

**SILVERDALE  
LUTHERAN CHURCH  
ANNUAL REPORT TO THE  
CONGREGATION**

**NOVEMBER 20, 2016**

## Table of Contents

- I. 2015 Annual Meeting Minutes
- II. Pastor's Annual Reports
  - a. Pastor William Crabtree
  - b. Consultation Report, by John Wimberly
  - c. Pastor Jonathan Sansgaard
  - d. Pastor Paula Burchill
- III. President's Report, Randy Randolph
- IV. Council Reports
  - a. Education
    - i. Silverdale Lutheran Preschool
  - b. Fellowship
  - c. Evangelism
  - d. Property & Grounds
    - i. Olympic Lutherhaven
  - e. Social Concerns
    - i. Care Ministry
    - ii. Health Ministry
    - iii. Hearty Meals
    - iv. Lutheran World Relief
  - f. Worship and Music
    - i. Music
  - g. Stewardship
  - h. Youth
  - i. Boy Scout Troop 1541
  - j. Memorials
  - k. Island Lake Cemetery
- V. Statistical Report
- VI. Financial Reports
  - a. Treasurer's Report
  - b. 2016 Silverdale Lutheran Budget
  - c. SLCW Financial Report
  - d. 2015 Preschool Budget
- VII. Martha & Mary
- VIII. Appendices
  - a. Ballot

## **Silverdale Lutheran Church Annual Meeting Minutes November 15, 2015**

- I. Call to Order at 1230 with prayer by Council President, Randy Randolph
  - A. A quorum was met by those in attendance.
  - B. The 2015 Annual Report to the Congregation was distributed to all in attendance. Includes presentations from the Executive Officers as well as Council members.
  - C. Can be found in Dropbox.
  - D. Opening Liturgy led by Pastor Jonathan/read responsively. Sang “Jesus Shall Reign”

- II. Approval of 2014 Annual Meeting Minutes
  - A. Motion to approve: Lynn Rupp; Seconded: Wayne Ferber; approved unanimously.

- III. Financial Report presented by Treasurer Rick Cotter
  - A. Full report can be found in Dropbox

- IV. Nominations and Elections by Nominating Committee member, Ken Day

- A. Executive Officer Ballot for 2016 (1 yr term)
  - 1. President: Randy Randolph (second term)
  - 2. Vice President: Peter Jorg (third term)
  - 3. Treasurer: Andrew Thorsen (first term)
  - 4. Secretary: Lisa Stephens (second term)
- B. Council Member Ballot for 2016 (2 yr term)
  - 1. Evangelism/Outreach: Ken Day (first term)
  - 2. Fellowship: Bee Rose (second term)
  - 3. Social Concerns: Tim Quigley (first term)
  - 4. Youth: Vickie Sontag (first term)
- C. Nominating Committee (1 yr terms)
  - 1. Tim Knapp
  - 2. Jane Rasely
  - 3. Carrie Singer
- D. Lutherhaven Board & Alternate (2 yr term)
  - 1. Chuck McQuillan
  - 2. Bob Arper (alternate)
- E. Martha & Mary Delegates (1 yr term)
  - 1. Rebecca Bauer
  - 2. Don Jukam
  - 3. Jim McKenna

## Silverdale Lutheran Church Annual Meeting Minutes November 15, 2015

- F. Additional nominations from the floor?
  - 1. None
- G. Motion to approve slate of candidates: Barb Smithson;  
Seconded Pat Ryan: approved unanimously.

### V. 2016 Budget Presentation by Treasurer Rick Cotter

#### A. Proposed Budget Template 2016 approved by Council

- 1. Can be found in Dropbox.
- 2. Reviewed by Rick, line by line.
- 3. All questions addressed.
  - a. Verified that computer network support went from \$1500 to \$2000.
  - b. Discussion ensued re: money used for shipping of quilts and for shipping of school kits. The two actions were reported together when in fact they should be separate. This is not currently a line item in the budget and no checks have ever been written for mailing of quilts or school kits. Money for this usually comes from proceeds from the ELCA Woman's Bazaar. If this changes in the future, it would need to be added as a line item in the 2017 budget. No action or changes at this time.
  - c. Discussed licensing fees for printed materials found in the weekly bulletin vs use of the red hymnal. Printed materials in the bulletin are much easier to follow particularly for visitors.

- B. Motion to approve 2016 Budget as presented: Ken Daly; Seconded: Bee Rose. Unanimously approved.

### VI. Pastors Reports

#### A. Pastor Bill

- 1. Can be found in Dropbox.
- 2. Highlights include: Natural Church Development, Staff and 2016 Sabbatical Plan and Purpose.

#### B. Pastor Jonathan

- 1. Can be found in the Annual Report in Dropbox.
- 2. Highlights include: Preaching, Teaching, Worship Leadership, Pastoral Care and his 2015 Sabbatical.

## **Silverdale Lutheran Church Annual Meeting Minutes November 15, 2015**

### **C. Pastor Paula**

1. Can be found in the Annual Report in Dropbox.
2. Highlights include: Devotion Team, Trip to Israel, Women's Ministry, Holy Yoga, Family Ministry, Family Camp, Couples Class, Visitation, Family Fun Nights and her contributions to the SLC Blog.

### **VII. Other Business**

#### **A. Council President (Randy Randolph)**

1. Thank you to outgoing Council members (Rick Cotter, Jim McKenna and Pam McCracken), incoming and continuing members.
2. Thanks to the pastors for their leadership, teaching and preaching.
3. Thanks to the congregation to allow him to continue as Council President.
4. Acknowledgement for the hard work that resulted in our new SLC sign, the new roof and sound board.

#### **B. Scout Report (Jerry Erickson)**

1. Thank you to the SLC congregation for support of all scouting programs.
2. Only two boys from the congregation are members of local troop.
3. Three adult members from the congregation participate as Scout Leaders.

### **VIII. Meeting adjourned at 2:00 pm.**

- A. Closing, citing scripture from Matthew 25: 37-40.

## Annual Report 2016

Rev. William Crabtree, Lead Pastor

“Ready to Roll”

What an amazing year! Once again, the Word has been preached and the Sacraments celebrated and given to God’s people. SLC has connected people to Christ Jesus. Thanks be to God! Moreover, the sabbatical plan has gone beautifully. The visit of our consultant Dr. John Wimberly set the table and laid the foundation for my sabbatical travels, study, and rest. His visit helped us examine why SLC continues to be such a strong and vibrant congregation yet unable to break through the 375-400 average worship size barrier. We are including his full report in this Annual Report. I come back from my sabbatical anxious and excited to work with our staff and Council to get a strategy set to “break the barrier.”

One of our learnings is that SLC is *understaffed* not only to maintain our current ministry but certainly when it comes to fostering growth. Although a Full Strategic Plan is not in place yet, the Council has approved an overall plan regarding how SLC will specifically address our need for more staff. In short, the plan for 2017 is to include as much as possible in the budget and then create a “Break the Barrier” fund to support the strategic plan and additional staffing. The actual name for this is “targeted giving.” We will give SLC supporters the ability to give specifically to our work to break through our current size barrier.

### Outward Focus

Adding staff will not bring the growth in and of itself. The key is to have more staff time and energy go to outreach and service to our community. From the start to finish of my sabbatical, from Germany to England to Ethiopia, it is clear that God is helping me see that not only staff but all members of SLC, must become even more outwardly focused than we are now, including me. One of the big leaps of faith this year is to move Pastor Paula from ½ time to ¾ time. With this increase in time she will take more of the pastoral care duties giving me more time to work with small groups and outreach as well as taking some of Pastor Jonathan’s family ministry stepping stones so he can work on outreach to our young adults. There are other proposed increases that will be presented with our budget and staffing. All of which, I believe will help with outreach.

We will over the coming months and year be pondering how SLC as a whole can focus on sharing the Gospel with the unchurched. I know we need tools and help with this! I do as well – this is a point for prayer and reflection.

### Back to the Basics – Are we on the same page?

One of my learnings is that for SLC to move beyond its current level of ministry, we need to be on the same page when it comes to our core mission. I’m including below some concise statements of what Silverdale Lutheran is all about – these are “boiled down” from our Constitution and Bylaws and come from your pastors, staff, and Council. They are what “Grace Filled – Spirit led” means. These statements are why we exist and what we are about or what we believe we *need* to be all about. The most important step is that we all are on the same page – pastors, staff, Council, leaders, ministries, and congregation. My prayer is that they resonate with all of SLC and will get us off on the right foot!

- Encounter and connect people with Jesus Christ through the ministry of Word and Sacrament.
- Empower all people to share the Gospel.
- Foster lay leaders who are passionately committed to connecting people to Jesus Christ.
- Connect people to groups where they can use their gifts and find and support in following Jesus.

- Celebrate Christ's love while celebrating our differences.
- Engage with our community and world by both giving and receiving the blessings of God.

### Preaching, Teaching, and Caring

These three aspects of pastoral ministry are at the core of what I do each year. I pray that all the classes I teach and my preaching not only strengthens the discipleship of our mission partners but also makes some new ones! I will continue to make every effort to focus more on equipping leaders to do more of the caring and teaching. Nothing makes me more excited than to see people gain a new sense of purpose in advancing the kingdom and sharing the Gospel.

### God is Good

Once again, I'm so thankful for our staff and the people God has brought to SLC. What a great team we have and I can say for sure that all of our staff want to see SLC grow in connecting more people to Jesus Christ. Moreover, once again our Lay Leadership has excelled. I'm so thankful all our Council but want to express special thanks for our outgoing members: Randy Randolph as our President the last two years, Peter Jorg as our VP for three years, Lisa Stephens as our Secretary for two years and Council Members Patti (Stewardship) and Wade (Property) Randolph. Let's take courage and look forward to what God the Holy Spirit will do among us and through us in 2017, the 500<sup>th</sup> anniversary of the Reformation. I'm rested, excited, and ready to roll - how about you?

**Pastor Bill Crabtree**

# Consultation Report – Silverdale Lutheran Church

By John Wimberly – Condensed for Annual Report

April, 26, 2016

## Current State of the Congregation

By all the major indicators used to judge congregational health, Silverdale Lutheran is a healthy congregation. Weekly worship attendance averaged 390 in 2015 and remains steady in 2016. The 2016 budget is \$670,000. This level of financial support has produced a surplus the last two years. The quality of the staff is very high and committed. The congregation is very happy with the state of the congregation and how it affects their spiritual lives positively. The physical plant and property are very attractive and well maintained. While the congregation loses a significant number of members annually due to the mobility of people who live in the region, the departing members are replaced with an equal number of people joining the congregation.

## The Consultation

I was contacted by Pastor Bill Crabtree regarding a consultation on the issue of a “growth plateau.” A growth plateau is a period in the life of a congregation when it reaches a certain membership but stops growing. Pastor Bill explained that the congregation bumps up against the 400 worship attendee level but can’t get past it. The congregation has been on this growth plateau for a decade. ...

## Growth Plateaus

The research on growth plateaus is abundant. Susan Beaumont’s book, *Inside the Large Congregation*, is particularly helpful in her descriptions of when congregations typically hit plateaus. She shows convincingly that the most common plateaus are when congregations bump up against the next largest size congregation. So when a pastoral size congregation reaches a point where worship attendance is about to hit the next largest size (multi-cell), attendance will stall and plateau. Or, when a multi-cell congregation is close to becoming the next larger size (professional), attendance will stall and plateau. Silverdale is in the 350-400 attendance range identified by Beaumont as a typical multi-cell plateau.

These plateaus are generally rooted in two key factors. First, the congregation may feel ambivalent about further growth. Having experienced growth to a stable place, a place they enjoy, members and leadership are reluctant to do the things needed to grow larger. They “like things the way they are.” Second, a congregation may not have the ministry infrastructure needed for additional growth. It may need additional staff, building space or finances for further growth.

With a multi-cell congregation (worship attendance 250-400) such as Silverdale, there are a number of other factors that can cause a plateau. Many people join and stay in a multi-cell congregation because of their involvement in the “cells.” A cell might be the choir, bible study group, some type of mission team, men’s fellowship group or other small group activity. Over time, these groups become tightly knit (a strength) and not particularly welcoming to new participants. *Therefore, a growing multi-cell congregation needs to continue generating new cells to continue to grow.*

An additional inhibitor to growth can be a congregation’s internal focus. Over time, the emphasis for the staff and lay leadership is to maintain the internal programs of the congregation. There may not be a lot of consternation over being on a growth plateau but should the youth group start to decline or fewer people receive pastoral care, members will get upset. *This reflects a greater concern for the welfare of existing members over that of potential new members.*

Another aspect of the internal focus inhibiting growth can be all of the staff and congregation’s energy being consumed on maintaining the internal well-being of the congregation. There is little to no energy left to expend on a growth strategy. Given the limited time members have to devote to a congregation these days, this can be a particularly powerful inhibitor of growth.



The staffing design of a congregation can also reveal its priorities. *Does the congregation hire staff who will take care of its members or to reach out to the community for new members?*

### **Getting Off the Plateau**

From my time with the staff and members of Silverdale, I am convinced that there is great ambivalence about growth. Indeed, some leaders and members expressed doubts about the value of growth. That being said, I left Silverdale feeling as though most members are open to the idea of numerical growth in attendance and worship as long as it is coupled with deepening spiritual growth among all members.

To get off the current plateau, the congregation will need to do three key things. *First, there needs to be an explicit strategic commitment to the numerical growth of worship attendance.* I think this is possible if the growth is viewed as sharing the wonderful sense of belonging that current members experience. If the goal is growth for the sake of growth, it won't work. However, if the members feel a responsibility to share the gift of membership in Silverdale Lutheran Church with a growing number of people, it can work.

*Second, the congregation currently is under-staffed for a worshipping community of 390.* It doesn't feel under-staffed because the staff is very talented, efficient and hard-working. But the staff is in a burn-out situation if it isn't increased. *If the church wants to grow, it definitely needs to consider what staff functions need to be expanded or added to empower getting off the plateau.*

*Third, the staffing situation is a direct consequence of the congregation's finances.* A congregation at the top of the multi-cell level typically has a budget at or approaching one million dollars. Silverdale's budget is \$670,000. Adding staff means adding expense. *To get off the plateau, Silverdale Lutheran Church will need to increase its financial capabilities.*

### **Conclusions**

In my opinion, *there is so much to share with the community about Silverdale Lutheran's wonderful ministry that it would be a shame if the congregation chooses to keep the ministry to themselves.* If the congregation remains on the current plateau with its current staff design, it can expect staff members to leave due to burnout or stay in place but perform less effectively. The congregation can also expect that, at some point, membership and worship attendance will begin to decline. Remaining on a plateau indefinitely is not an option. Experience tells us that a "plateaued" congregation either goes up or down.

To grow, a fundamental shift of focus needs to take place. The current focal point is the life of the congregation itself--programs, pastoral care, etc. The current focus doesn't need to be replaced. It needs something added to it: an external focus in which the needs of non-church goers receive attention. This external focus was present in the past when the church was originally founded and again when it moved to its current location. *This legacy of an external focus needs to be reclaimed.*

Growth will involve changes in members' expectations for staff and the lay leadership. *The former will be more involved in management and the latter more focused on strategic leadership.* When focused on growth, both the staff and lay leadership will spend more time thinking about how the congregation is perceived by people outside the congregation and making appropriate changes to insure Silverdale Lutheran can meet the needs of more people from the community.

While moving to the next level requires a different level of commitment in terms of finances and staffing, it should not discomfort the current members. In most ways, they should continue to experience Silverdale as the church they love and value. The staff will remain present to the congregation in personal times of need; worship will continue to be inspiring; and programs will continue to deepen their spiritual lives.

## Annual Report 2016

### Pastor Jonathan Sansgaard

Every ordained pastor in the ELCA, regardless of title or role, is called to serve in four basic areas. I will use those headings to guide my report.

#### Worship

I very much enjoyed the last four years of the Narrative Lectionary. It was, however, a lot of work to connect both with the church year/seasons and to align our worship themes with our Sunday School curriculum. So we made the move back to the Revised Common Lectionary, what most ELCA churches use – along with many other denominations. This makes our connection between worship and Sunday School much easier and more fluid, something that continues to be important in our cross-generational ministry. I am also glad to see some energy behind strengthening the worship ministry to our youngest kids and their parents through Kids' Word, child ushers, kid friendly worship folders and bags, and more. One last note – I was extremely grateful for Pastor Paula's partnership and creativity this summer in our various sermon series. I especially loved tackling Job, but all contributed to a meaningful summer.

#### Teaching

While Pastor Paula has the greatest role in working with younger children and their families, I have continued to teach several of our Stepping Stone classes. This past year, those included the Bible classes in the fall, and Graduation classes at three times during the year. Our Bible class offers a chance to work with parents and their 3<sup>rd</sup> grader on getting to know some of the parts of the Bible. We highlight 120 key passages over the course of four weeks, giving families a foundation for home devotions. It also gives us a chance to give our kids "used" Bibles they have worked on and will continue to use. Graduation classes give families an opportunity to step aside for some holy conversation during what is often a whirlwind senior year. It gives time to both appreciate the past and look forward to future life transitions. In addition, we offer First Communion classes for kids who are ready to receive the Supper, and Confirmation classes for our junior high youth. Donna Hammargren offered fantastic leadership for First Communion last year, and will continue to take on a major part of that ministry in our congregation.

Confirmation itself is going through some transitions. Last year, we moved to a new curriculum that is based in questions. The intention is to inject some wonder into our time and to look at why we believe what we believe. This curriculum is also more of a two year cycle, and at this point, I anticipate it will spark a major transition in our Confirmation program. With *the middle* and *SLY* youth groups now firmly established, I see Confirmation being focused more within these groups, based more on when youth are ready to affirm rather than a specific timeline (7-9<sup>th</sup> grade). This gives a greater fluidity to the process, and allows us to put our Sunday School more in alignment with middle and high school models in our districts. Translation – 2017 will probably be the last Confirmation class in our traditional model, AND we will likely transition to a 7-8<sup>th</sup> grade Sunday School class on Sunday mornings, with 9<sup>th</sup> graders in the high school class.

*the middle*, a youth group for middle schoolers, had an amazing launch last year, culminating in a week long Summer Camp at Lutherhaven that was a mountain top experience. While I continue to lead the large group, we have several small group guides that make an amazing commitment to these youth. We have also begun a stipend for Alex Johnson to increase his music leadership for this group, thanks to a generous donation. The one piece that remains is an Activity Coordinator, someone to plan and lead games for both *the middle* and *SLY*. The purpose of this group is to connect them with Jesus and with each other through scripture that relates to issues they face in their real lives. This has evolved as a place where youth *experience* Jesus and don't just learn *about* Jesus. It also continues to be comprised of about half youth from our congregation and half from the community.

*SLY* stands for Silverdale Lutheran Youth, our high school youth group. Based on some of the success with *the middle*, our *SLY* gatherings (Youth Nights) have seen a fairly major overhaul. We now meet Wednesdays, on a staggered schedule with *the middle* (7-8:30). So far, we have seen a consistent attendance of about 15 high school students, which is a significant uptick from last year. This past summer, I surveyed many graduates of our youth program. One of their desires was to see more emphasis on knowing Christ through their Bible, so our focus with *SLY* has been to walk through the Bible in 36 sessions. These gatherings allow for a lot of creativity, which has led to some amazing insights and aha! moments for our youth. My hope is to increase their familiarity with the Bible, but also their connection to its story as their story. This group remains mostly comprised of youth from our congregation.

Both the middle and *SLY* will have retreats this coming year. They will travel to Leavenworth for a joint Winter Retreat, and have separate retreats in the spring – *SLY* to Holden Village in May, and *the middle* back to Lutherhaven in June. Next year, we will launch a Fall Retreat for both groups as well (replacing the Confirmation campout). The impact of retreats was another emphasis from our summer survey, so we look for ways to extend that ministry.

### **Leadership**

Most of my leadership is noted in the Teaching section of my report, but I do also offer some counsel and leadership to our very capable Sunday School Superintendent, Lisa Gordon-Ramstad, as well as helping to recruit high school Sunday School teachers. This class had a particularly large hole with the move of Jessica Voigt, but Sue Shultz has continued to be a rock, and we have added Teri Gray to that team.

### **Pastoral Care and Connection**

In a world that can be pretty scary and confusing for anyone, let alone our youth, this continues to be an area of focus. Some of this pastoral care is planned, like Faith Statement discussions over frozen yogurt, but much of it is on the fly – being a cheerleader or shoulder for someone struggling. One of the places I am finding a lot of pastoral care happening is on our Summer Servant Trips. I like to call these *places where our faith becomes three dimensional*, and this past year's trip to Montana was no exception. I am more and more tempted to go there every year, as we have received more than we could ever give from the Blackfeet tribe. This year we look to experiencing Christ in the world as we go international. I also continued to coach football at CKMS this fall, something I enjoyed more than any other year. This seems to be a great way for me to be present in our community, and I am thankful for church leadership support. Lastly, I am mindful and deeply grateful of your support as we navigate a new normal for our family, and especially for Jadon. It's a tricky and chronic illness which requires prayerful patience and understanding, and we thank you for offering that.

### **Pastor Jonathan Sansgaard**

## **Annual Report 2016**

### **Pastor Paula Burchill**

Matthew 6:33: *“But seek first the kingdom of God and his righteousness, and all these things will be added to you.”*

Expanding My Role at SLC: After working full-time to help cover for Pastor Bill’s sabbatical this summer, and his return with dreams of growing SLC, and as my children are getting older, we have begun dreaming about me adding more time and duties to my role as your pastor. It seems to be a sort of fullness of time moment, and as I have prayed about this and discussed with PB and J, the time seems right. I currently work 20 hours a week and have several areas of responsibility, some of which reach outside of our doors, but most of which are for the community already gathered here. As we pray about and seek to continue to build our ministry here and in our community, both are important. And it seems right that I add 10 hours to my week. What would I do? There are a lot of pastoral care needs at SLC. Hospital visits and shut-in visits. Currently PB and I share those visits, which leaves him with very little time to build a small group ministry. Part of the expanded hours would be for me to take on more of the visitation, a vital ministry for the members of SLC, which would allow PB more time for small groups.

In addition, I would be expanding my ministry to younger kids and families so that Pastor Jonathan could have time to start a ministry with young adults. I am already in charge of KFC [Kids For Christ, our 3<sup>rd</sup> through 6<sup>th</sup> grade youth group] and our Family Fun Nights. In addition, I started Kids’ Word this fall. Part of my time would enable me to also take on the stepping stones for those in this age group—the 3<sup>rd</sup> grade bible class, First Communion class, parenting class for pre-school families. I see this as being for SLC, but also with a lot of potential for expanding our ministry to the community. A tutoring group? More outreach to the preschool families? Parenting classes for the community? These are all some great possible opportunities having more pastoral time on staff could afford.

And of course, there would always be a prayerful openness to what else God might be calling us to do as we seek to be God’s kingdom in our community.

Women’s Ministry: Women’s ministry continues to be very important at SLC. Lynn Rupp and I worked together on the women’s retreat in February at St. Andrews Retreat Center on the Hood Canal. This year we had 25 women attend. Our retreat next year will be March 10-12.

On October 13, I led our fifth annual one day women’s retreat at Seabeck Conference Center. We have been having around 30 women attend, which meant I was able to do the retreat in a large group discussion format. However this year, we had 40 women register so I decided to open it up to whomever could come and change the format a bit. It went great. We had a wonderful time worshipping and discussing how to share our *Faith-Out Loud*.

I continue to lead a Moms’ Circle on Wednesday mornings in the SLC Study. We continue to meet at 10:45 and seem to have reached a point where we consistently have 8-10 women attend. I do a lot of outreach with the preschool and inviting them early in the school year. I am also working on getting other moms to help lead the group.

Ladies Night Out continues to meet the third Tuesday at 6:30 at various locations. We pretty consistently have 15 attend. I’ve been adding some movie nights into the mix.

Holy Yoga: Our teacher Hannah, adopted a baby late this summer, so did not start the class again until October, but the class seems to have picked up where it ended. It is a great outreach, and has from 10-20 regular attendees. The class continues to be by donation, and it meets Wednesdays at 9:30, with childcare offered.

KFC: The addition of me teaching Sunday school a couple of times in the fall, once again seems to have really gotten our numbers up. I have had well over 30 kids in Sunday school in both Sept. and Oct. and we had another huge group go ice blocking. I also did a 5 hour lock-in in February which was very well-attended. I'm working hard to get the kids to know and enjoy each other as they move into the middle. I am also getting more volunteers to help me.

Family Camp: We moved the camp to the end of June this year, and I had a great committee help with planning. We had about 40 attend. I would really love to grow this ministry and one of the things I hope to do next summer is to hire a cook for the weekend, or find a volunteer. It looks like our 2017 dates will be June 23-25, and the church picnic will be Sunday, June 25. We hope that might spark a bit more interest in the picnic, as attendance has really been waning. Had about 50 come this past summer when it was July 17.

Marriage Course: We are currently running our third Marriage Course. This has been a wonderful ministry. Darcy coordinates the meals, and we now have alums of the class helping prepare some of the meals. I have continued to receive Thrivent grants as well. We charge \$75 for 7 three course candle light dinners, childcare, and the video-based course. Couples have taken the class who have been married as little as a few months and as long as 40 years. We are now running the class in Oct/Nov and Jan/Feb. We limit it to 10 couples. So far, 25 couples [or 50 people!] have taken the course. This is also a great opportunity for outreach, I believe, and could even be used as pre-marital counseling.

Visitation: PB and I continue to share visitation.

Family Fun Nights: Jacque Story has been working with me again this year and we have really been working to make the nights more "polished." We have put a lot of time and energy into the events this fall—SLC Olympics and Trunk or Treat. Again, this is an important outreach opportunity. We have been encouraging inviting friends and having lots of fun activities.

Blog: I continue to enjoy writing and challenging myself to write about faith in everyday life. You can follow our blog on the website.

Reformation and other misc.: I have been doing lots of brainstorming for the 500<sup>th</sup> Anniversary of the Reformation in 2017. One idea I'm excited about is "Luther at the movies" for Lent. We also hope to do a huge concert, with music and teaching about our theology in a fun way. Be watching for ways to celebrate this anniversary. It is a great opportunity to teach people about the amazing gift we offer the world—of reminding everyone that they are saved by grace through faith without the works of the law.

I have also been working on a write-up explaining our liturgy for visitors to the church, as well as the fun and silly songs I love to write and share.

Kids' Word: We have come to realize that worship with families with young children is difficult for many because they find it hard to have their kids in worship for an hour, and as a result, end up choosing to attend churches where they kids are in Sunday school while the parents are in worship. Since we believe that having all ages in worship is vital, I started a ministry with a great team where we help kids from the ages of approximately 4-8 transition to sitting through a whole service. At the 11 am service, the kids leave after the children's sermon and return following the sermon. It is led by parents and the kids learn about the lesson of the day. We have been having at least 10 kids each week. We have also added children's bulletins for pre-readers and readers and are working on other ways to involve children in the worship service.

**Pastor Paula Burchill**

## **President's Report**

For this reason I remind you to fan into flames the gifts of God, which is in you through the laying on of my hands. For God did not give us a spirit of timidity, but a spirit power, of love and of self-discipline.

2Timothy 6-7

God is good, All the time; All the time, God is good. May God's blessing of wisdom, mercy, kindness and discernment continue to be with us now and every day. We are Grace filled and Sprit led. We end our Sunday Services with this charge as we enter our Mission field. We have continued to live out our faith and serve others both outside and inside of our SLC campus. We continue to provide outstanding in-person and financial support for several outreach ministries including the Living Stones Prison Ministry, Benedict House for homeless men, Habitat for Humanity, Lutheran Community Services Northwest, and Hearty Meals. Our Preschool is filled with great teachers and students and is a credit to us. Our financial giving has steadily grown each year and we have a surplus of retained earnings for the fourth straight year.

Our worship services and educational programs provide us with much needed nourishment, as we enter our "mission field". Pastor Bill, Pastor Jonathan, and Pastor Paula continue to lead our congregation in the preaching and teaching of God's word. From the diverse topics in our adult education classes, Sunday school, to Movies with the Pastors, Mandate, the Youth trip to the Blackfeet Reservation in Montana, Family Camp at Lutherhaven, the Women's Retreats, our second annual Men's Retreat, the Marriage Course, Manna Bible study, Circles, Small group ministries, etc; our congregation has been blessed, fed and challenged to live out our lives as people of God.

We have continued to be a very dynamic congregation, attracting new members as we continue our steady growth. SLC engaged John Wimberly of the Congregational Consulting Group to help us ascertain whether we were ready to start a program of intentional growing of our membership and developing the strategic plan for growth. We decided to do so. Pastor Bill's sabbatical focused on the benefits of church growth and his leadership and guidance on this will be key in the upcoming year.

Silverdale Lutheran hosted the ELCA Synod Assembly where many educational workshops were offered. This Assembly was well attended and many shared ideas and procedures that have been implement at SLC in regards to our meetings format and enhancements to our business practices.

Silverdale Lutheran also saw the completion of several projects this year. Wade Randall headed up the effort to complete our parking lot resurfacing. We also, have upgraded our sound system with a new digital sound board. Repairs to our roof were also completed.

We are blessed to have dedicated volunteers and staff who make it possible for us to continue to successfully perform our ministries. We recognize staff members: Bruce Kramer, Office Manager; Carissa Robideaux, Administrative Assistant; Darcy Lund, Ministry Coordinator; Lynn Rupp, Minister of Music; Jenny Grenfell, Accompanist; Lisa Ottenbacher, Parish Nurse; Lisa Gregg (Bill McLaughlin-outgoing), Maintenance Manager; Lisbet Sanchez (Jessica Voigt- outgoing), Nursery Coordinator; and Bob Paul, Book Keeper and Payroll. We would also like to thank Gail Whitley our Financial Secretary, Don Budden who has provided exceptional service for our computer network, and all of our Office volunteers.

I would like to recognize the dedication and support of our lay leaders, serving a variety of ministries, who make our congregation strong and a welcoming house of God: Sunday School Superintendent Lisa Ramstad and all of the Sunday School teachers, the volunteers who serve tirelessly in preparing Hearty Meals and the Quilters, Julie Harpel, who coordinates school and hygiene kits, Ann Cummings for Memorial Funds, Ann Daly and the Altar Guild team, Pat Ryan and the Memorials/Funerals team, Deb Buck and the Weddings team, the

Endowment Committee, the Lutherhaven representatives, our pastors' Mutual Ministry support teams, and Dave Gitch for heading the Fiscal Review team.

Our Council is comprised of dedicated members and are involved in the life of the congregation. We are made up of members with diverse experiences, all of which makes us stronger. I would like to recognize the outgoing council members: Peter Jorg, (VP of Church Council - Personnel and Governance), Patti Randall (Stewardship) and Wade Randall (Property and Grounds) for their dedicated service. May God's spirit of power, of love and of self-discipline continue to grow in all of us here at SLC.

There is no way for me to possibly name everyone in this, our wonderful congregation for their gifts of time, talents, and tithes. The above examples are but a few islands in the ever flowing and over flowing stream of God's abundant mercy and grace. I am truly blessed and honored to have served as your Council President for the past 2 years. I thank all of you for your encouragement, support, and prayers during this time. I wish all of you God's blessings and peace.

**Peace,**  
**Randy Randolph**  
**Congregation President**

### **Education**

The Sunday School program at Silverdale Lutheran Church continues to thrive. As of November, 111 youth are enrolled in Silverdale Lutheran's Sunday School classes. These students are supported by a dedicated Sunday School staff. With wonderful creative energy, the Sunday School teachers prepare weekly activities using a curriculum that connects the Sunday's lectionary to their Sunday school lessons. Also, using her gifts of the Spirit, Lisa Gordon-Ramstad, our Sunday School superintendent, expertly leads the Sunday School staff and students with her kind, gracious, and visionary actions and ideas.

The Education program continues to grow and adapt. For example, this fall, the Sunday School started meeting as a large group for an opening with songs and prayers that is often led by some of our high school youth. Also, this year the Sunday School students are encouraged to become involved with some community service outside of school then post a picture using #slcgraceinaction. Furthermore, the 1st-4th grade Sunday School teachers will be beginning to incorporate Godly Play, an interactive teaching approach which uses beautiful manipulatives to teach the major Bible stories.

During the summer 2015, Vacation Bible School served 118 children from our church and the community. This weeklong program was expertly led by Brandi Snow with the support of Stephanie Williams and the Vacation Bible School teachers and volunteers.

Thank you to the many people who help guide our children in their faith development! You are a blessing to the SLC community!

God's peace and understanding,  
**Denyse Hemmersbach**  
**Education Council Member**

### **Silverdale Lutheran Preschool**

The Preschool is starting its twenty second year of being a ministry of Silverdale Lutheran Church. We offer an A.M and P.M. Pre-Kindergarten class on M/W/F, one M/W/F three and a half year old class, one T/Th three year old class and one M/W two year old class. To provide a quality program each class is limited to ten children. The two year old class has a teacher and a teacher's aide. As of November 1<sup>st</sup>, we have an enrollment of 50 students in our program with children on waiting lists. Our program has many Navy families who hear about us through word of mouth (which is the best advertisement) and are looking for a new home church. Through the ministry of the preschool we can help connect military and non-military families with the church. The Preschool has a staff of five, which works very hard together as a supportive team. Teaching the M/W/F class is Teresa Corogliano and this is her ninth year. Tricia Enger is teaching the M/W and T/Th classes and this is her thirteenth year with us. Debbie Kramer is the Teachers Aid in the M/W and this is her fourth year. Our Preschool Office assistant is Carol DeRusha and this will be her fifteenth year with us. This will make twenty-one and a half years that I (Nancy Williams) have been at the Preschool. I teach the M/W/F A.M and P.M Pre-Kindergarten classes and this will be my fifteenth year as the Director. Our staff provides a safe, hands on and loving environment through the Grace of Jesus Christ.

The 2015-2016 Preschool Advisory Board members are: Mary Lou Trent, Karen Rowley, Cathy Hunt, Jane Rhodes, Lisa Ottenbacher and Sandy Crabtree, Shawn Dietz, Ann Daly. Jenny Williams is our Parent Representative from our Preschool. Our Board meetings are on the seconded Tuesday of each month at 7:00 p.m. in room 4. The Board meetings are open to the church congregation and preschool parents.

The Preschool has been enrolled in the Thrivent Choice Program now for five years. We so appreciate any donations that are given. All donations made through The Thrivent Choice program go into our Tuition Aid Fund. The Preschool received \$691.00 for the year. This fund allows us to offer help to families that may need help with tuition or emergency situations.

The Preschool has been a member of the Evangelical Lutheran Education Association, (ELEA) since 1995. The purpose of the association is to promote and support quality education programs. These are Christ-centered programs in early childhood centers, elementary and high schools. This year the staff went to a conference put on by the Washington State Family Child Care Association. This gives the staff the opportunity to network with other educators, see new products and continue our own education.

This year the Preschool made donations of \$182.33 to buy AED child and adult size pads for the Emergency Defibrillator in the Church., two sets of chairs for the Church Nursery at \$367.50, a \$200.00 donation to the Kitsap Food Bank and a \$200.00 donation to Eastside Baby Corner. We had fund-raisers to help support our community with an ongoing food drive for Kitsap Food Bank and clothing and toy drive for The Foodline. In the 2015-2016 school year we helped families by giving \$850.00 of tuition aid.

Communication and visibility of the Preschool within the congregation is a very important part of our ministry. We enjoy having you visit our classrooms, reading to the children in the classroom, taking a look at the bulletin boards in the halls and joining us for Preschool Sunday. Your welcome any time to stop by.

We are blessed to provide a nurturing Christian Environment for God's special gifts, the children. We hope to make the experience of Preschool a positive one for the whole family.

**Respectfully submitted,  
Nancy Williams, Director**



## **Fellowship**

There continue to be numerous opportunities for church Fellowship. Attendance at events continues to be high and still reaches all age groups. Here are a few highlights:

The church picnic only happened with the Men's Softball team stepping up to the plate (as it were). It was well attended and enjoyed by all I spoke to. Family Camp went well from all accounts. Work parties did a lot of work with Don Dungjen and of course Bob Arper really going above and beyond to make sure the whole area was safe and meeting all health standards. Lutherhaven is a treasure to all of us and takes a lot of work to maintain. Silverdale Lutheran has really done their part to keep this special treasure.

Ministry events during the year included: Book Club, Bunko, Prayer Groups, Golf, Baseball games, and more! We had a different sort of Rally Day celebration this year; we as council members were the cheer leaders to try to entice members coming out of church or in the parking lot to come on over for food and to go to the different booths set up to explain the different ministries and how people can get involved. This seemed to be an excellent venue and them. Darcy Lund was a Godsend in planning and arranging this and other events. All of the events had strong attendance and crossed age and service boundaries.

The Quilters succeeded in creating and distributing hundreds of quilts again this year. They once again surpassed their original goal. This ministry is a truly amazing group. I would like to extend a personal Thank You to all of the wonderful ladies for their dedication and hard work.

Hearty Meals continues to support the public community through a warm meal as well as providing opportunities for church members to share fellowship. This ministry has some extremely dedicated volunteers helping to purchase, prepare, serve and clean up each week. They serve outstanding, creative, high quality meals at minimal costs. Through these meals they are providing so much more than a nourishing meal. Our thanks to Audrey Ebeling for her continual organization and administrative skills with this ministry.

The Shrove Dinner for Fat Tuesday (pancake supper) was a great success...we didn't blow out any fuses!!! Thank you to Chuck Weaver and Patti Randall for your cooking and especially to Darcy Lund for the planning. This was a wonderful learning experience for many people who attended.

The Lenten Services were well attended this year, not only to the services but to the soup dinners. Each week there were new people (as well as previous attendees) present to enjoy time together, good food, and most importantly, worship. Our thanks to all of those who worked to make soups, serve, and clean after those meals. It provided an opportunity for new people to get to know members of the congregation and without their help those evening would not have happened.

The Fellowship Ministry provides opportunities for church members to get together and is a critical part of the health of the church. Judging by the number of events and attendance at those events....we continue to have a wonderful and productive church.

One thing really needs to be pointed out... All of our events need a leader and committee. We seem to have people willing to work but the trend I've seen is that no one wants to take charge of events; the Women's Bazaar comes to mind. All of these events that our church does don't just happen by themselves, and Darcy Lund cannot do everything, although she tries. We need people to volunteer to take on being in charge and planning events as well as, working them. Just my opinion.

**Yours in Christ,  
Bee Rose  
Fellowship Council Member**

## **Evangelism**

We evangelize ourselves relentlessly by driving out our fears and our doubts through prayer and studying The Word.

We evangelize our families and our close associates through the example we set in our daily lives.

We evangelize the world through our outreach from SLC to our community:

1. Vacation Bible School is a ministry and a mission to the Silverdale community.
2. Hearty Meals invites the community to “break bread” with SLC
3. Care Ministry and Prayer Shawl Ministry are dedicated to “caring for our flock,” providing support and encouragement to our members in need.
4. We reach out to the children of the greater Silverdale community through Backpacks For Kids and Back To School Supplies.
5. We serve individuals and families in the community through the Food Bank Donations and Lifepacks.
6. We edify and encourage the community through participation in Living Stones Ministry and at Benedict House.
7. We support Lutheran World Relief by providing health care kits.

**Ken Day**

**Evangelism Committee Chair**

## **Property and Grounds**

As your Property and Grounds Council Member I am the primary point of contact for property and grounds owned and managed by SLC. As in 2015, my primary focus of ensuring a clean, safe and well-maintained church property remained the same for 2016. As your P&G Council Member I work with our Pastors, pastoral staff, other SLC Council Members, and congregants to identify and address the needs of our property and grounds. I also work with the Board of Trustees to ensure facility maintenance and repair cost stay within prescribed financial constraints.

Throughout 2016 the SLC property and grounds were the beneficiary of your time and resources. Your contribution towards the maintenance of our beautiful campus is a true blessing on the SLC family. Without a doubt it takes a significant amount of resources to maintain our property and grounds and knowing you stand ready to offer your time and resources makes facility maintenance and repair decisions a lot easier. On behalf of our facilities maintenance and janitorial staff I convey a heartfelt thank you!

This year we experienced a rotation in our maintenance manager position. After 3 years of great service, Bill McLaughlin, SLC Maintenance Manager, made the decision to leave SLC and pursue other interests. During my time as P&G Council Member, Mr. McLaughlin demonstrated a good focus on the needs of our campus and especially ensured a safe and secure environment for our pre-school children. Bill stayed with us and helped us train our new maintenance manager before he departed. I feel blessed for the interactions I had with Bill as we pursued the best decisions for our SLC campus.

As we move to another great year our facilities will be managed by Lisa Gregg. Recently brought in to replace Mr. McLaughlin, Lisa is adapting quickly to the needs of SLC. She has a forward way of thinking when it comes to managing our property and grounds. And I believe she is a great fit for SLC. If you see Lisa, say hi and welcome her to the SLC family.

There were many maintenance and repair actions completed throughout the year. Some action items were routine or in support of our ministries and some were emergent requiring SLC leadership decision-making. For all maintenance and repair actions my “maintenance and repair philosophy” is to look at our ability to utilize volunteers in lieu of hiring a service provider. Avoiding service provision costs through the use of volunteers or resource gifts, is a great way to stay at or below our operating budget. There are times however, that maintenance items do require professional service providers. Some of these service areas include Fire and Security Alarms, Fire Prevention and Suppression, and Heating and Ventilation (HVAC). In 2016 we solicited competitive bids for HVAC maintenance and service and consolidate all fire and security needs into one service provider.

### SLC-Owned Property and Grounds—2016 Highlights

A very detailed HVAC maintenance and repair contract was re-established with McKinstry. Written reports for all maintenance, inspections, and service calls are included in the contract. We also have priority scheduling and response for all McKinstry service offerings, 24X7 Emergency Response availability, 20-minute call back and 4-hours on site for emergency service calls, service history tracking by Equipment ID for all equipment under contract and preferred service rates for all services. The McKinstry contract has a pre-authorized repair limit of \$750 and an annual maintenance cost of \$2391.00 billed out at the quarterly rate of \$597.75.

We worked with Bill’s Fire Extinguisher Service to establish a Fire Suppression/Prevention services contract. This contract effectively changed the maintenance/repair of our fire suppression and prevention devices from three service providers to one. This service contract covers our fire extinguishers, fire sprinkler system, and fire suppression certification for the FH kitchen range hood. Over time we should see an annual cost savings. Fire and Security Alarm monitoring services are also part of this contract. We continue to work on eliminating “alarm anomalies” and improve our ability to identify areas within the SLC facilities where alarms are triggered. The Bill’s Fire Extinguisher Service contract has an annual maintenance cost of \$1,400. Service costs are payed when the service is accomplished.

After reviewing competitive bids from three asphalt service providers we hired Superior Asphalt to resurface the SLC parking lot and repaint all parking stripes and ADA parking areas. The parking stall spaces were brought up to industry standards (108 inches wide). A little more space was also added to our Handicap spaces and direction arrows were added to our drive through/drop off lane. The new parking spaces should help you exit and enter your cars a little easier. New parking lot lights were also installed to improve visibility in the parking lot this fall and winter. Total cost for this major project was \$17,397.

Our annual spring cleaning, held on the 16th, 18th and 19th of March, resulted in a lot of work being accomplished. A key component of this effort was the volunteers helping with the cleaning and beautification of the SLC campus. Much work was accomplished inside and out and the SLC campus “shined” beautifully because of your efforts.

Welcomed Lisa Gregg, our new Facilities Manager, to our SLC family. With her skill set, Lisa is a great fit for SLC.

Documented an Emergency Action Plan (EAP) for SLC. The EAP provides action, responsibilities and recommendations for emergency preparation and recovery. The EAP has several elements to address medical, fire, and police emergencies. There are also elements dealing with earthquake, flooding, and an “active intruder.” The EAP contains updated site maps to identify door locations, fire alarms, fire extinguishers and first aid stations. Each SLC member should be aware that SLC has an EAP in place to help ensure their safety and security.

For this coming year I encourage you to continue any action that contributes towards the maintenance and beautification of the SLC campus. I willingly join you in thoughtful prayer as we look for ways we can help achieve a clean, safe and well-maintained church property.

### Major Projects for 2017

In the outlying months we hope to increase our storage capacity and make the greenbelts on the south and east end of our property a more obvious part of the SLC campus. A project proposal for these two major efforts is currently under development. Progress on major SLC projects like these are influenced a great deal by your continued support and gifts of time and talent. Below is little background on why we are taking on these projects.

*Over a period of years SLC has accumulated a variety of items used to support various church ministries and Boy/Cub Scout sponsorship. More storage capacity could be utilized as indicated by items that are stored in existing classrooms or other places that have “grown” into storage areas. There is a stated need to regain classroom space and storage areas/sheds that are over capacity can at times, present difficulty in locating items and can potentially be a fire hazard.*

*The greenbelts on the South and East side of the SLC campus are overgrown and present possible security concerns for SLC. The discovery of a “homeless camp” on the South side of the campus highlights the need for improving these areas.*

To the SLC Maintenance Manager, Janitorial Staff, and all of the volunteers contributing their time and talent this past year, I extend my personal thanks. You truly are a blessing. As we move towards a new year I am excited to see how our Lord blesses our SLC campus and your work as we continue to pursue a clean, safe and well-maintained church property.

**Wade Randall**  
**Property and Grounds Chair**

### Olympic Lutherhaven Inc

Silverdale Lutheran Church (SLC) was one of many churches that used Olympic Lutherhaven this summer for a Church Picnic and/or Camping experience. The SLC Family Camp weekend went well but the “Geezer Camp” had only two of us attend apparently due to insufficient interest or perhaps because we shared time with the Middle youth but as one of the two Geezers, I enjoyed my time there. The food, fellowship, games, bible study, and relaxation were all great at Family Camp. The SLC Picnic had lower attendance again this year perhaps because of the earlier date change or something else but it was still very enjoyable and certainly the food and fellowship was great.

The week long All Church Camp for youth from 3<sup>rd</sup> through 8<sup>th</sup> grade was a success again this year thanks to Alyssa Hutchinson and Chris Harper as the Assistant Director and Camp Director respectfully. Our own Bee Rose was Kitchen Chef along with SLC and Emmanuel Lutheran adults as Kitchen helpers. Dr. Susan Eagan and Dr. Heidi Hutchinson alternated as the Camp Nurse along with Ward Erickson who is one of the new Caretakers. Where else can you find a full week of Bible Camp for this age group for only \$160. The price is low because all counselors and the Nurse are volunteers with the Camp Directors, Head Cook, and Lifeguards being the paid staff.

If you didn't use Olympic Lutherhaven this past summer, you will have to put it on your schedule for next summer because it is the best place in Kitsap County to swim, picnic, relax, and rejuvenate with fellow Christians.

**Silverdale Lutheran Church** is one of six **owning members** of Olympic Lutherhaven and has been since 1955 when Emil Sunderland and many others of Silverdale Lutheran Church helped turn Rosey's Roost Resort into Emil Sunderland's vision of a Bible Camp on Wildcat Lake. With your help and the help of many other volunteers, we are continuing to maintain the Bible camp and picnic area for summer use. This year our accomplishments have been mostly to do maintenance on the buildings and property. Those projects have included replacement of the deteriorated play set at the Camp, an upgrade of the Cook's Cabin by Don Dungjen, the purchase of a Golf Cart vehicle for running supplies back and forth between the Camp & Picnic Area, putting new roofing on three sheds at the Picnic area, installation of a filter in the Picnic Area well, cutting up downed trees for firewood at the Camp, repair of the Camp kitchen range, repair of the riding lawn mower, putting a new screen in the Lodge screen door, and starting installation of an interior wall in the Caretaker house basement.

A significant new customer last year and who came back this year was the Kitsap County 4-H club that used our Camp due to problems with their facility. Another new customer this year has been four Roman Catholic groups scheduling four weekends in our normal off season. In addition, Scouts from local Troops have done their Eagle projects at Lutherhaven over the years and SLC Troop 1541 has used the facility for Eagle Court, summer meetings, and camping.

Maintenance projects to consider for 2017 include the following: 1) Improve downstairs Caretaker house bathroom; 2) Stain/paint Camp Cabins; 3) Convert Lodge exterior doors to push bar emergency exit doors; 4) Improve heating ducts in Caretaker house; 5) Complete installation of an interior wall in the Caretaker house basement; 6) Replace the power pole by the Picnic Area Well; 7) Install a generator panel at the Caretaker house (hope to complete this year). These projects are dependent on funding and/or volunteer labor.

Did you notice that we used the term volunteer a number of times? We need volunteers not just at SLC, but also at Olympic Lutherhaven since we are one of the original owners! We need you to donate your time and talents to help provide a beautiful and fun place for youth of all ages to enjoy the outdoors and hear God's word. Olympic Lutherhaven belongs to our Father Almighty and all of us have a responsibility for good stewardship. Jesus asked that we teach the children and that is our task. There isn't much more rewarding than seeing children enjoying themselves while learning at Bible Camp or Family Camp. Come share the rewards!

Thank you for sharing your time and talents!

**Your representatives to the Board:**

**Shelly Ferber replaced by Don Dungjen, and Chuck McQuillan**

**Alternates: Jeff Ottenbacher and Bob Arper**

## **Social Concerns**

To be a Christian means that one is involved in our home world community. The Social Concerns Committee of the church council is one of the areas of outreach for our congregation. The ministries offered in this arena range from those with a high degree of “hands on” work (Hearty Meals, Scouting, Benedict House, quilting, etc.), community involvement (Habitat for Humanity, Lutheran Community Services, Coffee oasis) and world issues (Lutheran World Relief, ELCA World Hunger Appeal, humanitarian aid).

Silverdale Lutheran Church continues to have a strong support of these committees (and others not mentioned here). In this coming year, we recognize the need for help and support is greater than before. Among the paramount issues we face is resulting to the refugee and immigration we face worldwide.

In this coming year, social concerns committee will be emphasizing and providing educational opportunities to help alleviate the suffering. We plan to emphasize opportunities offered by the ELCA “Good Gifts” program and SERRV, a nonprofit, fair trade organization offering educational and skill trainings to help families out of poverty.

**Tim Quigley**  
**Social Concerns Chair**

## **Care Ministry**

Care Ministry completed its 17<sup>th</sup> year of GRACE-filled and SPIRIT-led care at SLC. Care Ministry involves 3 main functions: 1) **Care Sharing** with individuals in their homes or long-term care facilities to include but not limited to friendly visits, light household tasks, running errands, providing transportation to appointments/church, shopping, and meal preparation, 2) **Eucharistic Ministry** with lay ministers sharing communion with shut-ins in their homes or assisted living facilities and 3) **Grief Ministry** through the distribution of 67 booklets in the series *Journeying through Grief* to 30 family members who have lost a loved one.

There are currently 6 care ministers serving 14 care receivers. For many of our care receivers, their care ministers provided vital functions that greatly aided their health and safety. For others, they provided comfort and support in the last days of life. Thank you to the members of the Care Ministry team: I continue to be awed by your generosity of time and caring. **Care Ministers volunteered over 800 hours in 2016.** Care Ministry meetings are held every one to two months. Attendance at meetings is not required to be a Care Minister...only an open heart and a willingness to help others. If you are interested in volunteering in any aspect of Care Ministry, please contact the parish nurse at [parishnurse@silverdalelutheran.org](mailto:parishnurse@silverdalelutheran.org) or 360-633-5042

**Lisa Ottenbacher MSN, RN**  
**Faith Community Nurse (FCN)**

## **Health Ministry**

2016 completes the **8th year** of Health Ministry/Faith Community Nursing (FCN) at Silverdale Lutheran Church. Health Ministry/FCN activities in 2016 include:

1. Health related **articles** for the Beacon.
2. Maintenance of the **Automated External Defibrillator (AED)** program.
3. Countless **visits** to members in their home, the hospital, and long term care and rehab facilities as well as individual health counseling/education sessions, totaling more than 400 volunteer hours.
4. Coordination of **TOUCHSTONE BEAR MINISTRY**. A *Touchstone Bear* is a hand crafted teddy bear, approximately 15-inches tall, created from a favorite garment worn by a loved one. The needed

fabric could be from a shirt, pajamas, several hankies, or any other lightweight garment. To allow for pattern fitting, each bear would require at least two special garments (all unused pieces would be returned). Often, the garment retains the scent of the loved one, which adds to the touchstone experience. Hugging a Touchstone Bear, and smelling the loved one through the bear, might bring a much needed connection, especially at a time when loss through a death or military deployment/separation is so surreal. If you or someone you know would benefit from a Touchstone Bear, please contact the parish nurse. Touchstone Bears are made by a generous anonymous donor with the Parish Nurse facilitating the contacts. 33 bears were lovingly crafted over 48 hours in 2016.

As the *volunteer* FCN for SLC, I am at SLC most Sunday mornings and Tuesdays but please call to make an appointment. If you would like to volunteer your time or talents to the Health Ministry program (i.e.-you are a health care professional, such as a primary or specialty care provider, pharmacist, nutritionist, physical/occupational therapist, etc. and have a presentation you would like to do or an article you would like to run in the Beacon) or would like to talk with the FCN, please contact me at 360-633-5042 or [parishnurse@silverdalelutheran.org](mailto:parishnurse@silverdalelutheran.org)

**Lisa Ottenbacher MSN, RN**  
**Faith Community Nurse (FCN)**

### **Hearty Meals**

Hearty Meals is reaching more people in the community. This fiscal year we served 3,340 meals. Some of the diners have come to us for years, others discovered us recently either through our new electronic billboard sign or by being invited by their friends. Our meal program is used by those who are on a low or fixed income, live alone, homeless, or don't cook. Many have formed friendships while eating together.

We receive some of our funding from FEMA; this year the amount was \$500.00; the church is our biggest contributor. We also received a generous donation from Memorials and our Sunday Brunch.

We have two teams and four lead cooks. Each team has between 7 and 10 volunteers, each who work 4 to 6 hours each Wednesday. Many of our volunteers have been with us for over 15 years.

Join us on Wednesday for a nourishing, delicious meal at noon – maybe you might want to volunteer.

**Audrey Ebeling**  
**Hearty Meals Coordinator**

### **Lutheran World Relief (LWR)**

Lutheran World Relief is an international nonprofit organization that works to end poverty and injustice by empowering some of the world's most impoverished communities to help themselves. LWR has worked in international development and relief since 1945. LWR's quilt and kit ministry is highly regarded throughout the world because of the quality and consistency of the quilts and kits we share. This ministry extends God's loving care to people in their darkest hour. No matter what you are able to do to help, someone, somewhere in the world will always remember your kindness.

Each year LWR spends nearly 1.7 million dollars to operate its Quilt and Kit Ministry. Those funds, combined with the generosity of the quilters and kit makers throughout the United States, enable LWR to distribute more than 12 million dollars' worth of quilts and kits annually.

Our church has been actively involved in the ministry since 1981. Our contributions for 2016 are as follows:

**SPRING 2016**

QUILTS.....164  
PERSONAL CARE KITS..... 93  
SOAP.....80 LBS

**FALL 2016**

QUILTS.....142  
SCHOOL KITS.....151

**In Christ's Service  
Julie Harpel**

**Worship & Music**

It would be impossible to express Silverdale Lutheran’s appreciation for all the “hands and feet” of those who facilitate the many activities that create a warm and welcoming atmosphere, not to mention the smooth running in all areas dealing with our congregational worship and music. Each person who has answered the call to lead or participate in the active workings of the church is doubly blessed. First through their love and commitment to serve, and secondly by those of us who appreciate their service Remember...

*The one who calls you is faithful and HE will do it. 1 Thessalonians 5:24*

The areas of responsibility included in the Worship and Music category and the lead facilitator are:

- Acolyte Training Courtenay Havers
- Altar Care Ann Daly
- Audio Team Tighe Carvey
- Communion Assistants Jean Sherbesman
- Liturgist Coordination Terri Randolph
- Music Director Lynn Rupp
- Scripture Readers Lisa Stephens
- Ushers Bob Brien

Each of the above named categories not only has a lead facilitator, but many volunteer team members to assist with the weekly duties and activities that it is responsible for... which are too numerous to mention here. On behalf of the Silverdale Lutheran Church congregation and council please accept our sincere appreciation for your loving commitment to this church body!

Additionally, when you see or are greeted by any of the worship and music facilitators or their team members, take advantage of the opportunity to express your gratitude for their dedicated service to Silverdale Lutheran Church!

Finally, it has been a privilege to represent you on the Silverdale Lutheran Church Council. Please do not hesitate to contact me with any suggestions or concerns.

**In HIS service,  
Billie Jean Liedahl  
Worship & Music Chair**



## Music

On behalf of the music ministry I would like to thank the many individuals, whether alone or as part of a group, who generously give of their time and talents to enhance our worship here at Silverdale Lutheran.

We continue to worship using many different settings of the liturgy in an effort to keep our services fresh and inspirational. Our pastors and I continue to choose our weekly hymns using the scriptures from the Narrative Lectionary or Revised Common Lectionary as our guide. We attempt to select hymns that represent many different musical styles.

As has become our yearly custom, in November 2015 we joined with Silverdale United Methodist, and Central Kitsap Presbyterian for an ecumenical Thanksgiving Eve service held at CK Presbyterian. Members of our vocal choir combined with those from the other churches.

We have many musical opportunities for both adults and children to participate in our congregational worship. For the youth and adults we have the Sanctuary Choir, which meets on Wednesday evenings, and the Alleluia Ringers, our handbell choir, which meets on Thursday evenings. There are openings in both groups if you would care to join us. For the children we have the Children's Chime Choir for grades 3 through 6, meeting at 4:30 on Wednesdays. (In 3 sessions: fall, winter, and spring.) We also have a Brass Ensemble which meets seasonally to prepare music for festival Sundays: Easter, Christmas, Thanksgiving, and Reformation. We always have room for more brass players! I am also hoping to begin training some percussionists to assist with liturgy, hymns and anthems. Sometimes special singing and instrumental opportunities arise for our children, usually rehearsing during or just prior to the Sunday School hour.

Individual and small group singers and instrumentalists (children, youth, and adults) are invited to share their gifts by providing special music for services. We also appreciate the instrumentalists who sometimes accompany our liturgy and choirs such as soloists on guitar, cello, flute, drums, etc. We are especially blessed to have pastors who love to sing and play along on guitar and drums at the "drop of a hat"!

On occasion we have offered special concerts here at Silverdale Lutheran. Each December the Hometown Band (which rehearses weekly in our facility) performs for us. This past June we held our tenth annual Choir Fest, involving our own Sanctuary Choir and Alleluia Ringers presenting their favorite anthems from the previous year.

We appreciate all of the congregational support for our ministry here at Silverdale Lutheran. Please accept this invitation to become personally involved in our music ministry.

Yours in Christ,

**Lynn Rupp**  
**Music Minister**

## **Stewardship**

**Generosity is the theme of the Stewardship Report this year! My hope is that by the time you are done reading this report, you will yourselves as I see you: generous & loving.**

It is through God that we can do all things! God moves us toward **generosity** & away from fear of an unknown future. Members & friends of Silverdale Lutheran Church have continued to display open hearts & continued **generosity** of time, talent, and yes, treasure.

### **For Example:**

Church Staff, rather than exchange Christmas gifts for themselves, in their **generosity**, donated \$1,154.51 to the ELCA Good Gifts program.

Confirmation kids raised \$240.00 for ELCA Good Gifts. **Generosity.**

**Generosity:** In response to the earthquake in Italy this past summer, we were able to send \$500.00.

Our love for Brothers and Sisters in Christ in Ethiopia led us to a **generosity** that may have been record setting! Pastor Bill took with him a check in the amount of \$ 8,916.00 for missions.

Our Rally Day Bake Sale, which raised \$1,907.06 for gulf coast flood victims, specifically Louisiana, was another example of your loving hearts. In your **generosity**, this amount plus other donated monies, raised the total to \$2,019.06.

In response to Hurricane Matthew, your **generosity** called you to give \$670.00.

**Generosity** of Time & Talent was also shared this year in countless volunteer hours on the SLC campus: Church Cleanup, SLC Bazaar, Advent workers, Mardi Gras Pancake Dinner, Lenten Soup Suppers & Easter Breakfast, Youth Auction workers, Quilters, Hearty Meal lunches, Office Volunteers, Sunday School Teachers, Choir Members, Memorial Reception Committee, Chairpersons of Committees & Boards (such as the Audit Committee, the Memorial Chairperson, the Preschool Board), Wednesday Weeders, Labyrinth & Church Garden, Greeters, Altar Care & Ushers. If I have forgotten someone it is unintentional! Thank you, Thank you!

It has been a privilege serving on the Church Council the past two years. You have been supportive as friends & as Brothers & Sisters in Christ we walk this path together, trying our best to discern what God wants us to: BE GOOD STEWARDS of each other & this life God gave us. My heart is overflowing with GRATITUDE for the gift of YOU!

Respectfully,

**Patti Randall**

**Stewardship Chair**

## **Youth**

The youth report is contained within Pastor Jonathan's report.

**Vickie Sontag**

**Youth Councilperson**

## **Boy Scout Troop 1541**

This has been another interesting and challenging year for your Scout Troop. We have maintained a high level of activity and accomplishment, but we are still at the lowest membership level we have been for many years.

This past year we have camped and hiked in many locations around the state. We went to Stevens Pass to Ski, attended Camp Parsons in February while participating in the Orca District Klondike Derby. We hiked the Dungeness Spit, Mink Lake, and back packed into Deer Lake. Our Order of the Arrow members staffed several Ordeals. Another member of our Troop, Austin Love, was elected to Vigil Honor this year. We had twelve Scouts and four adults attend summer camp at Camp Easton in Idaho. The Scouts earned a lot of Merit Badges and had a great camp. Our goal is to have at least one outing each month to give our Scouts the best Scouting experience possible.

This past year one Scout earned the rank of Eagle Scout, Matt Olson. He completed a Gate separating the day use side of Lutherhaven from the Camp Side. His project required planning, organizing, leadership and interfacing with boards. We expect two more to complete their eagle before summer of 2017.

In addition to our hiking and camping, the Troop has performed many service projects both locally and around the Pacific Northwest. Twice a year, at Veterans Day and Memorial Day, flags are placed on Veteran's graves at Forest Lawn Cemetery in Bremerton. We also perform a Flag Retirement Ceremony every Veterans Day at the Silverdale Waterfront Park which is open to the public and we staff flag collections at the Navy Exchange around Flag Day.

We are blessed with a terrific group of adult leaders who provide guidance and leadership to our Scouts and parents who ensure that our activities are supported and resourced. Chris Love has had another terrific year serving as Scoutmaster for our Troop. He has finished his tour now. Carl Olson will be standing in until a new Scout Master is found. Lastly, I wish to thank the Pastors and staff and the entire congregation of Silverdale Lutheran Church for their support and encouragement to Scout Troop 1541. I look forward to serving as Troop Committee Chairman for the foreseeable future.

Yours in Scouting

**Brad Tittle, Troop Committee Chairman**

## **Memorials**

Memorial donations were received in 2016 in memory of the following people:

- **Robin Berg**
- **Eugenia Kvinsland**
- **Dawn Orwiler**
- **Vaughn Helland**
- **Ruby Proctor**
- **Sally Oyler**
- **Donald Goodwin**
- **Edward Roe**
- **Donald Moore**

- **Adam Posadas**
- **Lee Hansen**
- **Fred Cloninger**
- **Nell Nystrom**
- **Virginia Bartholomew**
- **Jack Britt**

Some donations were designated for specific programs: SLC Music Ministries, Hearty Meals, Central Kitsap Food Bank, and Lutheran World Relief. The donations not designated will be used where and when there is a need. The Memorial Committee always welcomes suggestions.

Memorials donations given to the Silverdale Lutheran Church is a way for members and non-members to honor both living or deceased loved ones. Whenever a memorial donation is given to SLC a handwritten note of thanks is sent to the donor. For your convenience memorial envelopes are available in the narthex.

**Grace and Peace,  
Ann Cummings  
Memorials Chairperson**

### **Island Lake Cemetery**

The Island Lake Cemetery Board/Committee consists of:

Don Budden, Chair; Bob Arper, Treasurer; Sue Bye, Secretary; Ed Bye, Member; Dennis Enebo, Member.

Island Lake Cemetery is not located close to Island Lake but is located at 12851 Old Military Road NE, Poulsbo, WA 98370. Because Island Lake Cemetery is part of Silverdale Lutheran Church we have the Easter Sunrise Service there and the Memorial Day service. Both services are well attended and supported by Silverdale Lutheran Church. The Cemetery committee maintains the grounds for the services and as part of the normal upkeep of the cemetery from Spring to Fall. If you are interested in joining us in doing the maintenance please contact one of the committee members. This year maintenance has consisted of mowing and trimming and we added a new storage building to replace our small maintenance shed. The new building is 8ft by 20ft so it is about five times bigger than the old shed plus we no longer have to worry about hitting our head when in the building. We now have room to store some chairs for services.

In the past year, starting with October of 2015, we have sold 13 lots and have had at least 5 burials.

**Don Budden – Chair Person**

**Silverdale Lutheran Church 2016 Paroquial/Statistical Report  
November 1, 2015 to October 31, 2016**

<b>Baptized Members (Stat. Adjustment):</b>	<b>851</b>
<b>Confirmed Membership (Stat. Adjustment):</b>	<b>694</b>
<b>Received as Baptized Members:</b>	<b>41</b>
Holy Baptism at SLC: (Child: 12; Adult: 1)	13
Transfer from ELCA Congregations:	10
Joining from other Lutheran Churches:	1
Joining from Non-Lutheran Churches:	0
Affirmation of Faith:	17
<b>Received as Confirmed Members:</b>	<b>31</b>
Baptized Confirmed:	26
9 <sup>th</sup> Grade Confirmation:	5
<b>Membership Losses:</b>	<b>15</b>
Death:	8
Transfer to ELCA Churches:	0
Transfer to other Lutheran Churches:	0
Transfer to Non-Lutheran Churches:	0
Inactive:	0
Other Reasons:	0
Moved out-of-area (no transfer):	7
<b>Average # of Persons Attending on Sundays:</b>	<b>389</b>
<i><u>Special Services:</u></i>	
<b>Christmas Eve Services (4):</b>	<b>868</b>
<b>Hanging of the Greens (estimate):</b>	<b>100</b>
<b>Christmas Day Service:</b>	<b>55</b>
<b>Ash Wednesday Services (2):</b>	<b>167</b>
<b>Lenten Services (2 weekly for 5 weeks):</b>	<b>548</b>
<b>Holy Week Services (2):</b>	<b>418</b>
<b>Easter Services (4):</b>	<b>894</b>
<b>Memorial Day Service (estimate):</b>	<b>29</b>
<b>Vacation Bible School (estimate):</b>	<b>118</b>
<b>Family Camp Worship (estimate):</b>	<b>40</b>
<b>Marriage Ceremonies Performed:</b>	<b>6</b>
Non-Member Weddings:	4
<b>Funeral Services Performed:</b>	<b>12</b>

## **Treasurers Report**

There are three individual positions associated with financial operations at Silverdale Lutheran. Those positions are financial secretary, bookkeeper, and treasurer.

Gail Whitely has faithfully served as financial secretary for a number of years. Gail will be stepping down from this position at the end of this year. Her work, week in and week out has been a vital part of the financial process in our church. The financial secretary records all individual offerings and makes the bank deposits. She distributes a weekly deposit report to the bookkeeper and treasurer.

Bob Paul serves as the bookkeeper. In this capacity, Bob records the deposit reports into the SLC financial program (QuickBooks) and pays the bills. In conjunction with the deposits, Bob inputs the deposit report data to a benevolence worksheet. Additionally, Bob has taken on the added responsibility of payroll processing.

Andrew Thorsen serves as the treasurer. The treasurer works with the bookkeeper to ensure expenditures are categorized with the correct budget line items and provides financial reports and recommendations to SLC trustees and council members. The treasurer ensures all benevolences are paid on a quarterly basis. I give thanks to Gail Whitely and Bob Paul for all they do for this congregation in a volunteer capacity.

### **FINANCIAL COMPARISON**

<b>FINANCIAL COMPARISON ON NOVEMBER 1<sup>ST</sup></b>			
<b>Year</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>
Sunday Offerings	\$ 475,269	\$ 511,556	\$ 542,704
Ministry Expenses	\$ 464,723	\$ 502,965	\$ 536,167
Net	<b>\$ 10,546</b>	<b>\$ 8,591</b>	<b>\$ 6,537</b>

<b>OUTREACH PERCENTAGE</b>	
Offerings thru October 1 <sup>st</sup> , 2016	\$483,066
Benevolences thru October 1 <sup>st</sup> , 2016	\$47,587
Percentage of Outreach	9.85%

## OUTREACH 2016

<b>Benevolence</b>	<b>Thru Oct. 1st, 2016</b>
ELCA	\$30,483
China Connect	\$613
Habitat for Humanity	\$613
Hearty Meals	\$2,285
Homeless Outreach	\$920
Living Stones	\$2,453
Lutheran Community Services	\$2,453
Martha and Mary	\$2,146
Pacific Lutheran University	\$491
Pastor's Discretionary Fund	\$613
<b>Other Outreach</b>	
Central Kitsap Food Bank	\$1,240
Lutheran World Relief	\$736
Special Outreach (Good Gifts, Buck-A-Chick, Gulf Coast Flooding)	\$2,540
<b>TOTAL</b>	<b>\$47,587</b>

In addition, a total of \$8,916 was raised to provide computer systems and other support to the church in Ethiopia that Pastor Bill visited during his sabbatical.

In His Service,

**Andrew Thorsen**  
Treasurer

## **2016 SLCW Annual Financial Report November 1, 2015 – October 31, 2016**

Account Balances October 31, 2016

Esther Circle	\$671.84
Joy Circle	\$491.11
Naomi Circle	\$114.63
<b>SLCW</b>	<b>\$17,051.67</b>
Altar Flowers	\$323.79
Banner Fund	\$187.54
Bazaar Funds	\$1,788.61
Coffee	\$3,021.01
Easter Flowers	\$343.92
Gas Cards	\$310.00
Grocery Cards	\$300.00
In Touch Ministry	\$233.07
Kitchen Equipment	\$1,617.97
Life Pax	\$54.05
Lutheran World Relief	\$92.31
Memorial Receptions	\$926.19
Mission Support	\$100.00
Pastors' Discretionary Fund	\$341.60
Poinsettias	\$606.45
Prayer Shawl Ministry	\$405.99
Quilters' Supplies	\$6,052.22
WELCA Offering	\$200.00
Women's Retreat	\$85.34
Other SLCW	\$61.61
<b>OVERALL TOTAL</b>	<b>\$18,329.25</b>

### **2016 Bazaar Distribution**

Internal Transfers	
SLCW Quilters' Supplies	\$300
WELCA	\$500
Prayer Shawls	\$100
LWR kits and backpacks	\$200
Gas Cards	\$300
Grocery Cards	\$300
Youth (Check to SLC)	\$300
Hearty Meals (Ck to SLC)	\$300
B. McLaughlin (Ck Thanks)	<u>\$50</u>
<b>Total</b>	<b>\$2350</b>



**Community Outreach**

Habitat for Humanity	\$100
Kitsap Adult Center for Education	\$100
Kitsap Mental Health, Youth Inpatient Unit	\$100
Lutheran Community Services	\$100
Martha & Mary	\$100
Multi-Care Foundation (Hospice of Kitsap C.)	\$100
YWCA Alive Shelter	\$100
Total	<u>\$700</u>
<b>Grand Total</b>	<b>\$3050</b>

## Silverdale Lutheran Preschool

### Annual Budget July 1, 2015 - June 30, 2016

	<u>Jul '15 - Jun 16</u>		
<b>Income</b>			
Registration Fees	43	75.00	3,225.00
Tuition/Late Fees			
2-YR	9.5	105.00	9,975.00
M-W-F	9	185.00	16,650.00
Pre-K A.M.	10	185.00	18,500.00
Pre-K P.M.	9	185.00	16,650.00
T-TH	9	125.00	11,250.00
Total Tuition			<u>73,025.00</u>
<b>Total Income</b>			<b><u>76,250.00</u></b>
<b>Expense</b>			
Misc Uncategorized Expense			200.00
Classroom Equipment			1,000.00
Classroom Supplies			1,600.00
Office Equipment			400.00
Office Supplies			1,100.00
Telephone /Advertising			800.00
Payroll Expenses			67,600.00
Payroll Processing Fee			900.00
Professional/Education			800.00
Programs / Special Events			700.00
Field Trips			650.00
Registration T-Shirts			500.00
<b>Total Expense</b>			<b><u>76,250.00</u></b>
<b>Net Income</b>			<b><u>0.00</u></b>

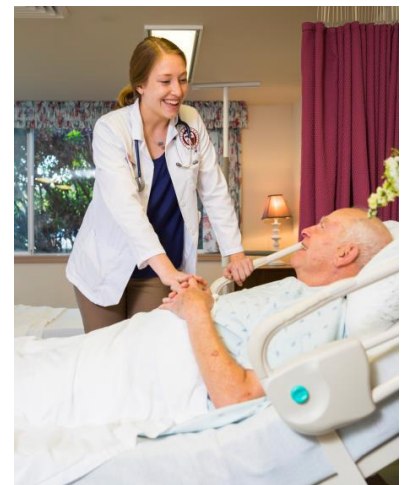
# MARTHA & MARY<sup>SM</sup>

This year Martha & Mary celebrated 125 years of caring for children, seniors and families in Greater Kitsap. Offering senior housing, rehab, home care, care management and long term care as well as early learning programs for children ages 4 weeks to age 12, we continue to meet the care needs of our community by providing a continuum of high-quality care services to address life's transitions.

As a non-profit organization, meeting our mission of caring depends greatly on the prayers, donations and volunteers from your congregation. We remain deeply grateful for your support and generosity as we aim to adapt to the changing health care landscape and growing expectations for early childhood care.

Highlights of the past year include:

- Our nearly 600 dedicated employees served more than 2,000 clients throughout Greater Kitsap County in 2015, including 1,973 children and 982 seniors.
- We provided \$2.3 million in undercompensated care was provided to community members by Martha & Mary in 2015. 70% of the seniors served by the organization are Medicaid-eligible and about 30% of the children in our care programs come from low income families.
- Greater Poulsbo Chamber of Commerce honored Martha & Mary as “2015 Organization of the Year” in January, recognizing our commitment to the well-being of our community’s children, seniors and families.
- Martha & Mary AT HOME was recognized as a “Provider of Choice / Best of Home Care” winner by Home Care Pulse, the national industry leader in assessing client satisfaction and services quality.
- Martha & Mary REHAB received a 2016 Customer Experience Award from Pinnacle Quality Insight, a national third-party patient satisfaction assessment organization.





- Two of our Martha & Mary KIDS child care centers achieved a “Quality of Excellence” rating in Early Achievers, Washington’s quality rating and improvement system. Of the 43 child care centers in Kitsap County participating in this program, we are 2 of only 7 providers that have merited this honor.
- Martha & Mary was the proud recipient of the 2016 Kitsap Sun / Health Care Heroes “Healthy Tomorrows” award.



- **Lynette Ladenburg was named Martha & Mary’s new CEO**, replacing Chad Solvie who departed the organization this year after nearly 14 years of service to our organization. Lynette brings a wealth of industry knowledge and many years of experience to Martha & Mary from her prior leadership posts at LeadingAge Washington, a senior care industry resource and support association, and Tacoma Lutheran Retirement Community.