

2025

ANNUAL REPORT

OF THE CONGREGATION

Generosity Lived

ROOTED IN COMMUNITY



Blessed are those who put their trust in God, with God for their hope. They are like a tree planted by the river that thrusts its roots toward the stream. When the heat comes it feels no heat; its leaves stay green. It is untroubled in a year of drought, and never ceases to bear fruit.

JEREMIAH 17:7-8



**TRINITY LUTHERAN
CHURCH & SCHOOLS**
BUILDING + BELONGING + BECOMING

TRINITY LUTHERAN CHURCH & SCHOOLS

WELCOME

Whatever has led us here, whether it's a lifetime of faith or a lifetime of questions, days of joy or days of pain, moments of hope or moments of frustration, and no matter the color of our skin, our political affiliation, sexual orientations, gender identities, gender expressions, or age, ALL ARE WELCOME!

FOCUS

Building up and joining in God's mission as one to nurture, love and serve all.

IMPACT

Effect Healing & Transformation in the Community.

VALUES

Christ-inspired Service in Our Community
(Local and Global)

Inclusion of All People

Impactful Relationships with One Another
that Provide Support for Life's Journey

Faith-based Communal Experience
of Worshiping and Learning Together

Multi-generational Ministry Relevant to all Ages
and Promoting Relationships Across Generations

6215 196th St SW. Lynnwood, WA 98036
trinitylutheranchurch.com | 425-778-2159





CONTENTS

PASTOR

- 4 Pastor Hector Garfias-Toledo

SCHOOLS

- 12 Child Development Center Director Nanette Erban
- 13 Trinity Preschool Director Joelle Dudak

ADMINISTRATION & COUNCIL

- 14 Administrator Don Boelter
- 15 2024 Statistical Report
- 16 President Mark Schmidt
- 18 Treasurer David Fox & Financial Reports
- 21 Nominating Committee Report
- 22 Endowment Committee Report

WORSHIP & HOSPITALITY

- 24 Minister of Music & Worship David Horton
- 26 Artists at the Organ

DISCIPLESHIP & FAITH FORMATION

- 27 Minister of Faith Formation David Greenlee

CARE MINISTRY

- 28 Stephen Ministry
- 29 Pastoral Care Ministry

SERVICE & JUSTICE

- 30 Diversity & Inclusion Ministry Team
- 31 Esperanza
- 32 Living Water
- 33 Neighbors in Need

I thought I was the only person who felt that the year 2024 went too fast. Maybe just too fast! But when I spoke with other people in church and outside the church community, I heard the same thing. So, I guess the year truly went too fast.

We begin a new year with hopes and dreams, facing new challenges, both as individuals and as a society. For many people the recent changes in our civil society have shattered dreams and hopes, while for others it has been the realization of something that they were waiting for.

Our communities are realizing that we are at different places in our belief systems, political convictions, and economic capacities. Yet, in the midst of such a socio-economic and political spectrum, we hold, at the core, a common reality. **We are interconnected, interrelated, and interdependent.** No matter our most recalcitrant differences we share the same human needs, and in the end we all are **seeking the common good.**

The prophet Nehemiah tells the story of the return of the Israelites to Jerusalem from exile after more than 50 years of Babylonian captivity. The people who returned to Jerusalem were most likely a new generation with different ideas, needs, and dreams. Yet, they were united by who they were as people of God and being part of God's mission. The prophet then tells the people:

"I told them that the hand of my God had been gracious upon me and also the words that the king had spoken to me. Then they said, "Let us start building!" So they committed themselves to the common good." - Nehemiah 2:18 (NRSVUE)

They could not remain fixated on differences, disappointments, or even the rage towards those who destroyed the city. First, the prophet reminds them that God has been gracious. Then he rallies the people to start building, and they commit themselves

to work with a shared and common purpose, the common good!

At Trinity Lutheran Church and Schools (TLCS), we believe that we, as part of the Lord's Church, are **joining God's mission to nurture, serve, and love all.** We have the assurance that God has been gracious upon us, and we strive to be **catalysts of healing and transformation** for the common good in this community.

As you may recall last October, TLCS embraced the generosity emphasis called **"Rooted in Community."** The purpose of that ongoing emphasis is to grow in generosity that extends beyond the walls of the building. Generosity is a way of life that has a ripple effect. It begins with embracing the truth of who and whose we are, and it continues with growth in depth and breath.



The common good is something that emerges from an **intentional interaction and engagement** between the congregational members and the community at large. Such interaction will develop relationships, foster trust, and encourage collaboration and the desire to embark together on God's mission.

Throughout this report you will find the ways in which the core ministries, staff, and committees of this congregation are seeking to work together for the common good of the community where God has called TLCS to be a witness of God's gracious reign of reconciliation, justice, beauty, and wholeness.



The question for us is, *how is God's graciousness propelling us to work together to grow deeper roots in the community so that we all can work for the common good?*

Maybe a way to start is by taking some time and reflect on the following questions:

1. How has God's graciousness nurtured you and yours to grow deep roots within Trinity and the broader community this year?
2. How are you growing and adapting to work for the common good in this changing community?
3. What kind of relationships do you hope to cultivate through your ministry in the coming year to work for the common good?

Last year was a time when we saw the Spirit moving in and through all of us, instilling a vision for possibilities, and infusing confidence as we boldly committed to continue to build a place for healing and transformation, and committing to make generosity part of the DNA of the congregation. Once again we can say, "Yes!" to God's "Yes!" for us. We were reminded once more that God will move hearts and wills to allow the unfolding of God's reign.

In my report last year² I concluded by saying that **we will continue to practice adjusting, reimagining, and letting go so that nothing will keep us from responding to the changes in the community.**

Today, I invite you to thank God for guiding us and encouraging us to face the challenges that we faced last year as we experienced a change in pastoral staff, made major financial decisions to address the siding project, and adopted a balanced budget.

The **sustainability of the ministry will depend on our faithful generosity** and our willingness to pull together for the common good of the entire community.

THE REARVIEW MIRROR VISION

Before we look forward, let's look back, and take a pause to celebrate and lift up the leadership of the congregation—both elected and non-elected—and the staff members, all of whom have demonstrated a remarkable commitment and inspiring faithfulness. Especially, as most of them had to take some parts of the Associate Pastor position which became vacant in March last year.

Such vacancy (Mar - Sept) shifted the energy and momentum of the ministry. We had to pivot and make an assessment of the ministry to determine priorities and to temporarily put aside those areas of ministry that were not urgent. One of the main priorities was to identify a Temporary Associate Pastor.

In September, **Pr. Beverly Piro** joined TLCS. Her presence helped the staff and the congregation to stabilize by providing additional pastoral presence, especially in the areas of pastoral care and hospitality.

Pr. Bev's presence was crucial, both for me and the council, as TLCS prepared for the ending of the 2-year Generosity Campaign, "Build up, Branch Out:Generosity Lived" on Sept 29, and the beginning of the "Rooted in Community" Generosity emphasis, which was launched in October.

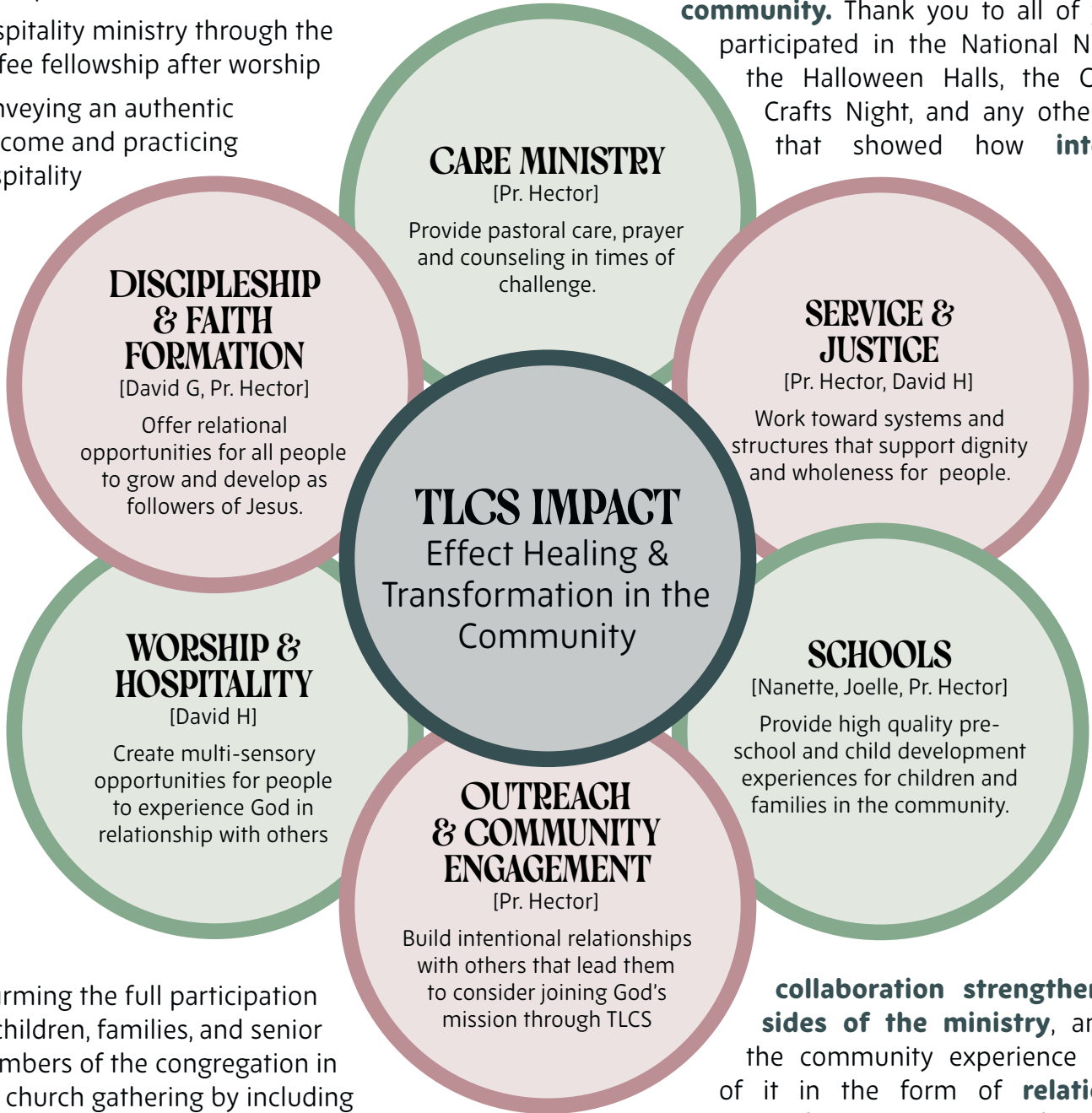
Also, I was able to focus on the assessment of the ministries of the congregation that will help us to define the type of leadership that is needed for the current circumstances of the ministry.

The sudden change in pastoral capacity certainly had an effect on the ongoing implementation of the **Impact Model** that I mentioned in my last year's report. However, the **core ministries** approach was used and continued to guide the ministries work (see *chart on the next page*).

² - trinitylutheranchurch.com/council#docs

We continued to integrate and instill the values of the congregation in every layer of ministry as guiding principles for decisions and planning. These are some examples of ministry during last year:

- Garden ministry which is on stand-by.
- New format for Worship Guides as a result of listening to the feedback of worship participants
- Hospitality ministry through the coffee fellowship after worship
- Conveying an authentic welcome and practicing hospitality



participants, the capacity of “labor” work, and the input of members, the congregation will focus on developing “relational spaces” to foster connections, fellowship, and opportunities to build impactful relationships.

We continued working on fostering the **unity, consistency, and complementary ministry between our schools and the worshipping community.** Thank you to all of you who participated in the National Night Out, the Halloween Halls, the Christmas Crafts Night, and any other activity that showed how **intentional**

- Affirming the full participation of children, families, and senior members of the congregation in the church gathering by including them in the liturgy leadership
- A team of church leaders and participants spent time discerning about the need for an additional gathering. The outcome of the process was that based on the size of the congregation, the current needs of the

collaboration strengthens both sides of the ministry, and helps the community experience the fruit of it in the form of **relationships, partnerships, and accompaniment.**

Perhaps the most noticeable physical changes around TLCS are the **siding project** and the **Lynnwood Neighborhood Center** building construction. Both projects are happening at the same time, and have

created a sense of **energy, excitement, and new possibilities**.

The new exterior appearance of the church building can be seen as a sign of the commitment of the congregation to keep the building ready for ministry.

A couple more reasons to be grateful are:

LEADERSHIP AND STAFF

- Both staff and leaders of the congregation were a crucial support from March to September last year. Ministry kept moving forward.
- The council granted the staff a week day for time together (fellowship and/or retreat time)

WORSHIP

- We continued exploring new approaches to worship integrating “traditional” and “contemporary” liturgical practices.
- Members of all ages, including young worshipers, participated in leading the communion liturgy.
- Feedback from new participants was positive. There has been a consistent influx of new participants who have found a home at TLCS.
- Members of the congregation are inviting friends and family.

LEARNINGS FROM LAST YEAR

- **Endurance of the congregation.** The change in pastoral leadership helped me to remember the endurance of the congregation, and its ability to overcome challenges. The congregation remained focused on the ministry as it also grieved the departure of the Associate Pastor Jenna Bergeson.
- **Willingness to learn and adaptability.** As we tried new approaches to worship, i.e. midweek Advent services, the congregation was willing to explore and adapt to interactive worship experiences.

³ - lutheransnw.org/ministries/coach-northwest

⁴ - elcacoaching.org/users/hector-garfias-toledo

⁵ - coachingfederation.org/credentials-and-standards/credentials-paths/pcc-credential

⁶ - drive.google.com/file/d/1g7egX4GgabsBSzQdXYkKx-Q6biLTNND-/view

- **Genuine care for the disenfranchised.** TLCS' is a congregation with a strong sense of call for compassion, care, and justice. I personally was challenged to re-frame my views and value new approaches to serve and care for others at a time of political turmoil.
- **Authentic care for pastors.** The congregation has once again shown that they care for their pastors. Both council and congregation have fully supported me by affirming my coaching training (Now I am a Synod Active Coach⁵ and ELCA Active Coach⁴, and I am in the process to be a Professional Certified Coach⁵), long trips to visit family abroad, and my continuing education (trip to Malaysia⁶).
- **People are experiencing nurturing.** When people feel compelled to invite family, friends, and co-workers to church is a sign that the congregation is providing a nourishment that participants want to share with others. It is a sign of health and growth.

AREAS FOR GROWTH:

- Pathways for new participants to integrate in the life of the congregation.
- Hospitality practices that permeate every ministry, group, and individual in the congregation.
- Children and families ministry
- Engagement with the online participants.

THE WINDSHIELD VISION

Let's pause and go back to the prophet Nehemiah. One of my questions has been, what was in the mind of the Israelites when they said “let us start building.” *Were they thinking that they would rebuild the city just as it was before it was destroyed? Did they re-imagine a new city that would respond to their new reality? How did their experience in exile inform the way that they looked at things? What was the driving force that moved them to work for the common good?*

As you can see I have many questions, which can also apply to our own journey. We are now building together and working for the common good in the community, but **what is the driving force that is propelling us?**

Last year's focus was primarily to ensure that we had the financial resources to launch the siding project, and to identify an interim associate pastor. The implication of that specific focus shifted energy and attention to address the circumstances and be able to carry out the ministry.

This year I am exhorting you to **take a new posture for ministry, and re-imagine** the ways in which we will need to respond to the new realities. For instance, perhaps the most noticeable, the Lynnwood Neighborhood Center⁷ (LNC) will open for operations by the end of 2025 or beginning of 2026.

The presence of the building and the service providers will have a significant impact in the environment around TLCS. After more than ten years, the “dream” has come true. The possibilities are growing and the opportunities to be **rooted in community** are a reality.

Six years ago we, TLCS, embraced the vision and recommendations of our Values-Direction-Action (VDA) process⁸. One of the recommendations was to form a team that would lead TLCS into developing a plan for deep engagement and intentional **partnerships between the congregation and the LNC**. The team is in the process of formation, and an initial plan for engagement will be presented at our congregational meeting on March 23rd.

The presence of the LNC on the TLCS campus is, in my view, the way that God, through the Spirit, is propelling us to live out our generosity. **We can only grow roots in the community when we are able to interact and connect with members of the community at large.**

Here are a couple of examples where we will be able to practice the values of the congregation:

- Sharing parking lot and facilities
- Promoting each others activities

- Complementing services
- Interaction with staff and clients to develop new impactful and personal relationships

Like last year, this year will continue to **instill the normal and natural pathways for generosity and refine the pathways of the congregation to equip and release people for leadership (discipleship).**

In order to shift our patterns, we need to **practice**, in many cases **deconstruct the habits** that we have developed. To be able to work for the common good we will need to be **willing to be transformed and embrace the idea that we are called to never be the same** (“the same” is in reference to patterns that fossilize and eventually prevent us from being adaptable to the new ways of the Spirit).

Another aspect of ministry that will require attention is the current open associate pastor position. As I mentioned at our November 2024 congregational meeting. We will not fill the position simply to help me nor for the sake of filling it.

One of the responsibilities of the council and the pastor is to keep the **records of the church up to date**. The council has charged the staff to work on “cleaning” the rolls. The initial outcome of the process shows that the size of the congregation is smaller and the demographics is different from what it was before I joined TLCS. That data has also impacted the actual capacity of the congregation to sustain the ministry.



⁷ - voaww.org/lnc

⁸ - drive.google.com/file/d/16Tsl5L8ChtdC-0Drh3lIqvgAP4QKiLD/view

I am working with some congregational leaders on an assessment. The conversations have included talking with former council presidents, task force/Ad Hoc teams exploring additional gatherings, engagement between TLCS and the LNC, recent new members, leaders of the ministries in each core ministry, and others. The input of all the participants will give me and the council **direction and guidance to make decisions regarding the need of an additional rostered leader or not**. There will be forums on March 30 (in person), and April 1 (via Zoom).

MINISTRIES AND LEADERSHIP

In light of what I have shared with you above, we will continue to implement the principles of the impact model to help ministries to focus on outcomes that contribute to the overarching impact of the congregation. These are some principles that will be key in our work for the common good:

1. **Leadership** is directly proportional to **discipleship**
2. **Collaboration and connections** strengthen ministries
3. **Focus on a few ministries** in order to go deeper.
4. **Spiritual deepening** that connects us with God and with the community
5. **Intentional connections** with the community at large

TLCS VALUES LIVED OUT

This is how I believe that the values of the congregation will guide us in working for the common good of the community (congregation and community at large):

GOD-INSPIRED SERVICE IN OUR COMMUNITY (LOCAL AND GLOBAL)

The Neighbors in Need (NiN) ministry and the LNC will be the most visible ways in which the congregation practices the God-inspired service. New opportunities will emerge as the TLCS-LNC Engagement team develops the plan for partnerships.

INCLUSION OF ALL PEOPLE

The Diversity and Inclusion Team (DIM, see page x) which emerged from the initial Reconciling in Christ (RIC) team, will continue to work on promoting and fostering the inclusion of all people in every aspect of ministry.

IMPACTFUL RELATIONSHIPS THAT SUPPORT OUR LIFE'S JOURNEY

Trust grows when people develop impactful relationships. The First Impressions Team (now Hospitality Team) will work to enhance the practices that were implemented last year. The goal will be that every person who considers TLCS to be their faith community will practice hospitality.

FAITH-BASED COMMUNAL EXPERIENCE OF WORSHIP AND LEARNING

We will continue to work on gatherings and learning sessions that nurture, heal, challenge, and orient our faith so that every person will leave the gathering with a sense of direction and strength to be the scattered church during the six days of the week. This year we will have the burning of the palms for our Ash Wednesday service, and midweek Lenten services in the multi-purpose room as a way to foster connections and interaction.

MULTIGENERATIONAL MINISTRY

As I said last year, it is my hope that more of you will take initiative to attend events and activities that involve either younger or older generations. Intentionality is crucial. It begins with our willingness to make it happen. Staff and pastors can do only so much, it falls in each member of the congregation to be bold and willing.

FINAL REMARKS AND ACTION STEPS

If we notice, the Israelites did two things that are important to keep in mind. They trusted the prophet's words as God's assurance and affirmation for them, and they organized themselves. *"Then they said, 'Let us start building!' So they committed themselves to the common good."*

The Lord has given his church all that is needed to carry out the ministry. **It is on us to respond and to mobilize ourselves.** Yes, we can commit ourselves to work for the common good. The fruit of it will be the healing and transformation of the community within and outside TLCS. Then, God's reign of reconciliation, beauty, justice, and wholeness may be tangible through each one of us.

As it was for the people of Israel after their captivity, it is for us after the last busy and challenging year. However, this year will come with new challenges and opportunities for us. **We can either be spectators or we can start building together.**

It is my prayer and my hope that we all will opt for the high call of the Lord Jesus to be witnesses of what God has been doing and will continue to do through this congregation.

I invite you to look carefully at all the blessings that TLCS has received at times of joy, and at times of struggle and dissent (yes, even then). Our journey is one of exile and liberation, captivity and freedom, despair and hope. The propelling force that will help us to stay up and move us forward is the grace of God that flows in and through everyone.

The ministry of the congregation will have an impact in the lives of every person in and outside this congregation. **We will continue to be the scattered church that builds spaces for growth, reconciliation, and wholeness, and also brings healing and transformation every day, everywhere, all the time.** A place where people find home and the support for this life's journey. That is why my prayer and hope is that we all will constantly reflect and intentionally listen to one another—deeply, curiously, and humbly.

As we move forward, **we will continue to practice adjusting, reimagining, and letting go** so that nothing will keep us from responding to the changes and new needs in the community.

I want to express my most sincere gratitude to God and to you all for the opportunity to serve alongside you, and for the care, support, and accompaniment that you have graciously given to the staff and to me through the entire year.

You will be in prayers, but I want to ask for your prayers asking God to give me the strength, humbleness, openness, and the will to serve you and serve with you in the love of the Lord Jesus. Thanks be to God for all of you! Let's start building!

Your sibling in Christ,



Rev. Hector Garfias-Toledo, Lead Pastor

Generosity Lived

ROOTED IN COMMUNITY



In fall 2024, Trinity Lutheran Church & Schools embarked on a journey of reflection, faith, and commitment through **Generosity Lived: Rooted in Community**. This initiative invited us to embrace generosity not as a seasonal campaign, but as a **way of life**—one deeply connected to our faith and the flourishing of our community.

Through a four-week worship series, we explored the rich metaphor of a tree, recognizing how our **roots in faith and community ground us**, how our **purpose strengthens us**, and how our **generosity allows us to reach outward in service**. As Trinity continues to navigate a season of growth and change—alongside the development of the Lynnwood Neighborhood Center and the evolving needs of our city—this initiative reaffirmed our call to be a place of belonging, support, and transformation.

At the heart of this effort was a **deep commitment to stewarding our Mission Budget** in ways that reflect our values. The congregation's generosity has extended

beyond our walls, ensuring that **9% of our Mission Budget** directly supports the wider church and our local community. In 2024, this included a \$25,000 Mission Giving Fund gift to Cocoon House, a vital organization serving homeless youth. Recognizing the ongoing need for their work, the congregation and council have selected Cocoon House as the Mission Giving Fund recipient for a second year in 2025.



Yet, **stewardship is not just about funding ministries**—it is about how we **live out God's call every day**. The generosity of time, talents, and resources shapes every aspect of our shared life, from worship and education to outreach and care. Trinity's ministries continue to deepen their roots, grow in purpose, and extend their branches outward, seeking ever new ways to serve and connect.

As we look to the year ahead, **Rooted in Community is not ending**—it is taking root in new ways. Each act of generosity strengthens our mission, nurtures relationships, and reminds us that, together, we are called to be a people of abundance and hope.

It is 2025 at Trinity Lutheran Child Development Center, marking 30 years of licensed child care service to children in our community.

Trinity has built a strong reputation for meeting the needs of children and families over the years. It is a joy to see a second generation of families in our care. We currently serve children of alumni and have teaching staff who were once students here in their formative years and now serve in the faith community of their childhood. We continue to build a place of care and trust, where families feel secure in returning with their own children.

Our enrollment is strong, and our staff is capable and ready to meet the needs of the 75–100 families we serve each week with quality, loving care. As you consider the ministries of Trinity Lutheran Church and Schools, we ask that you pray for our teaching staff by name. Ask for God’s holy guidance as we nurture and teach this next generation.

OUR CHILD DEVELOPMENT CENTER STAFF

Fardos, Debbie, Jessica, Amy, Sandra, Kathy, Cassidy, Lauren, Andrew, Evie, Nanette, Teresa, Ashley, Huriya, Ronica, Renad, Indi, Laura, Ashlynn, Angel, Donnā, Rosa, Kaylie, Kiesha, Lindsay, Crystal, Racheal, and Katty.

We are diverse in age, land of origin, faith expression, educational background, experience, and orientation,

yet we are united in our care, commitment, and love for the children we serve.

We continue to offer many opportunities for family engagement—with staff, other families within the childcare community, and the broader Trinity community. The CDC collaborates with Trinity Lutheran Preschool and the Sunday worshipping community to provide shared experiences, including:

- Lenten Suppers
- National Night Out
- Trunk or Treat
- Christmas Craft Night
- Weekly worship services

Unique to our faith community is the ability of Trinity Child Development Center to connect families with pastoral care support in times of struggle or emergent need. Just as we help families access educational resources, food and housing security, and other social services, we also tend to spiritual needs—caring for the whole person.

I am grateful for the opportunity to minister to the families of our community through the work of Trinity Lutheran Church and Schools—both over the past 30 years and into the future.

Nanette Erban
Child Development Center Director



Families and Friends of Trinity Lutheran Church and Schools,

The year 2024 has brought so many blessings to the Preschool. First, I want to express my heartfelt gratitude to my wonderful staff—Kari Dobbs, Silvia SanJuan, Lindsay Stark, Natasha Pia Kamakeeaina, Mallory McCollum, Elizabeth Shaffer, and Begin Nora (2023-24 school year). They come in with smiles on their faces every day and truly make a difference in our students' lives. I am incredibly thankful for their hard work and dedication.

2024 was filled with meaningful activities that integrated both the Schools and Church, all of which were wonderfully successful. In February, we celebrated Ash Wednesday with the children and their parents and grandparents. We learned about Lent, and each child had the opportunity to receive ashes from Pastor Hector. In April, we partnered with the Church for an Earth Day Family Craft Night, where we shared a meal and created crafts using recycled materials. In May, we held our Spring Sing Concert, where the children sang songs from Chapel, and we shared a slideshow of our school year. We ended the school year with a fun



Family Night, featuring a visit from the Reptile Lady and her fascinating creatures. Finally, we celebrated our graduating class of 35 children, presenting each with a certificate to mark this special milestone!

The 2024-25 school year has been just as eventful, with highlights including a trip to the pumpkin farm, collecting items for our Neighbors in Need at Christmas, and, most notably, our Christmas Program. This year, we told the Christmas story, and each child played a role in bringing it to life. They all did such a wonderful job! While enrollment has been on the lower end this school year, we continue to welcome new students and work closely with families to provide a nurturing and enriching school experience for the children in our community.

I feel truly blessed to be part of this wonderful community and look forward to continuing to serve at Trinity Lutheran Church and Schools.

Joelle Dudak
Director of Trinity Lutheran Preschool



Thank you for another great year in ministry together!

2024 was another eventful year at Trinity Church & Schools as we continue to build, transform, and work towards God's call to nurture, love, and serve our community.

I'll spare you my Spotify Wrapped, but instead I will share some of the highlights in my ministry work here over the past twelve months.

FACILITIES TRANSFORMATION

The big news here is the completion of our long-needed and overdue **roof replacement project**. After several years of trying to plug encroachment areas, mitigate leaks, and repair water damage, we finally addressed the issue head on, and, with the assistance of our project managers at J2 Construction, were able to complete work on replacing all sections—sloped and flat—of our 30-year-old roof.

Substantial completion was reached in the late Spring/early Summer 2024 on time and on budget, and in addition to replacing the roofing material, new sloping was built at problematic areas of the flat sections to improve drainage, new exhaust fans were installed in the sanctuary cupola to improve ventilation during the hot summer months, and new plexiglass was installed around Chapel stained glass windows so those beautiful pieces are fully visible again.

The general contractors completed the final punch list walk through and final payments were made at the end of 2024. This has allowed us to turn our full attention to the next phase of major capital improvement, the **exterior repair and replacement ("Siding")**.

Again with the help of J2, we retained the services of Wood Solutions as general contractors and they began work on the siding in the Fall. After a bumpy first week, they addressed all our initial concerns

and replaced the Site Supervisor and several crew members. Since week two, they have been buzzing rapidly and efficiently along and are currently ahead of schedule on the siding work. The final stages, including painting, may not be completed until late Spring depending on weather conditions.

Of course, all this has been going on at the same time as **Phase II of the Lynnwood Neighborhood Center** by Volunteers of America Western Washington, on property on the other side of the parking lot we are leasing to them for \$1 a year. Their project began this summer and is moving rapidly as well. The footprint is complete and structural walls have already started to go up. Construction on that project is expected to be completed on November 4, 2025, with the center opening sometime in December.



GENEROSITY & STEWARDSHIP

In 2024 we saw the completion of our two-year Build Up, Branch Out¹ generosity campaign. The \$1.7+ million raised for capital projects allowed us to address our roof and siding issues. Our mission giving commitments allowed us to fully fund our church operations for the past two years, increase our giving to the NW Washington Synod, and create a new **Mission Giving Fund** that earmarks a percentage of our contribution income to partner ministries outside of Trinity and the ELCA.

With Build Up, Branch Out coming to an end, we recognized the importance of continued, year-round stewardship initiatives. In the Fall we launched

¹ - drive.google.com/file/d/1px7yHVbbBU7tF7xgNGFEKeNhe2fQQ5-0/view

a new generosity initiative for 2025, "Rooted in Community."²

To date, we've had 101 households make contribution commitments for 2025, including eight new giving families.

Based on these commitments (and past giving patterns of non-pledgers), we were able to create a robust budget for 2025 that meets all our emerging ministry needs and was passed unanimously at our Annual Congregational Budget Meeting in December.



PERSONNEL AND STAFFING

Gratefully, it was a relatively quiet year in terms of Staffing and Personnel. Our church staff and schools' leadership has remained very stable, as well as our contract custodial and bookkeeping staff. It was a joy and a highlight to complete Annual Performance reviews of the staff members I supervise over the summer, as all are performing at high levels, and just as importantly, we are functioning well as a team.

Thankfully, the lack of turbulence in this area has allowed the Personnel Team to focus on long term goals; specifically, they have fully reviewed and updated Trinity's Personnel Policies and Procedures Manual (last updated June 2018) in order to reflect the reality of a post-pandemic, 2025 work environment.

OUTWARD FOCUSED MINISTRY

This past year, in addition to all the great ministry work going on through TLCS ministries, we continued

to see post-pandemic increases in facilities use by non-TLCS organizations. In addition to providing additional income, it provides many opportunities for folks in our neighborhood who would never step foot in a church to experience our campus first hand and interact with our staff, volunteers, and members.

Some of the groups that used, and events that happened at, our facility last year include: multiple youth basketball teams, a Spanish speaking AA group, a Veteran's art organization, a Korean-language Presbyterian worship community, many youth and adult music groups, community safety forums, senior services provider fairs, community services providers meetings, community Hispanic heritage events, Sons of Norway, Hindu community Diwali celebration, Finnish Lutheran Church Christmas gathering, and many more.

2024 STATISTICAL REPORT

390

*Active Members**

153

Average In-Person Worship Attendance

72

Average Online Worship Attendance

15

Members Received

8

Member Deaths

3

Affirmations of Baptism

6

Baptisms Performed

² - trinitylutheranchurch.com/rooted

**Membership numbers based on preliminary results of the database cleanup project.*

Dear siblings in Christ,

What a gift it has been to serve another year as president of the Council! **Our ministries and programs are growing and we are spreading our roots deeper into the community** through new projects, partnerships, and ministries. Construction of the long-awaited Lynnwood Neighborhood Center (LNC) and our Gardening for Neighbors ministry are just two examples of this. It is amazing and humbling to be a partner with you in ministry in this place right now.

Your Council meets monthly to do long-range planning, set goals and priorities, and ensure that there are resources in place to support these and other ministries. Here are a few highlights from our past year:

We worked with Pr. Hector to identify needs for an **interim associate pastor**, worked with the Synod to identify and interview candidates, worked through hiring details, and welcomed Pr. Bev Piro to serve with us for six months. In addition to leading worship, preaching, and providing pastoral care, Pr. Bev focused on hospitality and connection to deepen roots within Trinity and welcome newcomers. Going forward, we will continue to support Pr. Hector as he completes an assessment of Trinity's current ministry needs to fill our vacant position in a way that meets the emerging needs of this community.

We attended **City of Lynnwood's Fair on 44th** (*photo on facing page*), a half-day event where civic and community agencies share information about community services with Lynnwood residents. We shared information about our congregation, schools, and programs, greeted passersby, and distributed Trinity swag. We expect to attend this event again this year to continue building awareness and engaging with our neighbors in the surrounding community.

We finalized project details and hosted a congregation meeting to authorize moving ahead with the **siding replacement project**. Together with the now-complete roof project, this work will sustain and renew our building to support many more years of ministry and events that touch people throughout our community.

We supported **Rooted in Community**, our 2024 generosity initiative. As part of this, we discerned potential missional generosity partners and presented options to the congregation for vote on Commitment Sunday. We also highlighted and encouraged volunteers to support Cocoon House, our 2024-25 partner.

We developed and proposed a **2025 Mission Budget** that moves the congregation forward in mission while also stewarding resources responsibly.

We supported ongoing needs of the LNC construction project. We also commissioned a **TLCS/LNC task force** to explore and begin building relationships with LNC service providers to connect community across our shared parking lot.

We learned from and affirmed work by **ministry groups and committees**, including Gardening for Neighbors, the TLCS/LNC task force, the Mutual Ministry Committee, the Nominating Committee, and the Personnel Committee.

We reviewed and approved **updates to Trinity's constitution, bylaws, and policies** to ensure that they support and enable ministry and are consistent with how our church and schools operate.

I would like to acknowledge and express gratitude for Trinity's standing committees: the Endowment and Nominating Committees (see separate reports) and the Mutual Ministry and Personnel Committees:

- This past year, the **Mutual Ministry Committee** developed practices and recommendations to shape how the committee will operate going forward. Their work is incorporated in the updates to the constitution and bylaws that the congregation will consider at our Annual Meeting. Thanks to Branda Anderson, Bill Rankin, and Vianne Reay for your work!
- The **Personnel Committee** completed a major update to our **Personnel Policies and Procedures**. The new version includes a new section for remote work, updates to holidays (previously approved by Council and already in practice), and other updates for clarity and consistency with actual operating practice. Thanks to my colleagues on that committee: Don Boelter, Paul Delgadillo, Pr. Hector, Wayne McGuire, and Kim Palmer!

I am deeply grateful for the faithful and wise leaders that serve alongside me on the Council. Please join me in thanking the 2024-25 Council for their generous gifts of time and wisdom this past year:

- **David Fox** and **Bonnie Sheehan**, who complete their second, consecutive, two-year terms in June.
- **Mark Bergquist, Clint Buetow, Mary Denny, Jenny Louch,** and **Mark Reay**, who are midway through their two-year terms and continue to serve.
- **Judy Jacobson**, who has offered to serve a second, two-year term.
- **Pr. Hector** and **Administrator Don Boelter** who serve on an ongoing basis.

Thank you, dear ones, for the opportunity to “be church” with you and to serve as your president these past four years. It has truly been a gift.

Blessings and peace,
Mark



With God's help, Trinity Lutheran Church and Schools has continued to be a blessing to the community. Your generous donations have enabled us to support many local and global missions. We are still facing many challenges as we recover from the impacts of COVID. Raising costs associated with inflation and the loss of many long-term and generous members have created serious challenges for our church and schools' finances. Fortunately, every Sunday we see new faces in our congregation.

We are called to be disciples of Christ and spread his word. In doing so we will provide a church home for the many un-churched people of the Lynnwood area and support our less fortunate neighbors. Your donations will provide us with the ability to sustain and possibility grow our much-needed missions. God has a plan, and I have faith that we are on the right path. We have been able to fund the much-needed repairs to our aging facility and meet all our financial obligations for 2024. Thank you for your continued generosity. The following tells our financial story:

OVERVIEW OF PERFORMANCE

Our donation and other income were not sufficient to cover expenses since the impacts of COVID beginning in 2020. Fortunately, the federal government has provided funds to retain employees as we recover. The church and schools received \$279,424.63 in 2020 and \$339,142.35 in 2021 from the Payroll Protection Plan (PPP) funds. We used these funds to offset payroll and other approved costs. In 2023 the church and schools received \$1,176,825.57 from the Employee Retention Credit (ERC) funds. The ERC is a program that refunds a portion of the employer tax paid during periods where the church and schools were adversely affected by COVID government mandated restrictions. Due to these funds provided for COVID relief which paid much of our payroll costs, we were able to retain some of our donations and facility use income to build a reserve account which has earned interest. These funds have been used to offset expenses, balance our Mission Budget and

provide additional capital Improvement funds for the much-needed roof and siding projects.

The "Income and Expense" chart on the facing page has three categories: Contribution and Facility Use Income, Total Expense, and Cash Reserves (utilized to balance the budget).

2024 YEAR END REPORT

○ Cash Reserves

- › US Bank - \$36,856.18
- › Mission Investment Funds - \$1,907,459.86
- › Prepaid Expenses - \$58,772.88
- › Total - \$2,003,088.92

○ Mortgage Balance - \$1,398,403.35

○ Dedicated Funds - \$548,897.78

- › Capital Funds - \$439,248.96

Uncommitted funds available for emergent issues such as budget, repairs, and capital improvement expenses that exceed donations and other income - \$1,454,191.14.

SCHOOL PERFORMANCE

○ CDC

- › 2024 Income - \$1,331,570.88
- › 2024 Expenses - \$1,349,867.18
- › Cash Reserves (Dedicated) - \$247,754.12 (\$10,050)

○ Preschool

- › 2024 Income - \$215,635.04
- › 2024 Expenses - \$275,639.63
- › Cash Reserves (Dedicated) - \$44,630.17 (\$356)

CHURCH INCOME

	2021	2022	2023	2024	2025*
CONTRIBUTIONS	\$1,043,563	\$1,035,325	\$1,169,396	\$1,130,486	\$1,177,470
FACILITY USE	\$525	\$18,367	\$26,419	\$21,757	\$32,000
MISCELLANEOUS**	\$339,142	\$3,732	\$150,553	\$174,431	\$224,250
TOTAL	\$1,383,284	\$1,057,424	\$1,346,368	\$1,326,674	\$1,433,720

CHURCH EXPENSE

	2021	2022	2023	2024	2025*
MISSION SUPPORT (to Synod)	\$62,614	\$62,205	\$81,840	\$100,134	\$105,972
PERSONNEL	\$870,400	\$735,935	\$807,065	\$792,093	\$848,661
MORTGAGE	\$98,196	\$98,196	\$98,196	\$98,196	\$120,240
FAITH FORMATION	\$1,522	\$2,849	\$2,856	\$2,902	\$5,104
EVANGELISM MINISTRY	\$1,197	\$1,350	\$1,021	\$1,445	\$1,900
FACILITY MINISTRY	\$140,811	\$178,224	\$176,127	\$192,643	\$188,350
CONGREGATIONAL LIFE	\$671	\$369	\$1,565	\$1,705	\$4,450
MANAGEMENT	\$124,253	\$122,609	\$127,198	\$132,270	\$132,900
SOCIAL CONCERNS	\$--	\$294	\$49	\$701	\$850
WORSHIP	\$7,502	\$15,397	\$15,088	\$14,689	\$18,493
WAY STUDENT MINISTRIES	\$4,433	\$6,726	\$5,323	\$4,548	\$6,800
TOTAL	\$1,311,599	\$1,224,154	\$1,316,328	\$1,341,326	\$1,433,720

INCOME & EXPENSE HISTORY***



*2021-2024 are actuals. 2025 is estimated for budget purposes.

** 2021 includes PPP Funds; 2023 & 2024 include ERC Funds; 2025 includes PPP/ERC funds & School contributions

***Income & Expense History chart includes only Contribution & Facility Use income to illustrate gap between true income & expense

2025 FINANCES

It is too early to predict the Trinity Lutheran Church and Schools 2025 financial performance. However, the Church 2025 January income is 15% better than the 2024 January income. Additionally, the CDC 2025 January income is 9% better than the January 2024 income. The Preschool 2025 January income is approximately equal only 0.85% below the 2024 income. We will continue to manage our budgets, looking for opportunities to increase income while maintaining or reducing expenses.

We have chosen to embrace the spirit of generosity as we move forward into 2025. We will continue to live out our Christianity through the **TLCS six core ministries**. These Core Ministries were formed to ensure that the missions supported by the church align to our values and are sustainable. It is through these ministries that Trinity can reach out to the local and global communities as well as our congregational needs. Below is a breakdown of our approved 2025 budget into these core ministries.

In addition to supporting our six core ministries we are completing the siding replacement in 2025. This is repairing any damage as well as improving the external appearance of our church. The opening of the Lynnwood Neighbor Center in late 2025 or early 2026 with the more welcoming appearance of our facility will help us attract and serve the unchurched people in the Lynnwood area. I am confident that we

are doing the right things to serve our Lord and grow our congregation.

CONCLUSION

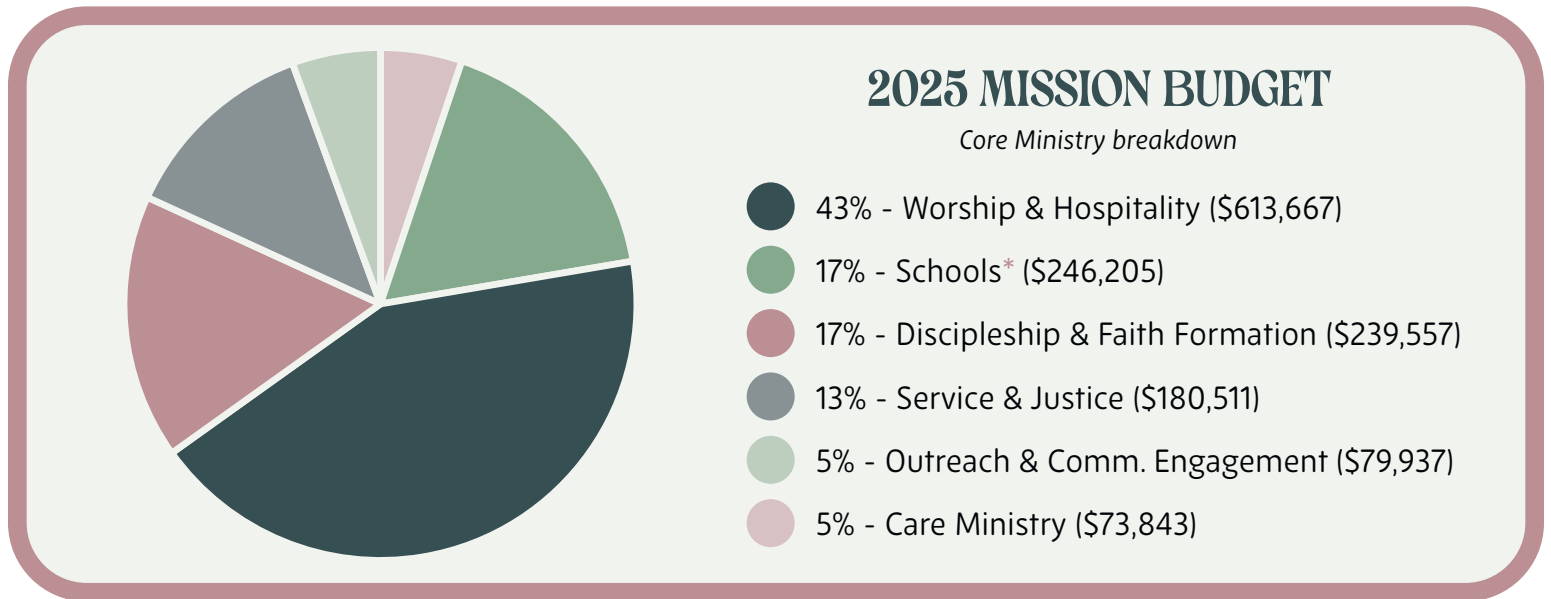
We continue in our **goal to live generously as we share our gifts** (treasure, talent, and time). The community depends on us to remain focused on the sustainability of our six core missions. We have been blessed, and it is important to share those blessings with the less fortunate. We all need to be involved. Many of us have been able to increase our financial support beyond the Biblical tithe, but some of us can give no more. However, I encourage everyone to find a mission that calls you to support with your God given gifts of talent and time. Invite your friends, neighbors, and family to join you. Our local and global communities need support. Helping others is an excellent way for us to express the love of Christ to our neighbors in this community. It is the best way I know to reach others, bring them into our Christian family, and grow our church.

Please consider the words of Proverbs 11:24&25 (NIV).

*One man gives freely, yet gains even more;
another withholds unduly, but comes to poverty.
A generous man will prosper; he who refreshes
others will himself be refreshed.*

God Bless You All.

David Fox, *Council Treasurer*



NOMINATING COMMITTEE

Teresa Judd & Carl Setzer, co-chairs

The Nominating Committee was thankful for the documents and processes first created in September 2021, "Nominating Committee, Standard Operating Procedures and Processes". Also, meeting with last year's Nominating Committee at our first meeting was an excellent kick off. With prayer and God's help we began our journey.

The committee members got to know each other well during the 17 weeks we met together. We became aware of each of our strengths. We supported each other through prayer, phone calls, emails, texts and in person visits. **We extended these strong roots out into the broader Trinity Community as we sought participation from our members.** We have striven to be open, in heart and mind, to the leading of the Holy Spirit.

Your Nominating Committee's focus for selecting our recommendations for 2024 and 2025 positions has been on **aligning spiritual gifts** with the demands of the roles we were seeking to fill. Additionally, we sought to achieve a **solid representation of the diversity** within our congregation and larger community.

We faced some significant challenges in our work this year. As we walked with members in their discernment of a position it became clear members are extremely busy and committed to a wide array of activities inside and outside of the church. Finding people with both an alignment of gifts, as well as the availability to give of time, proved quite difficult.

This is a challenging time for Trinity, as well as our larger community. Besides working to find candidates for our currently open roles, we believe that Trinity needs to take the opportunity to help **grow and develop the leadership** within our congregation. This way, people feel prepared when asked by future Nominating Committees. Therefore, the Nominating Committee **invites and encourages you to consider if YOU are called towards a leadership role** with Trinity Lutheran Church and Schools.

The Nominating Committee has been thankful for this opportunity to serve Trinity Lutheran Church and Schools.

Committee Members: Ted Haase, Sharon Hofferber, Teresa Judd, Carl Setzer, Jude Vaders, Patty Wilder

COUNCIL NOMINEES

- Bill Rankin, *president*
- Mike Schultz, *Treasurer*
- Judy Jacobson, *2nd term Member*
- Edy Strand, *Member*

ENDOWMENT COMMITTEE NOMINEE

- Van Hutton

NOMINATING COMMITTEE NOMINEES

- David Fox
- Chris Morris
- John Judd
- Mary Eaton
- Aaron Lindstrom
- Open position - TBD

SYNOD ASSEMBLY VOTING MEMBERS

Meeting to be held May 18, 2024

- Aaron Franco-Ross
- Wally Bergquist
- Judy Bergquist
- Sue Carlson
- Braeden Setzer, *young adult member*
- Ellie Scarseth, *youth member*

ENDOWMENT COMMITTEE

Claudia LaFollette, chair

As many of you know, the Endowment Committee of Trinity Lutheran Church & Schools gathers regularly to **support members of our local community**. We offer grants for emergency assistance, ministry, and education.

During 2024, we frequently met via Zoom, which allowed us to have in-depth conversations at convenient times. We also expanded our communication efforts to reach out directly to groups within TLCS, ensuring as many people as possible were aware of the available grants.

We receive grant requests from all over the world. Last year, we implemented a plan to respond to such requests with an email outlining our commitment to local grant requests and established charitable organizations, with a preference given to ELCA ministries.

In 2024, we received a ministry grant request to support the start-up costs of a new TLCS ministry, *Gardening for Neighbors*. Some of us participated by helping with watering and weeding. Moving forward, this ministry presents an excellent opportunity to connect with current TLCS members and build

relationships with our Lynnwood neighbors, many of whom stopped by to admire the garden's success. Some of the vegetables harvested were donated to local food banks, while others were given to Neighbors in Need and distributed on Saturday mornings. We heard from many people who deeply appreciated receiving fresh produce. We look forward to identifying and partnering with other ministries in the future.

We are grateful for the years Lynn Hinnencamp served on the Committee and miss her presence. We also appreciate the ongoing support and kindness of the TLCS staff.

Many thanks to the TLCS community! We are honored to serve on the Endowment Committee.

Endowment Committee Members: Julie Buetow, Inger Hamburg, Jayne Meyer, Lin Russell, and Claudia LaFollette

Best regards,

Claudia LaFollette
Committee Chair

2024 ENDOWMENT GRANTS



\$1,500

1 Ministry Grant



\$8,000

8 Education Grants



\$2,231

2 Emergency Assist. Grants

\$11,731 TOWARD 11 GRANTS





The Music and Worship Ministry at Trinity Lutheran Church and Schools is **committed to creating multisensory opportunities for all people to experience God in relationship with others.**

“We proclaim to you what we ourselves have actually seen and heard so that you may have fellowship with us. And our fellowship is with our Abba and with the Son, Jesus Christ.”

- 1 John 1:3 (NLT)

As your Minister of Music and Worship, my heart beats for a singular purpose: to **ignite a vibrant spiritual life** within Trinity and radiate its warmth into our wider community through truly **transformative worship**. Our team aspires to create worship experiences that are not only **inclusive** and **deeply resonant** with our Lutheran theology and traditions but also empower our faith community to live their faith with passion and purpose beyond Sunday mornings.

This year, we embarked on a journey to explore the **transformative power of language**, both spoken and sung, and to embrace richly diverse worship styles. We sought to bridge the sacred traditions we cherish with contemporary expressions, inviting new voices and crafting worship that speaks directly to the unique contours of each individual's faith journey. In a world often adrift in a sea of uncertainty, I believe that liturgy offers vital anchors: moments of reflection, stillness, and profound affirmation.

Here are just two memorable worship series that illuminated this vision:

WANDERING HEARTS: A LENTEN JOURNEY WITH PETER

Embracing the Beauty of Imperfect Faith last Lent, we walked alongside Peter, a figure as relatable in his humanity as he was in his devotion. We saw ourselves in his struggles—his strength and vulnerability, his unwavering faith and moments of doubt. The series underscored that faith is not a linear path but a dynamic, often imperfect journey—a constant



pursuit of God's boundless love. The poignant lyrics of "Come Thou Fount" echoed our hearts, reminding us that even with "wandering hearts," we are held securely in God's grace. We affirmed that God embraces us, imperfections and all, and that Peter's story empowers us to embrace our own journeys, missteps included, with grace and courage.

BEGUILED BY BEAUTY: CONTEMPLATING GOD'S CREATION

Seeing the World Through God's Eyes In the summer months, we turned our gaze to the beauty of God's creation, inspired by Luther's vision of a God "beguiled by beauty." Through contemplative practices, we deepened our connection with God and the world around us. We explored the inherent worth and sacredness of all creation, recognizing that we are worthy by grace, crafted in God's image. We learned to see the world as God sees it, fostering a profound appreciation for God's grace and a renewed love for creation and one another.



My focus is on evolving our worship to truly reflect a dynamic, contemporary Lutheran community. This involves:

- **Hearing the Heart of Today's Lutheran:** We will actively engage in dialogue, listening deeply to understand the spiritual needs of our congregation. We will ensure our worship resonates with modern life, bridging the timeless truths of our faith with today's realities. We will be attentive to the Holy Spirit's guidance, allowing it to shape our worship.
- **Reimagining Lutheran Liturgy:** We will honor our rich liturgical heritage while creatively exploring new expressions. We will move beyond tradition as a static form, embracing it as a living, evolving practice. We will blend the familiar with the innovative, using technology, art, and diverse music to make the Gospel vibrant and accessible.
- **Embracing Radical Inclusion:** We are committed to creating a truly welcoming worship space, reflecting the Lutheran belief in the priesthood of all believers. We will dismantle barriers to participation, ensuring everyone feels valued and included, regardless of background or ability. We will foster an environment where every voice is heard and every gift is shared.
- **Worship as a Springboard for Action:** We recognize worship as a catalyst for living out our baptismal calling. We will empower our congregation to translate faith into action, serving our neighbors and advocating for justice. We will connect worship with tangible acts of service, embodying Christ's love in the world and demonstrating the relevance of Lutheran faith.

Our ministry is thriving, witnessing a remarkable surge in volunteer participation and vibrant intergenerational engagement. We continue to strengthen our **partnership with Trinity's schools**, weaving our lives together into a unified community. Recognizing the deep yearning for connection, we are prioritizing fellowship and relational worship,

creating sacred spaces where individuals feel truly seen and known.

We are also extending our reach beyond our walls, actively participating in community events that champion diversity and serve marginalized populations, especially our LGBTQIA+ siblings in Christ. We are adapting our practices to reflect the changing seasons, creating meaningful opportunities for reflection and connection. Above all, we are committed to acting with justice, loving mercy, and walking humbly with God and a world yearning for meaning and peace.

Recognizing that Sunday worship is a touchstone, not the entirety of our faith journey, we are dedicated to **equipping our faith community to live their faith every day**. Our goal is to cultivate a community that passionately proclaims God's love, grace, mercy, and justice for all. **Rooted in the Gospel message and our baptismal call**, we strive to serve our community, families, and faith family.

Looking ahead, we envision expanding opportunities for midweek worship and fellowship, **fostering deeper connections**, and truly listening to one another, solidifying our identity as a family of Christ. We will continue to **champion diversity and inclusion** while honoring our rich Lutheran heritage and traditions. We understand liturgy as the structure that supports our faith journey, enabling us to connect with our core selves, each other, our community, and Christ. We envision a church where every individual feels integrated, seen, and loved, not only within our walls but also as they share that love with all God's children in the world.

I humbly ask for your continued prayers and participation as we journey together, building a community that reflects God's radiant and radical love.

Yours in Christ,
David Horton
Minister of Music & Worship

ARTISTS AT THE ORGAN

Trinity's Artists at the Organ presented two concerts this past year. On April 7, 2024, we presented Dr. Michael Plagerman, who kindly jumped in at the last minute to replace Dr. Craig Cramer who was ill with Covid. Michael Plagerman is the Director of Music at The Church of the Blessed Sacrament in Seattle and was a former student of Craig Cramer's. He played a wonderful mixed program of music from many centuries. On October 6, 2024, we presented organist Dr. Wyatt Smith and flutist Dr. Tracy Doyle, in a lovely program of all living composers, in music recently written for flute and organ.

Through the "Artists at the Organ Series," we have been able to be a **welcoming, embracing community** to so many folks from near and far. We are always looking for new ways to be invitational and gracious, including our receptions after the concerts!

The musicians who have played in concert here are well-known, professional artists, who have come from as far away as France and Germany and all across the United States and Canada. When we experience the **power and the beauty of music**, we realize how spiritually uplifting and nourishing it can be. Music feeds us. The Creator has blessed us with so many gifts...**gifts for building us up, creating a sense of belonging, and ultimately becoming the people of God.**

Included in the gifts given us, music continues to offer us a way to **worship together, to learn together and to peacefully and lovingly live together.** The universality of music is evident in the powerful ministry of "Trinity Artists at the Organ." Together, we are lifted and supported by the bond that music brings to life's journey. Luther saw music as God's great gift to mankind. He called music a "noble, wholesome, and joyful creation. It is a true gift of God".

We look forward with great anticipation to our next concert celebrating the 30th anniversary of our concert series, as we welcome back to our Pasi organ, internationally renowned organist Katelyn Emerson on Palm Sunday, April 13, 2025, at 3 pm, when she will follow the journey from Palm Sunday

to Good Friday to Easter in her beautifully crafted program, featuring repertoire from the 17th to the 21st centuries. Katelyn is praised for her thrilling artistry, impressive technical facility and beautifully designed programs.

We show hospitality to the greater community through our concerts, which continue to be extremely popular and draw people to our church from near and far, people who experience God's presence in our church through music, with an average attendance of about 100 or more. We have maintained low admission fees to ensure affordability for everyone. The ticket revenue for the concerts does not fully cover our expenses, but the account for Artists at the Organ is regularly boosted by donations from individuals who greatly appreciate this gift.

Our organ recital committee is **dedicated to this ministry and outreach to our community**, as we have been for 30 years. We are totally self-sustaining, with income received from concert attendees, Dedicated gifts, and Memorial gifts to our Organ Recital Fund. We are extremely grateful to Martin Pasi for the beauty and magnificence of our organ, *Opus 4.*

Surrounded by hospitality, and covered with gratitude, we continue to experience the power of generosity. The magnificent beauty of our Pasi organ, the talent of our artists, and the sense of being together to experience such amazing music, has proven to be transformative for all in attendance. Please join us on April 13, 2025 at 3 pm! You will be greatly blessed! As Johann Sebastian Bach wrote, "Where there is devotional music, God is always at hand with His gracious presence"

Submitted by Penny Lorenz, Chair, Judy Schleusner and Karen Bruck

Members: Chairperson: Penny Lorenz, Asst chairperson: Karen Bruck, Staff liaison: David Horton, Julie Buetow, Sue Carlson, Shirley Forsgren, Dick Gourley, Silke Harper, Ingrid Huff, Kathleen Mayhle, Wayne McGuire, Evie Nordeen, Edna Mae Olufson, and Judy & Rudy Schleusner.



DAVID GREENLEE

Minister of Faith Formation

Each year, we continue to learn and adapt to the ever-changing congregation, culture, and opportunities before us.

Adult Faith Formation has been one of the more fluid program elements. The **Wednesday Evening Bible Study** remains strong, with good attendance and energy. This fall, we added an occasional **Thursday Lunch Bible Study**, which was well received, and we have a new class beginning with Lent. The early **Sunday morning class** has struggled to find a consistent group or leader, so it has been suspended for this year. However, the **adult forums this winter** have seen strong participation. Looking ahead, I hope we can gather a solid group of men to attend the **One Year to Live Retreat in September**.

This fall, we began rebuilding the middle school program, **ZOE (middle school youth)**, which is part of our **Affirmation process**. We have two high school students coaching the six kids who are regular participants, and we hope to continue adding friends and building momentum—ideally leading to a group attending summer camp.

Our **high school** youth ministry, **NET**, has had a strong year, welcoming new faces and benefiting

from a dedicated **Student Leadership Team**. We recently had an amazing **Winter Retreat**, and summer plans and trips are coming together. We are incredibly grateful for the four dedicated adults who work with our teens—their faithfulness is a true blessing to these young people.

The **4th Soil Project**, which focuses on ministry to parents of young children, is entering a new phase. We are reflecting on what we have accomplished, what we have attempted, and what we hope to do in the coming years. Several upcoming meetings will engage everyone working with children and families as we set specific goals for the next few years, continuing to grow a culture of family ministry.

We are also exploring ways to invite more families from our schools and the wider community to participate in special events such as **National Night Out, Halloween Hallways, Christmas Craft Night, Summer Family Nights, and the Trinity Summer Campout**.

I look forward to all that is ahead!

David Greenlee

STEPHEN MINISTRY

As we reflect on another year of ministry at Trinity Lutheran Church & Schools, we are profoundly grateful for the **steadfast support and compassion** that our Stephen Ministry has provided. This annual report highlights how Stephen Ministry has nurtured deep roots within our congregation and the broader community, the ways in which it is evolving to meet current needs, and the relationships it strives to build in the coming year.

NURTURING DEEP ROOTS WITHIN TRINITY AND THE BROADER COMMUNITY

Stephen Ministry has become a **cornerstone of care** within TLCS. Our ministry has cultivated deep connections through one-on-one care, confidential listening, and support. Here are a few key ways we have nurtured these roots:

- **Personalized Care:** Trained Stephen Ministers have provided personalized, Christ-centered care to individuals facing life's difficulties, offering them a safe space to share their burdens.
- **Community Outreach:** Our ministry extends beyond the church walls, reaching out to the broader Lynnwood community through partnerships with local organizations, care facilities and other churches. This outreach has strengthened our ties with the community and showcased the love of Christ in action.
- **Spiritual Growth:** Through workshops, continuing education and regular bi weekly supervision meetings, Stephen Ministry has facilitated spiritual growth and deeper faith journeys for both care receivers and caregivers.

GROWTH AND ADAPTATION TO MEET COMMUNITY NEEDS

Stephen Ministry is committed to evolving and adapting to meet the **ever-changing needs of our congregation and community**. Over the past year, we have implemented several initiatives to ensure we remain responsive and relevant:

- **Virtual Support:** We continue to utilize virtual care options, including online meetings, video calls, and digital resources. This has allowed us to continue providing support even when in-person meetings are not possible.
- **Specialized Training:** Our Stephen Ministers have received additional training in areas such as mental health support, trauma response and crisis intervention. This specialized training equips our caregivers to address a wider range of needs effectively.
- **Diverse Outreach:** We have continued our outreach efforts to include diverse communities within Lynnwood, recognizing that different groups may have unique needs and challenges.

FUTURE RELATIONSHIPS AND GOALS

As we look forward to the coming year, Stephen Ministry at TLCS aims to **build and strengthen relationships** that embody the love and compassion of Christ. Here are some of our key goals:

- **Fostering Inclusivity:** We strive to create an inclusive environment where everyone feels welcomed, valued, and supported. This involves ongoing efforts to reach out to marginalized communities and ensure that our ministry is accessible to all.
- **Intergenerational Connections:** We continue to focus our outreach to intergenerational programs that connect younger and older members of our congregation, fostering mutual support and shared wisdom.

- **Expanding Volunteer Base:** To meet growing demand, we aim to recruit and train more Stephen Ministers, ensuring that we have a diverse and dedicated team ready to serve.
- **Strengthening Partnerships:** Building on our existing community partnerships, we aim to strengthen collaborations with local organizations to enhance our impact and provide Christ centered care.

Stephen Ministry has been a vital part of Trinity Lutheran Church's mission to share Christ's love and compassion for many years. As we reflect on the past year and look forward to the future, we are inspired by the deep roots we have nurtured, the growth we have achieved, and the relationships we strive to establish. With God's guidance, we remain committed to serving our congregation and community with unwavering dedication and care.

Thank you for your continued support and prayers for Stephen Ministry.

Submitted by Sheri Kasen Kessler



PASTORAL CARE MINISTRY

At the heart of pastoral care is a **compassionate, supportive relationship** with individuals, offering a listening ear, emotional support and spiritual guidance, particularly during times of need, all rooted in the teaching of love and care exemplified by Jesus. Essentially, it's about being present with people and helping them navigate life's challenges through the lens of their faith.

Pastoral Care Ministers are a vital part of **pastoral care team at Trinity**, engaging and caring for people and meeting them in their struggles, doubts, and vulnerabilities.

Pastoral Care Ministers **care for people** both within Trinity and the wider community. They follow up with each prayer request to our community, make hospital, care facility and home-bound visits. They celebrate communion and serve our Neighbors in Need on Saturday morning.

Our Pastoral Care Ministers have been trained as Stephen Ministers. They have also had many hours of additional training to engage them in a journey of self-discovery of their personal and pastoral identity and to provide them with an opportunity to develop and refine pastoral skills under supervision.

The Pastoral Care Ministers meet monthly for mutual support, on-going supervision and continuing education.

There is a need for additional Pastoral Care Ministers and we invite you to prayerfully consider serving in this one-on-one caring ministry.

We pray to God to continue to empower us for our task. Help us all to be both willing servants and thankful recipients of pastoral care.

Submitted by Liz Gimmestad

DIVERSITY & INCLUSION MINISTRY TEAM

Inspired by Christ's love, we cultivate a community where all are celebrated, empowered, and transformed by God's grace, embracing the full spectrum of humanity.

A new command I give you: Love one another. As I have loved you, so you must love one another. By this everyone will know that you are my disciples, if you love one another. -John 13:34-35 (NIV)

Driven by our core Christian values of love and respect, the Diversity and Inclusion Ministry underwent a powerful revitalization this year. We moved beyond mere recommitment, actively rebuilding and expanding our initiatives to foster a **truly welcoming and affirming community**. This resurgence translated into tangible engagement, strengthening our impact and demonstrating a renewed, lived dedication to diversity and inclusion.

This year, our engagement extended far beyond the church walls. We proudly **stood with the LGBTQIA+ community** at Lynnwood's inaugural Pride event and marched alongside the NWWA Synod in **Seattle Pride**, solidifying our commitment to inclusivity. We bridged cultural divides by partnering with Orchestra NW to create **Day of the Dead altars**, and addressed critical social issues by hosting **LifeWire speakers on domestic violence awareness**. Recognizing national divisions, we led a powerful **Election Night Vigil**, fostering healing and unity through prayer and liturgy. This diverse engagement underscores our dedication to building a connected and compassionate community, both within and beyond our church.



Education and advocacy drove our work this year. We deepened our understanding of inclusivity through ongoing engagement with **Reconciling Works'** curriculum, focusing on creating safe spaces for all. We challenged biases and fostered dialogue through dedicated readings and discussions. We actively amplified diverse voices by observing and promoting key **awareness months**, including **Indigenous Peoples', Hispanic Heritage, Black History, Women's History, and Pride**. Collaborating with the church council, we began drafting a response to '**A Call to Action on Immigration**,' demonstrating our commitment to social justice. Finally, we intentionally uplifted diverse voices within worship, striving for a truly inclusive experience.

Building on this year's foundation, the Diversity and Inclusion Ministry is committed to **continued growth and impactful action**. We will expand partnerships, develop targeted resources for specific community needs, and deepen our understanding of diversity and inclusion best practices. Prioritizing education, advocacy, and community engagement, we will create more opportunities for shared prayer and liturgy, celebrating the full spectrum of humanity. We humbly ask for God's guidance in this work.

You are warmly invited to join us at our monthly meetings, the 4th Tuesday of each month at 6:30 PM here at TLCS.

In Christ's love,
The Diversity and Inclusion Ministry

Theresa Anderson, Susan Erikson, Liz Gimmestad, David Horton (staff ministry team leader), Kirsten Lunstrum, Judy & Rudy Schleusner, Edy Strand, Megan Valencia-Lashley, Michelle Weber



ESPERANZA

As we celebrate **26 years of partnership** with Esperanza International, we also join in celebrating **40 years of Esperanza**, building community and relationships while providing safe, dignified homes for families in the Tijuana area.

2025 will be a year of change as we come together to fund and build 3-4 homes for families in special circumstances—raising awareness and expanding our reach to those we have not been able to assist in the past.

We have also partnered with **Living Water** to provide **safe, affordable water solutions** in one of our communities, *Lomas de Valle*, and we are working toward the goal of building a **community center** there in 2026.

As one of the few **“open” groups** that volunteer with Esperanza, we have a unique opportunity to grow our mission—both here in Lynnwood and across the country—inviting anyone who feels called to share in this experience.

- **Belonging** to a community greater than ourselves. Belonging to one another, to those

we know and those we have yet to meet, and to a community in another part of our world.

- **Becoming** better global citizens—learNiNg through education and experience with open hearts and open minds. Becoming community by strengtheNiNg relationships with our TLCS family, with others from across the country, and with our neighbors in Mexico.

Each trip continues to reveal that **transformation** is not just for the families whose homes are being built, but also for those of us who serve alongside them. We encounter different cultures, embrace and love those differences, and create **cross-border relationships**. We have seen the **face of Jesus smiling** back at us in the people we meet and work with. We have discovered one way to **be the hands of God** in a world of need.

With every mission trip, we seek to expand our community—sharing the **joy of giving and serving** with all who wish to take part. We have been, and continue to be, deeply blessed by our partnership with Esperanza.

Our 2025 trip is August 9-16. Head to mexico.trinitylutheranchurch.com to learn more.

Submitted by Deb Johnson & Cliff Bronson

LIVING WATER

The **Living Water Committee** is committed to enabling communities worldwide with safe and reliable access to water. Today, **703 million people around the world lack clean and safe drinking water**—a reality we are actively working to change.

In **May 2024**, Living Water was blessed to welcome **Sister Lucy Kurian from Maher** to TLCS. She shared her **calling, mission, and vision** for the future throughout India, speaking from the heart and deeply moving those in attendance. If you missed her visit, you can watch her message (and other Living Water stories) on the Trinity website.¹

This year, **Living Water** will be present at the Synod Assembly in Everett, reaching out to other churches and inviting them to join in this life-changing ministry—whether with us or through their own efforts. By doing so, we help build a more interwoven and thriving community focused on providing clean water worldwide.

With God's grace and the generosity of our congregation, Living Water, in partnership with Edmonds Lutheran Church, received **\$22,462.79 in donations in 2024**. This year, we have **contributed \$25,858.00 toward water projects**, directly impacting families in desperate need of clean water for drinking, bathing, and sanitation. The projects we supported include:

- **\$6,098** – Maher, Andhra Pradesh, India: Borehole well serving 85 people.
- **\$1,021** – Maher, Saraswati Center, India: Borehole well serving 70 men.
- **\$8,000** – Charity Water, Uganda: Rehabilitation of a well with a hand pump serving 300 people.
- **\$5,739** – Maher, Loni-Karnataka Center, India: Borehole well serving 40 people.
- **\$5,000** – El Porvenir, Piedra Pintada Comalapa, Nicaragua: Borehole well serving 150 people.

Through your **generous support**, these families now have **dignity, health, and life restored** through the gift of clean water.

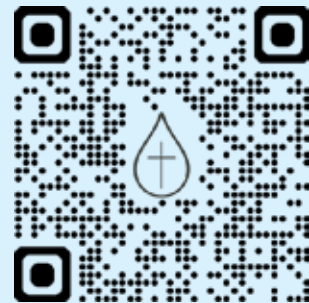
The Living Water Ministry meets monthly on the third Monday at 6 PM via Zoom. Anyone interested in joiniNg our efforts is warmly welcome.

Judy Jacobson, Chair

Many of the makers represent multiple grants over many years to the same location, organization, or region. All told, the Living Water Ministry—as a result of your generosity lived out over a decade—has given over \$1,100,000 to support water and water-adjacent projects both locally and globally.



*Out of the believer's heart
shall flow rivers of living water.
- John 7:38b*



¹ - tlcs.church/livingwater#videos

NEIGHBORS IN NEED

Neighbors in Need (NiN) serves all people by providing essential support, encouragement, and unconditional acceptance within a safe and caring environment. Through this ministry, God's love is extended with compassion and respect to those facing life's challenges, while inspiring all to continue in a shared journey toward wholeness. You can follow our work at NiNtrinity.org.

At TLCS, the NiN ministry includes:

- **Saturday MorNiNg Breakfast**
- **The Emergency Cold Weather Shelter**
- **The Toy Shop of South Snohomish County**

SATURDAY MORNING BREAKFAST & SUPPORT SERVICES

NiN continues to be a vital source of support for unhoused and low-income neighbors in Lynnwood, Edmonds, and Mountlake Terrace. Each Saturday, 25–30 rotating volunteers from our partners distribute:

- 70–80 bags of non-perishable food
- 3–4 family food boxes
- Trader Joe's sandwiches and salads (provided by Edmonds Food Bank and Advocates Recovery Services)
- Fresh fruit, string cheese, and hardboiled eggs (provided by Edmonds Unitarian Congregation)
- Shoes, coats, and clothing (provided by Trinity and community partners)

Since September 2022, we have resumed serving **hot breakfast** indoors, offering burritos, coffee, and occasionally scrambled eggs with sausage or biscuits and gravy. This is made possible by volunteers from TLCS, Holy Rosary, Gloria Dei Lutheran Church, Edmonds Unitarian Congregation, PEMCO, and The Nest Mission.

Every other week, **street medicine doctors and nurses from MercyWatch and Advocates Recovery Services** provide:

- - Flu, hepatitis, and shingles vaccines

- Health checks, wound care, and medical follow-ups
- A listening ear for neighbors' health concerns

MEDICAL & DENTAL SUPPORT

We are grateful for the **Medical Teams International dental van**, which visits one Saturday each month. Volunteer dentists and hygienists provide fillings, extractions, and cleanings for uninsured neighbors of all ages, along with after-care instructions. Restoring dental health can extend lives, and a common response from patients after serious procedures is, "They are so nice!"

THE TOY SHOP

The Toy Shop provided Christmas gifts to **710 children** (compared to 495 in 2023) from over **200 families**, thanks to generous donations from:

- Toys for Tots
- Edmonds Unitarian Congregation
- TLCS families and neighbors
- City of Lynnwood Public Works
- Lynnwood Kiwanis
- Lynnwood LDS Church
- NW Church

Gifts were distributed with the help of volunteers from the Lynnwood, Edmonds, and Mountlake Terrace Food Banks, the Lynnwood LDS Church, TLCS, and Unitarian members and friends.

ADDITIONAL OUTREACH & PARTNERSHIPS

Through the **Jean Kim Foundation** we continue to support the **Lynnwood Hygiene Station** (showers and bathrooms), and through **The Nest Mission**, we provide emergency housing in local motels. NiN has also supplied **Advocates Recovery Services** with backpacks filled with hygiene products for their outreach program, which assists individuals seeking detox and sobriety services.

None of this would be possible without generous contributions from TLCS members and friends, holiday concerts, and support from:

- Gloria Dei Lutheran Church
- St. Hilda St. Patrick Episcopal Church
- Holy Rosary Catholic Church
- North Sound Church

Volunteers of America (VOA) secured funding to house some of our neighbors experiencing homelessness. VOA entrusted NiN to identify and assist candidates with application processes, leading to **three individuals finding stable housing**.

A STORY OF COMMUNITY & COMPASSION

A recent tragedy brought our community together. Darryl, one of our neighbors, was killed in a traffic accident. On Saturday morning, volunteers reminisced about his life. Because our team had been active listeners, we were able to locate his out-of-town family. We helped his mother plan a beautiful memorial service, which welcomed Darryl's unhoused friends. It meant a great deal to his family to know that he had loyal friends—and to our neighbors to know he was loved.

THE HEART OF SATURDAY MORNINGS

Saturday mornings are made possible by a dedicated team working throughout the week. By 7 AM, the doors open with hot coffee, thanks to a committed crew:

- **Set-up team:** Alan, David, and several neighbors arrange tables and chairs for meals, food distribution, and clothing resources.
- **Food bank team:** Jude, Chris, Kyo, John, Aaron, Chris, and Chuck prepare and distribute grocery bags.
- **Clothing bank team:** Rick, Peggy, Sue, and Ellie serve as “fashion advisors,” offering care and dignity through clothing assistance.
- - **Clean-up crew:** Volunteers, including Jeff and members of our breakfast teams, ensure everything is tidied up after the morning's work.

NEIGHBORS IN NEED: A TRUE NEIGHBORHOOD

Reflecting on the past year, it is clear that **Neighbors in Need embodies the spirit of a true neighborhood**. Local service organizations trust and partner with us, and we introduce our neighbors to advocates who can support them in meaningful ways.

We are deeply grateful for the opportunity to serve, building relationships not only with those in need but also with the many volunteers and service partners who make this work possible. Every Saturday, we are thankful to safely serve indoor breakfast again—because this ministry is just as important to our neighbors as it is to our volunteers.

Respectfully submitted,

NiN Leadership: Joan Jolly, John Boone, Chris Frizzell, Sarah Merrihew-Fox, Lila Robinson, Chuck Hoffman, and Aaron Linstrom.



STAFF

Hector Garfias-Toledo + Lead Pastor

David Greenlee + Minister of Faith Formation

David Horton + Minister of Music & Worship

Don Boelter + Administrator

Josh Judd-Herzfeldt + Communication Coordinator

Kelly Apling + Ministry Assistant

Carl Setzer + Pastoral Care & Admin. Assistant

Paul Burns + Facilities & Maintenance Coordinator

Joelle Dudak + Preschool Director

Nanette Erban + Child Care Director

2024-25 CONGREGATION COUNCIL

Mark Schmidt + president

Clint Buetow + vice president

David Fox + treasurer

Jenny Louch + secretary

Judy Jacobson

Bonnie Sheehan

Mark Bergquist

Mary Denny

Mark Reay

