

Building and Grounds End of Year Report 2024

Building and Grounds Committee successfully maintained all buildings, the elevator, HVAC system, Wi-Fi, and lawn care. The success of this committee was made possible from the many hours spent by the committee members and volunteers that stepped up to assist. The following is a list of repairs, upkeep, and updates:

2024

- Conducted a thorough cleanup of property lawn, flower beds, trees. Extra care has been the focus of the lawn in front and side of church building.
- Replaced carpet in fellowship hall, hallway, and office hallway with Luxury Vinyl Plank (LVP) flooring.
- Repaired kitchen door closure mechanical device.
- Replaced 2 brass sconces on each side of the building entry way into sanctuary.
- Power washed all buildings and cleaned out gutters.
- Fellowship hall windows washed and cleaned inside and out.
- Determined 2 of 3 sinks in basement kitchen need to be removed along with counter island. Water and drain lines under sinks in question have been removed. Island counter is scheduled to be removed Jan 20th. Main sink will remain functional.
- Removed Wi-Fi router in kitchen and replaced with Google mesh Wi-Fi system for better broadband connectivity.
- Replaced one broken window located in blower room of basement.
- Installed new LVP flooring in parsonage kitchen.
- Replaced threshold and rehung door in parsonage garage.
- Parsonage bathroom remodel is currently underway. All rotten sheetrock and flooring layers removed. Mold and asbestos remediated. Removed and replaced electrical junction boxes to a more convenient location. Light switches and GFCI outlets replaced. Major phase of work begins on Monday, Jan 20th. Joyce Hibma has been instrumental in arranging two contractors to donate labor and materials to accomplish portions of the remodel.
- One of three ceiling fans in Sanctuary was reattached to the support system and electrically disconnected due to safety concerns (unrepairable).
- Bulk purchase of spare fluorescent bulbs was made.
- Several florescent light fixtures failed and were converted to use LED bulbs.

2025

- Crawl Pros contracted to insulate, plug through-holes, and repair crawl space in the parsonage. Project completed Jan 16, 2025.
- Goal is to complete bathroom remodel by the end of February 2025.

Respectfully submitted by the Building and Grounds Committee:
Tom and Inge Burnside, Mike Hanson, David Van Handel, Rick Rodriguez

Personnel Committee Report 2024

The Personnel Committee is comprised of the Executive Committee on Council, Pastor Krista and Lisa Sampson, Chair. Their focus and responsibilities include ensuring that staffing levels are appropriate for the work that needs to be done, annual performance reviews, pay recommendations for each year, updating the Employee Handbook as appropriate, working with Jeff on payroll information, and addressing and resolving employee concerns.

Here is a summary of activities completed by the Personnel Committee in 2024:

- 1) Preparation for Pastor Krista's Sabbatical April-July.
 - a. Jack, Dave, Erica and myself took on the responsibility of Sabbatical Planning Team and worked with PK leading up to her time off to make sure everything was covered. During Sabbatical we were the primary points of contact for any needs outside of the Ministry Leaders. Following her return, we transitioned to become the Administrative Team (A-Team), to meet with PK quarterly to discuss issues that don't have a home elsewhere. One area of focus included the need to intentionally focus on the Parsonage upkeep.
- 2) Completion of annual Performance Reviews.
- 3) Made pay recommendations for 2025.
- 4) Working with Alisha and Kathleen to make sure duties were covered during Sabbatical and at other times of the year as needed.
 - a. For Kathleen, we created and followed a very specific process for preparing worship materials, NFTP's, and Newsletters, many of which continued beyond Sabbatical. These include the sequence of review and printing for the weekly bulletin/inserts, and review of the slideshow for worship each week.

Looking forward to 2025, here are some Staffing Updates:

- 1) Mt. Si is becoming more involved in the ELCC, and we will be discussing with Council and the Congregation what that involvement looks like, as it progresses.
- 2) Kathleen's role has scaled back to 8 hours per week, focusing on worship prep materials, the NFTP, and the Newsletter.
- 3) Alisha's hours will be for a maximum of 8 hours per week, and will cover all areas of the church as needed (Keeley with MVP takes care of areas she frequents, and we ask our other outside partners to leave the space as they found it). Thank you to the volunteers who help out as needed when Alisha is unable to get into the Church to clean.

Please feel free to reach out to Pastor Krista, the Exec Team or myself with any questions or concerns.

In Humble Service,
Lisa Sampson
Personnel Committee Chair

Mount Si Women of Christ/ Hospitality Ministry

Purpose Statement: As a community of women created in the image of God, called to discipleship in Jesus Christ, and empowered by the Holy Spirit, we commit ourselves to grow in faith, affirm our gifts, support one another in our callings, engage in ministry and action, and promote healing and wholeness in the church, the society, and the world. We commit ourselves to come together for study, support and action.

The Mount Si Women of Christ accomplished the following in 2024:

- The Monday Bible study is a wonderful way for women to join together to grow in Faith together. It meets from 12:30-2:00 PM. All women are welcome.
- We work hard to celebrate and support what is occurring at the church. We decorate FH for the seasons of Advent, Christmas, Easter, Spring, and Fall but also for big events like God's Work, Our Hands Sunday, VBS & Harvest Carnival! And this year, the anniversary celebration was an ongoing project throughout the summer.
- In March, the women gathered for a special contemplative retreat called *Simply Still*. We spent time in prayer, visiting prayer stations, song & reflection.
- During Lent, the Hospitality Committee prepared the kitchen and Fellowship Hall to host the Lenten soup suppers & worship services. The soup suppers and the worship services were combined providing meaningful worship, prayer, study, conversation and reflection time together.
- In September, many provided the meal and then continued and volunteered for "God's Work, Our Hands" Service Sunday.
- For the 75th MSLC anniversary, many worked to transform the Fellowship Hall and Library into a fun welcoming space for 140 people. Many gathered to set up, decorate, prepare & provide food for the anniversary dinner & Sunday service celebration. It was a lot of work but so rewarding.
- In November, MSLC once again was asked to collect gift cards for Mamas hands families before the holidays so they could use them to purchase Christmas gifts. It was a wonderful way to share our blessings with those little ones and their families as we collected over \$400 in cards. We also collected full sized toiletry items for the women.
- Women's ministry through the Hospitality Committee has the privilege to hold memorial dinners for our congregational members as well as for other members of the community with no church home. We continue to feel this is one of the most important honors and forms of Evangelism we can have and plan to continue to do so in the future. We are always looking for ways to organize these events and make them more accommodating to all involved. Thank you to everyone who provides food and service.
- Throughout the year, the Hospitality Committee works to help set up the kitchen /fellowship hall for the events of the church as well as for coffee hour each week. We work hard to keep the kitchen space clean, organized and welcoming to all groups who use our facilities. We were very excited to get the new flooring in June which provides a much cleaner, more welcoming place for church members and visitors. We are excited to be welcoming groups like the Mountain Valley Preschool, ELF events, the Red Cross, Girl Scouts, and the Daughters of Norway.
- The Mount Si Women of Christ and Hospitality Committee are looking forward to see what God has in store for us in 2025 as we continue to Reach, To Serve, and to grow in Grace with the other members of Mount Si Lutheran Church.

Faith Formation Annual Report 2024

2024 marked a year of increased cluster activity for youth, while continuing education opportunities within our own congregation. Part of our growth included time with other Pastors within our Cluster during Pastor Krista's Sabbatical, which provided a wonderful opportunity for our congregation to spend time with former clergy, as well as meet ones who are new-to-us.

Thank you to all the leaders who gave their time, talents, Thrivent Cards, and other gifts to make our Faith Formation activities possible. We're looking forward to a 2025 with increased activities with our Cluster, and more opportunities for youth, adults and volunteers alike that are meaningful, Christ-centered, and filled with the Holy Spirit.

Annual Activities:

Bible Studies throughout the year – Women's Bible Study on Monday afternoons, Men's Bible Study on Saturday mornings, Intergenerational Bible Study following Fellowship time on Sundays.

- Jan-March – Confirmation weekly on Wednesdays with Pastor Krista, Jack & 5 Confirmands (2 1st year, 3 2nd year), 2 of which were Confirmed on Easter Sunday, March 31, Judah Tiongson and Kaelynn Sampson.
- Jan-March – Thirsty for Theology at the Parsonage
- Feb. 21 – Mar. 20 – Lent Mid-Week Soup Supper and Study, theme of "Behold the Tree"
- June 2 – Sundae Sunday and Garden Blessing
- July – Celebration of Graduates at Worship Service
- July 22-26 – VBS in new Monday-Friday morning format with the theme "Tree of Healing"
- Oct-Dec – Confirmation weekly on Mondays with PK, Jack & 3 Confirmands
- Oct. 19 – Harvest Carnival
- Dec. 1 – Advent Festival, Beginning of Advent series "On the Way to Bethlehem"
- Dec. 15 – Christmas Pageant "Three Wee Kings"

Thank you to various Bible Study Leaders – Pastor Krista, Courtney, Jack, Erica and others!

This year we partnered with six other local Lutheran churches to form the Eastside Lutheran Fellowship (ELF) to organize and plan regular children, youth and family activities. Here is a list of what the ELF team accomplished this year. Pastor and Lisa were part of this planning team and brought ideas from the team back to Faith Formation for input and support.

- Feb-April – Cluster-wide Family Game Nights on the 3rd Sunday of the month at rotating church locations
- Oct-Dec – Community Game Nights on the 3rd Sunday of the month at rotating church locations
- Nov. 8-10 – Confirmation Retreat at Camp Casey on Whidbey Island, 3 youth attended, theme of "Yonder is the Sea"
- Oct. 4 – Collage Workshop at Our Savior Lutheran in Issaquah
- Dec. 8-9 – Youth Graham Cracker House creation at Our Savior, followed up with Mt. Si youth creations at Confirmation

2024 Committee Members: Pastor Krista Johnson, Courtney Adams, Jane & Ed Benson, Jack Boller, Nancy Flanagan, Rosemary H., Lisa Sampson

Respectfully Submitted in Christ,
Lisa Sampson
Faith Formation Team Secretary

Stewardship and Finance Committee Annual Report 2024

Mission Statement

The Stewardship and Finance Committee's mission is to initiate programs that develop scriptural stewardship attitudes and actions among church members and to oversee use of the time, talents, and finances of our congregation.

Stewardship

The Congregation did a fantastic job supporting the continued operations of Mt Si Lutheran. Members continued to support the church through the various available options (online giving, mailed donations, and Sunday Service Plate Offerings). It might be time to consider resuming the regular Sunday Plate offerings in 2025 (passing the plate).

The focus for all will be continued growth of our Congregation in 2025. Adding new members to the Congregation will continue to be an important goal of the Congregation. The COVID-19 Pandemic and flu concerns are still there but subsiding. Church activities are getting back to somewhat normal operations and should help with new people willing to attend and/or join the congregation. Council continues to monitor the guidelines from State and Federal authorities as the OMICRON Variant, flu and RSV remain present.

Finding ways to merge activities and reduce costs with our "cluster" churches continues to be a dynamic process. There has been great collaboration between the churches.

In 2024 our expenses were approximately \$3,000 less than our income (giving). We depleted funds existing in our checking account to make up this difference. We have approximately \$4,000 in our checking account as of 12/31/24. We have enough funds to manage this shortfall in the near term, but we certainly would like to have our giving and expenses more in line with each other each month for the future growth and viability of our congregation.

Finance

The Treasurer Position again was handled by Jeff King in 2024. We greatly appreciate Jeff and all his expertise with all our financial reporting functions. Leslie Hatling continued as our Financial Secretary for 2024 and does a great job!

One huge project completed this year was the transfer of our accounting platform from Quick Books to Net Suite. Quick Books would have cost approximately \$1,500 for the year. Net Suite was provided to us at no charge through their benevolence program. Jeff and Tom spent many hours on conference calls with Net Suite transferring all the data and checking that all was going to work. Jeff did a great job driving this project to completion. Our Church Cluster is exploring ways to consolidate and reduce financial expenses and duties for our churches.

Below are some of the Committee Activities throughout the year:

1. Meet every month to review the Treasury report and monitor income and expenses.
2. Look for ways to reduce costs and increase giving opportunities.
3. Facilitate quarterly congregational financial meetings.
4. Facilitate and prepared the annual Congregational budget.
5. Review and recommended approval for scholarships.
6. Distribute semi-annual statements.

2025 Goals

1. Continue to promote On-Line / Automatic Giving via our web site. Via checking account or credit card.
2. Keep record keeping up to date (i.e.: members, baptisms, funeral, etc.)
3. Continue to promote Endowment Fund and ability of donors to donate stock through our brokerage account with Thrivent.
4. Help improve pool of counters to count and deposit church offerings. Especially needed if we restart regular plate offering in 2025.
5. Continue to explore cost saving opportunities with our Cluster Churches.

2024 Members

Tom Chase, Leslie Hatling, Jeff King, Terry Adams

Belize Mission Report

In April 2024 10 members of Mt Si and 10 members of Sammamish Hills went on a mission trip to serve in Belize.

The team brought with them special computers for the graphic design lab at Alvin Young High School, Chrome books for the teachers at one of the poorest elementary schools in the region, materials for the sewing class at the High School, materials for building a corn hole set, materials to provide Sunday School lessons and activities for over 100 children and their hearts wide open to learn and to love the people they would meet.

The team also had the opportunity to meet and sponsor local students who need financial aid to attend school. In Belize there some public school, but not nearly enough for the number of students who wish to attend. Most children need to attend a private school, which, of course, costs money. Often students begin high school, but are unable to complete it due to financial constraints. A number of the team stepped up and were honored to sponsor the amazing young people they met.

Those who went spent time together each evening reflecting on where they saw God that day – and we were truly blessed by the abundance of God’s witness to us during our time.

The team was challenged throughout the trip and continuously lifted one another up through it all. At the close of the trip the team spent a few days relaxing and enjoying all the natural beauty of Belize. We were encouraged by our hosts to experience all that Belize had to offer – a country they are proud of – and so we did.

Thank you to Pr. Nyla for taking on the organization of this trip. Pr. Krista and Pr. Nyla are planning the return trip to Belize in March of 2025.

Thank you also to this congregation for their generosity and support of this mission trip. Your financial support made it possible for us to go and participate in so many projects.

Peace, P. K.

MSLC 75th Anniversary Celebration Recap--Sept. 14 & 15, 2024 Oct. 7, 2024

Summary of year-long planning

We met monthly from Oct. 2023-Sept. 2024

Assigned sub-committees chairs:

- Historical Review: Sue Oster/Pr. Krista/Sheila Rodriguez
- Hospitality/Food: Courtney Adams
- Decorations: Debbie Jones/Shelley Harding
- Worship & Music: Pr. Krista/Dave Spurling/Leslie Hatling
- Publicity/Council Rep: Jack Boller
- Sound AV/Music slides/photos/videos: Terry Adams
- Commemorative Special Projects/Keepsake gifts: Terry Adams/Pr. Krista/Sheila Rodriguez
- Invitations/Program input/RSVP Contact/Banners: Kathleen Taugher/Pr. Krista
- Welcome/Save the Date Notice: Joyce Hibma/Sheila Rodriguez

Oct. 2023, the committee decided on a Fall theme for decorations.

April, 2024, letters were sent to former Pastors and Interim Pastors informing them about the upcoming 75th anniversary celebration in Sept. and to expect an invitation in June.

May 2024, we began to display bulletin boards and set out various photo directories, historical binders, trophies, youth group photos, etc. to highlight the upcoming celebration events in Sept. A large 10' banner was created and hung on the front of the church.

June, 2024 the committee decided on the RSVP deadline as July 31, 2024. Invitations were addressed for current members and regular attendees to be handed out after worship for two Sundays in a row. Several committee members went through former directories to compile an invitation list for mailing invitations. Active members/regular attendees totaled 63 (invitations not picked up in person were mailed out). Approximately 120 more invitations were mailed/hand delivered using former directories, requests from members, local dignitaries & partners at Snoqualmie Valley community events, Synod, cluster, neighborhood friends, as well as former Pastors, Interim Pastors, and Family & Youth Directors (if we had current address info).

June-July, 2024, 75th anniversary information was shared on social media via MSLC Facebook, News From The Pews, flyers distributed around North Bend/Snoqualmie, announcements, on the church website/link, and a publication in Living Snoqualmie. Those who RSVP'd via the link or QR code on invitations/flyers, were tallied via Mt. Si Lutheran emails. We had 142 RSVP for the dinner, however, we only served closer to 120.

August, 2024, Building and Grounds planned a 2-day cleanup of property and grounds. A lift was rented to assist with power-washing all buildings and parsonage. The following day volunteers cleaned up the landscaped areas, weeding/planting new flowers, spreading dirt and sowing grass seeds, fixing a broken window, and replacing old light fixtures with new light fixtures on the front of the church entrance. Many volunteers helped with clean-up.

Sept. 8, 2024-God's Work Our Hands Sunday. Volunteers made 150 keepsake bags filled with a handmade wooden ornament (stamped with the church logo), an engraved pen, a beautiful card

with a photo of the church, and a thank you note. Thank you to Pr. Krista and Terry for creating the beautiful keepsake ornaments, and to Kathleen for the beautiful church logo. The keepsake bags were handed out after the program and after worship the next day. Another team removed old chair foot cups/replaced with new chair foot cups. Other volunteers helped to clear areas of unnecessary items, and arranging extra chairs.

On Saturday, Sept. 14th the Program was 3:30-5:00pm and included:

-Welcome & Opening Prayer: Pr. Krista

-Special Hymns/Special Music: (musicians were Adam Camrud, pianist from St. Andrew's Lutheran Church, Bellevue and Matt Corey, Cheri Neill, & Becky Thatcher from St. Luke's Lutheran Church, Bellevue).

Verbal greetings shared by former Pastors and Interim Pastors: Pr. Wes Sackmann (1965- 1984), Pr. Pete Anderson (1985-2000 written greeting provided by Anderson family); Pr. Paul Hermansen (2002-2008); Pr. Tim Wolbrecht, Interim (2008-2009); Pr. Mark Grihith (2009- 2016); Pr. Larry Thomas, Interim (2016-2017); and current pastor Pr. Krista (Oppie) Johnson (2017-present).

Videos including: Building Mt. Si Lutheran, Weddings at Mt. Si, and God's Work. Our Hands at Mt Si. Terry did a phenomenal job on the audio/video/photo presentation. After the program, we handed out the 75th anniversary keepsake gift bags to our guests, and we proceeded to the fellowship hall for the dinner. The dinner included: pulled pork sandwiches, mac-n-cheese, baked beans, variety of salads, fruit, vegetables, chips, dips, several vegetarian options, specialty cookies, and cakes from Costco. There was plenty of food left over and was provided during cohee hour/fellowship the following day.

On Sunday, Sept. 15th, 9:30am worship, we were honored to have special guest preacher, Bishop Shelley Bryan-Wee. Pr. Krista designed and created a beautiful anniversary worship with liturgy highlight portions from each hymnal used by Mt. Si Lutheran in its history beginning with the first and ending with the one we use today. Everyone enjoyed this travel through time as we honor our past, celebrate our present, and look forward to what God has in store in the years to come. Music was provided by Dave Spurling, Mt. Si Accompanist, and special guest musicians Reuel Lubag and Fred Tibbetts. Approximately 70 people attended worship. A special cohee hour/fellowship followed with lots of goodies from Saturday as well as a special cake with the church's original picture on it.

Thank you to everyone who dedicated your time, ehort, donations, and ideas to help make the 75th anniversary such a huge success. Everyone truly enjoyed the 2-day celebration.

Submitted by: Sheila Rodriguez, 75th Anniversary Planning Committee Chair

