like to encourage our members to sign up for these tasks in the coming year.

As always, the Deacons are so grateful for the help, encouragement, prayers and monetary gifts that this church family provides. With your help, we look forward to continuing God's work in the New Year.

Respectfully Submitted,

Chelsea Williamson, Deacon Moderator

NOMINATING COMMITTEE REPORT

Thank you to those who diligently worked as a part of this committee: Elder Becky Buescher, Deacon Renea Williamson, congregational members David Dodd, Chris Piatt, and Dauna Rittenhouse. *Dauna Rittenhouse excused herself for the vote on nominations for Elders.*

After prayer and consideration, the committee presented the following slate:

Elders <u>Class of 2027</u> <ul style="list-style-type: none">• Dauna Rittenhouse• Jamie Simons	Deacons <u>Class of 2027</u> <ul style="list-style-type: none">• Tina Messmer• Candice Cochran
Nominating Committee <ul style="list-style-type: none">• David Dodd• Kellie Rogiers• Suzanne Forbes• Jim Hall	Personnel Committee <ul style="list-style-type: none">• Chris Platt• Connie Dunkelberger• Tim Rogiers

Respectfully submitted,

Becky Buescher, Elder

SESSION / DIACONATE 2025

Church Officers

<p><u>Elders</u> <u>Class of 2025</u> Brad Tourangeau Suzy Farley</p> <p><u>Class of 2026</u> Becky Buescher (Clerk) Jennifer Rogiers</p> <p><u>Class of 2027</u> Dauna Rittenhouse Jamie Simons (Treasurer)</p>	<p><u>Deacons</u> <u>Class of 2025</u> Barbara Poland Melinda Rogiers</p> <p><u>Class of 2026</u> Tom Callahan</p> <p><u>Class of 2027</u> Candice Cochran (Moderator) Tina Messmer</p>
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PRAYER CHAIN

Prayer is essential and unique to Christian life. So when we pray we are voicing our belief that an action of God is needed.

Talking with God, Prayer can be very formal, as in reciting a Litany from a prayer book, or it can be as informal as a quick thought flashed to God while one is stopped at a traffic light. Prayer can be silent or spoken, private or public. The Apostle Paul said, “Pray without cease” (1 Thessalonians 5:17).

A definition of prayer in the “New Essential Dictionary” is simply defined as “a solemn request or thanksgiving to God.” The key to the power of prayer is the sincerity and faith of the person who is praying.

If you have prayer requests that you would like to share with the congregation, you can email your prayer requests to prayer@lakewoodpres.org, which is managed by Jaime Simons. You can also text or call Jamie at 253-302-1756.

The prayer chain group is prayer-chain@lakewoodpres.org. To be added to the group, contact Pastor Laura, Becky Buescher, or Jamie Simons.