



# **LAKESWOOD PRESBYTERIAN CHURCH ANNUAL REPORT 2023**

**“We are God’s people doing God’s work in our community.”**

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Lakewood, WA 98498

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## **MISSION STATEMENT**

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

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

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

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

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

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

## **ORGANIZATIONAL VISION STATEMENT**

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

## PASTOR'S REPORT

2023 was a big year for Lakewood Presbyterian Church! You began the year with Rev. Tom Paine as your part-time transitional pastor. I didn't know you all yet, but from the stories I've heard, it was a season of rebuilding and adjusting to life in a post-pandemic world. Giving and attendance were slowly creeping their way up, just as the PNC got started on their work. Still, the long years of transition were marked by weariness and grief for many of you. There were many beloved members of the congregation who died during those years, and it seemed that more and more responsibilities were on the shoulders of fewer and fewer people.

In the spring, the PNC began interviewing candidates for the first full-time pastor position that this church has had in over three decades. I met with the PNC soon after the job description was posted, and we both quickly knew this could be a good fit. The PNC officially offered me the position in June, and we all began preparing for this big transition over the summer. You said goodbye to Pastor Tom in July and hello to me in mid-August. You thought the transitions were over, but you were quickly reminded— *life is always full of change and transition.*

My first months at LPC have been wonderful ones. I was immediately welcomed with gracious, open arms by so many of you. I spent the fall getting to know congregation members, the church culture, and the surrounding neighborhood and city of Lakewood. I still have a lot more to learn, but I am grateful for the time I've been able to spend getting to know this congregation. It's been a joy not only to get to know you but to give you the opportunity to know me and my family. We were *all* surprised by the news that I would be expecting twins in April 2024! While a long maternity leave certainly isn't what any of us expected my first year as pastor here to look like, I am constantly reminded that the best way to make God laugh is to tell God our plans ;)

One of my first priorities since beginning my work here has been making Sunday worship more kid-friendly for our youngest worshippers. We are lucky to have a wonderful group of young children at our church and it has been so fun to help them engage in worship in an age-appropriate way. We introduced "worship bags" with activities for kids, including illustrated bulletins that follow the lectionary, and experimented with kid-friendly icons on the bulletins to help our non-readers follow the service. We started singing a hymn before and after Children's Time to introduce children to more church music and continued LPC's long tradition of welcoming children in worship, even (and especially!) with the noise and chaos they bring! Most importantly, we hired 3 nursery staff (one adult and two high schoolers that rotate Sundays) and now have a fully staffed nursery with a preschool aged curriculum for our kids. This is a huge blessing for families, and we hope will be a reason for new families to want to attend.

I am excited about what 2024 will hold for Lakewood Presbyterian Church. We don't yet know what the future holds for this congregation, but we know that we are going there together by the grace of God.

Yours in Christ,  
Pastor Laura

## **TREASURER'S REPORT**

Our budget for 2023, has had to be reduced from 2022. We have had to reduce the budget every year for the past 4 years. Some of this is understandable because some members have died but that is not the only reason. I don't know all of the reasons.

A bright spot to this report is that envelope giving as well as overall General Fund giving was over the budgeted forecast amounts so our financial picture was better than we thought it would be at the start of 2023.

We continue to receive significant interest from our Morgan Stanley Money Market funds which were transferred from the Umpqua Bank Money Market. We have received over \$8,000 from this source in 2023.

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

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

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

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

Since we have hired a Full-Time Pastor, our expenses have increased significantly. While the Full-Time Pastor has increased our expenses, most all other expenses have increased as well. Utilities, Employee wages and our Security System costs have also increased significantly. Many other costs have increased too. We were aware of these increases and have been increasing our funds savings to cover these higher costs. We can cover the deficit in the budget for the foreseeable future. Obviously, we hope to grow the membership and increase our giving to cover these cost increases. We go forward in faith that God will provide.

Respectively Submitted: Jim Hall, Treasurer

## STATEMENT OF INCOME AND EXPENSES

			Jan - Dec 23	YTD Budget	Annual Budget
<b>Income</b>					
<b>GENERAL FUND INCOME</b>					
	<b>Envelopes</b>				
		Envelopes - Pledged	86,704.66	73,614.00	73,614.00
		Envelopes - UnPledged	8,816.65	7,300.00	7,300.00
		<b>Total Envelopes</b>	<b>95,521.31</b>	<b>80,914.00</b>	<b>80,914.00</b>
		<b>Loose Plate</b>	<b>1,322.00</b>	<b>500.00</b>	<b>500.00</b>
	<b>Building Use</b>				
		Wapato Co-op PreSchool	1,950.00		
		Fuchsia Society	0.00	1.00	0.00
		Miscellaneous	4,273.89	1.00	0.00
		Building Use - Other	1,450.00		
		<b>Total Building Use</b>	<b>7,673.89</b>	<b>2.00</b>	<b>0.00</b>
		<b>Per Capita</b>	<b>1,393.00</b>	<b>1,500.00</b>	<b>1,500.00</b>
		<b>TRANSFER from General Fund</b>	<b>0.00</b>	<b>1.00</b>	<b>0.00</b>
		Pancake Breakfast	0.00	1.00	0.00
		Interest	10.13	4.20	4.20
		Investments	8,203.86	6,000.00	6,000.00
<b>Gross Profit</b>			<b>114,124.19</b>	<b>88,922.20</b>	<b>88,918.20</b>
<b>Expense</b>					
<b>GENERAL FUND EXPENDITURES</b>					
	<b>BENEVOLENCES EXPENDITURES</b>				
		Presbytery Mission	2,852.12	2,395.76	2,395.76
		General Assembly Mission	1,901.41	1,597.15	1,597.15
		<b>Total BENEVOLENCES EXPENDITURES</b>	<b>4,753.53</b>	<b>3,992.91</b>	<b>3,992.91</b>
	<b>OVERHEAD EXPENDITURES</b>				
		Per Capita	3,504.01	3,650.00	3,650.00
		Property/Liability Insurance	4,682.87	6,284.00	6,284.00
		Property Tax (Water Abatement)	1,676.63	1,638.58	1,638.58
		Investment Expense	0.00	1.00	0.00
		Miscellaneous	365.92	1.00	0.00

		<b>Total OVERHEAD EXPENDITURES</b>	10,229.43	11,574.58	11,572.58
		<b>PERSONNEL EXPENDITURES</b>			
		<b>Pastor (Laura Nile Tuell)</b>			
		<b>Base Salary</b>	13,124.97	11,666.64	11,666.64
		<b>Housing Allowance</b>	10,208.31	11,666.97	11,666.97
		<b>SECA Offset</b>	2,008.13		
		<b>Total Pastor (Laura Nile Tuell)</b>	25,341.41	23,333.61	23,333.61
		<b>Pastor Miscellaneous Expenses</b>			
		<b>Car Allowance (Misc. Expenses)</b>	1,274.85	1.00	0.00
		<b>Interview Visit Expenses</b>	733.68	733.68	733.68
		<b>Moving Expenses</b>	3,200.26	5,000.00	5,000.00
		<b>Continuing Education</b>	607.94	1,500.00	1,500.00
		<b>Technology</b>	2,070.39	1,300.00	1,300.00
		<b>Pastor Miscellaneous Expenses - Other</b>	0.00	500.00	500.00
		<b>Total Pastor Miscellaneous Expenses</b>	7,887.12	9,034.68	9,033.68
		<b>Transitional Pastor (Tom Paine)</b>			
		<b>Deferred Comp</b>	0.00	600.00	600.00
		<b>Base Salary</b>	13,441.75	13,441.75	13,441.75
		<b>Housing Allowance</b>	8,160.78	5,245.02	5,245.02
		<b>Pension/Medical</b>	13,046.29	1,628.95	1,628.95
		<b>Car Allowance (Misc. Expenses)</b>	387.63	1,500.00	1,500.00
		<b>Total Transitional Pastor (Tom Paine)</b>	35,036.45	22,415.72	22,415.72
		<b>Pulpit Supply</b>	1,575.00	3,200.00	3,200.00
		<b>Musician</b>	5,250.00	4,800.00	4,800.00
		<b>Special Music</b>	725.00	600.00	600.00
		<b>Nursery Attendant</b>	305.00		
		<b>Custodian</b>	7,012.50	6,558.75	6,558.75
		<b>Yard Work</b>	2,392.50	2,442.00	2,442.00
		<b>Employer Payroll Taxes</b>			
		<b>Family Leave</b>	201.47	192.00	192.00

			<b>Employer FICA/Medicare Tax</b>	1,114.08	0.00	0.00
			<b>State Industrial (L&amp;I)</b>	929.24	0.00	0.00
			<b>Total Employer Payroll Taxes</b>	2,244.79	192.00	192.00
			<b>Total PERSONNEL EXPENDITURES</b>	87,769.77	72,576.76	72,575.76
			<b>BUILDING &amp; GROUNDS EXPENDITURES</b>			
			<b>Equipment</b>	0.00	500.00	500.00
			<b>Lakewood Fire District 2</b>	0.00	1.00	0.00
			<b>Maintenance &amp; Repairs</b>	204.52	15,000.00	15,000.00
			<b>Nursery Supplies</b>	73.09	200.00	200.00
			<b>Supplies</b>	261.94	600.00	600.00
			<b>Church Cleanup</b>	0.00	100.00	100.00
			<b>Total BUILDING &amp; GROUNDS EXPENDITURES</b>	539.55	16,401.00	16,400.00
			<b>Utilities</b>			
			<b>Internet/ Telephone</b>	1,697.47	1.00	0.00
			<b>Lakewood Refuse</b>	962.85	780.00	780.00
			<b>Lakewood Water District</b>	611.64	500.00	500.00
			<b>Pierce County Sewer</b>	808.12	1,200.00	1,200.00
			<b>Puget Sound Energy</b>	4,900.34	4,500.00	4,500.00
			<b>Security System</b>	3,813.17	1,887.12	1,887.12
			<b>Total Utilities</b>	12,793.59	8,868.12	8,867.12
			<b>Office Expenditures</b>			
			<b>Bank Service Fees</b>	15.00	1.00	0.00
			<b>Office Equipment</b>	0.00	200.00	200.00
			<b>Office Supplies</b>	234.17	75.00	75.00
			<b>Software</b>	295.00	275.00	275.00
			<b>Postage</b>	65.00	100.00	100.00
			<b>Total Office Expenditures</b>	609.17	651.00	650.00
			<b>CHRISTIAN ED. EXPENDITURES</b>			
			<b>CE Curriculum Materials</b>	539.92	200.00	200.00
			<b>CE Adult Food</b>	0.00	200.00	200.00
			<b>Total CHRISTIAN ED. EXPENDITURES</b>	539.92	400.00	400.00
			<b>COMMUNICATIONS EXPENDITURES</b>			
			<b>Advertising</b>	0.00	1.00	0.00
			<b>Mailings</b>	0.00	1.00	0.00



		<b>Total COMMUNICATIONS EXPENDITURES</b>	0.00	2.00	0.00
		<b>SOCIAL</b>			
		Church Activities	241.17	1,000.00	1,000.00
		Family Retreat	0.00	200.00	200.00
		<b>Total SOCIAL</b>	241.17	1,200.00	1,200.00
		<b>STEWARDSHIP EXPENDITURES</b>			
		Mailings	0.00	50.00	50.00
		Other	0.00	1.00	0.00
		<b>Total STEWARDSHIP EXPENDITURES</b>	0.00	51.00	50.00
		<b>WORSHIP EXPENDITURES</b>			
		Bulletins & Supplies	49.59	125.00	125.00
		Piano-Organ Maintenance	0.00	250.00	250.00
		Music (CLLI)	0.00	250.00	250.00
		Candles	0.00	1.00	0.00
		Food	0.00	100.00	100.00
		Miscellaneous Other	48.18	1.00	0.00
		<b>Total WORSHIP EXPENDITURES</b>	97.77	727.00	725.00
		Youth Activities	261.71		
		<b>Total YOUTH FUND EXPENDITURES</b>	261.71		
		<b>Total GENERAL FUND EXPENDITURES</b>	117,835.61	116,444.37	116,433.37
		<b>Total Expense</b>	117,835.61	116,444.37	116,433.37
		<b>Net Income</b>	<b>-3,711.42</b>	<b>-27,522.17</b>	<b>-27,515.17</b>

			Dec 23	Budget	Jan - Dec 23
		<b>Income</b>			
		<b>DESIGNATED INCOME</b>			
		Memorial Fund	155.00	0.00	254.92
		Reimbursed Expenses	0.00	0.00	0.00
		Pastor's Discretionary Fund	0.00	0.00	0.00
		Youth Fund Revenue	0.00	0.00	0.00
		Special Activities Income	59.00	0.00	602.00
		<b>Total DESIGNATED INCOME</b>	214.00	0.00	856.92
		<b>Expense</b>			
		<b>Designated Expenditures</b>			

				Dec 23	Budget	Jan - Dec 23
<b>Income</b>						
<b>DESIGNATED INCOME</b>						
		<b>Memorial Fund</b>		0.00	0.00	0.00
		<b>Reimbursed Expense</b>		0.00	0.00	0.00
		<b>Pastor's Designated Fund</b>		0.00	0.00	0.00
		<b>Youth Activities</b>		0.00	0.00	0.00
		<b>Special Activities Expense</b>		0.00	0.00	543.00
		<b>Total Designated Expenditures</b>		0.00	0.00	543.00
<b>Income</b>						
<b>Deacons' Fund Revenue</b>						
		<b>Regular</b>		292.06	0.00	2,217.29
		<b>Easter</b>		0.00		90.00
		<b>Thanksgiving Baskets</b>		0.00	0.00	150.00
		<b>Christmas Baskets</b>		575.00	0.00	575.00
		<b>Special</b>		0.00	0.00	133.00
		<b>Total Deacons' Fund Revenue</b>		867.06	0.00	3,165.29
<b>Expense</b>						
<b>DEACONS' FUND EXPENDITURES</b>						
		<b>Regular</b>		292.06	0.00	2,206.97
		<b>Easter</b>		0.00		90.00
		<b>Thanksgiving Baskets</b>		0.00	0.00	150.00
		<b>Christmas Baskets</b>		575.00	0.00	575.00
		<b>Special</b>		0.00	0.00	133.00
		<b>Total DEACONS' FUND EXPENDITURES</b>		867.06	0.00	3,154.97
<b>Income</b>						
<b>SPECIAL OFFERINGS INCOME</b>						
		<b>2 Cents A Meal</b>		63.96	0.00	1,396.80
		<b>One Great Hour of Sharing</b>		0.00	0.00	100.00
		<b>Peacemaking Offering</b>		0.00	0.00	180.00
		<b>Pentecost</b>		0.00	0.00	424.98
		<b>Christmas Joy Offering</b>		220.00	0.00	220.00
		<b>Christmas Eve Offering</b>		232.00	0.00	332.00
		<b>Disaster Relief</b>		0.00	0.00	148.00
		<b>Hunger Walk</b>		0.00	0.00	570.00
		<b>Other</b>		0.00	0.00	350.00
		<b>Total SPECIAL OFFERINGS INCOME</b>		515.96	0.00	3,721.78

				<b>Dec 23</b>	<b>Budget</b>	<b>Jan - Dec 23</b>
<b>Income</b>						
	<b>DESIGNATED INCOME</b>					
<b>Expense</b>						
	<b>SPECIAL OFFERINGS EXPENDITURES</b>					
		<b>2 Cents A Meal</b>		63.96	0.00	1,396.80
		<b>One Great Hour Of Sharing</b>		0.00	0.00	100.00
		<b>Peace-Making</b>		0.00	0.00	0.00
		<b>Pentecost</b>		0.00	0.00	254.99
		<b>Christmas Joy</b>		220.00	0.00	220.00
		<b>Christmas Eve</b>		0.00	0.00	0.00
		<b>Disaster Relief</b>		0.00	0.00	148.00
		<b>Hunger Walk</b>		0.00	0.00	570.00
		<b>Other</b>		0.00	0.00	0.00
		<b>Total SPECIAL OFFERINGS EXPENDITURES</b>		283.96	0.00	2,689.79
<b>Income</b>						
	<b>Facility Improvement Revenue</b>					
		<b>Building Fund</b>				
		<b>Designated Building Fund</b>		0.00	0.00	670.00
		<b>Undesignated Building</b>		25.00	0.00	1,425.00
		<b>Total Building Fund</b>		25.00	0.00	2,095.00
		<b>Total Facility Improvement Revenue</b>		25.00	0.00	2,095.00
<b>Expense</b>						
	<b>FACILITY IMPROVEMENT EXPENSE</b>					
		<b>Building Fund</b>				
		<b>Designated Building</b>		0.00	0.00	16,600.00
		<b>Undesignated Building</b>		0.00	0.00	0.00
		<b>Total Building Fund</b>		0.00	0.00	16,600.00
		<b>Total FACILITY IMPROVEMENT EXPENSE</b>		0.00	0.00	16,600.00

## ASSETS AND LIABILITIES

ASSETS	Dec. 31, 23
<b>Current Assets</b>	
<b>Checking/Savings</b>	
<b>CASH IN BANK - SAVING</b>	
<b>Building</b>	
Building Fund - Designated	5,074.33
Building Fund - Undesignated	4,872.45
Building Fund - Future Projects	406.00
Building Fund - New Sign	1,945.00
<b>Total Building</b>	<b>12,297.78</b>
<b>Art Work</b>	<b>400.00</b>
<b>Memorial Fund</b>	<b>3,713.65</b>
<b>Pastor's Designated Fund</b>	<b>783.66</b>
<b>General Fund</b>	<b>7,102.86</b>
<b>Total CASH IN BANK - SAVING</b>	<b>24,297.95</b>
<b>Umpqua Bank</b>	
<b>GENERAL FUND</b>	<b>14,684.35</b>
<b>DESIGNATED ACCOUNTS</b>	
Special Activities Income	59.00
Memorial Fund	180.00
Social Committee	-25.00
Youth Fund - Education	250.00
Special Projects (Barlow)	309.68
<b>Total DESIGNATED ACCOUNTS</b>	<b>773.68</b>
<b>SPECIAL OFFERINGS Accounts</b>	
Other	170.00
2 Cents A Meal	63.96
Christmas Joy Offering	220.00
Peacemaking Offering	180.00
<b>Total SPECIAL OFFERINGS Accounts</b>	<b>633.96</b>
<b>Facility Improvement</b>	
<b>Projects</b>	
Building Fund - Designated	1,488.44
<b>Total Projects</b>	<b>1,488.44</b>
<b>Total Facility Improvement</b>	<b>1,488.44</b>
<b>Total Umpqua Bank</b>	<b>17,580.43</b>
<b>Total Checking/Savings</b>	<b>41,878.38</b>
<b>Other Current Assets</b>	
<b>Investments</b>	

			<b>Morgan Stanley</b>	
			M S-Shares Special Proj(Barlow)	10,000.00
			M S-Shares Memorial	20,000.00
			M S-Shares General Fund	111,036.59
			M S-Shares Sign	40,000.00
			M S-Cash	97.46
			<b>Total Morgan Stanley</b>	<b>181,134.05</b>
			<b>Total Investments</b>	<b>181,134.05</b>
			<b>Total Other Current Assets</b>	<b>181,134.05</b>
			<b>Total Current Assets</b>	<b>223,012.43</b>
			<b>TOTAL ASSETS</b>	<b>223,012.43</b>
			<b>LIABILITIES &amp; EQUITY</b>	
			<b>Liabilities</b>	
			<b>Current Liabilities</b>	
			<b>Other Current Liabilities</b>	
			<b>Payroll Liabilities</b>	
			WA Cares	107.38
			Family Leave	3.46
			FICA Payable/WH Payment	1,065.37
			<b>Total Payroll Liabilities</b>	<b>1,176.21</b>
			<b>Total Other Current Liabilities</b>	<b>1,176.21</b>
			<b>Total Current Liabilities</b>	<b>1,176.21</b>
			<b>Total Liabilities</b>	<b>1,176.21</b>
			<b>Equity</b>	
			Retained Earnings	242,334.45
			Net Income	-20,498.23
			<b>Total Equity</b>	<b>221,836.22</b>
			<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>223,012.43</b>

## 2024 PROPOSED BUDGET

					Income	Expenses	Annual Budget
<b>Income</b>							
<b>GENERAL FUND INCOME</b>							
Envelopes							
Envelopes - Pledged					87,748.36		87,748.36
Envelopes - UnPledged					1,200.00		1,200.00
<b>Total Envelopes</b>					<b>88,948.36</b>		<b>88,948.36</b>
Loose Plate					420.00		420.00
Building Use							
Wapato Co-op PreSchool					6,150.00		6,150.00
Miscellaneous					4,009.75		4,009.75
<b>Total Building Use</b>					<b>10,159.75</b>		<b>10,159.75</b>
Per Capita					827.02		827.02
Interest					10.44		10.44
Investments					8,400.00		8,400.00
<b>Total GENERAL FUND INCOME</b>					<b>108,765.57</b>		<b>108,765.57</b>
<b>Total Income</b>					<b>108,765.57</b>		<b>108,765.57</b>
<b>Gross Profit</b>					<b>108,765.57</b>		<b>108,765.57</b>
<b>Expense</b>							
<b>GENERAL FUND EXPENDITURES</b>							
<b>BENEVOLENCES EXPENDITURES</b>							
Presbytery Mission						2,400.00	2,400.00
General Assembly Mission						1,200.00	1,200.00
<b>Total BENEVOLENCES EXPENDITURES</b>						<b>3,600.00</b>	<b>3,600.00</b>
<b>OVERHEAD EXPENDITURES</b>							
Per Capita						3,450.00	3,450.00
Property/Liability Insurance						6,641.00	6,641.00
Property Tax (Water Abatement)						1,310.86	1,310.86
<b>Total OVERHEAD EXPENDITURES</b>						<b>11,401.86</b>	<b>11,401.86</b>
<b>PERSONNEL EXPENDITURES</b>							
Pastor (Laura Nile Tuell)							

				<b>Base Salary</b>		<b>24,500.00</b>	<b>24,500.00</b>
				<b>Housing Allowance</b>		<b>24,500.00</b>	<b>24,500.00</b>
				<b>SECA Offset</b>		<b>3,748.52</b>	<b>3,748.52</b>
				<b>Pension/Medical</b>		<b>29,203.80</b>	<b>29,203.80</b>
				<b>Total Pastor (Laura Nile Tuell)</b>		<b>81,952.32</b>	<b>81,952.32</b>
				<b>Pastor Miscellaneous Expenses</b>			
				<b>Car Allowance (Misc. Expenses)</b>		<b>2,000.00</b>	<b>2,000.00</b>
				<b>Continuing Education</b>		<b>1,500.00</b>	<b>1,500.00</b>
				<b>Technology</b>		<b>1,300.00</b>	<b>1,300.00</b>
				<b>Total Pastor Miscellaneous Expenses</b>		<b>4,800.00</b>	<b>4,800.00</b>
				<b>Maternity Leave Pastor</b>		<b>11,200.00</b>	<b>11,200.00</b>
				<b>Pulpit Supply</b>		<b>2,800.00</b>	<b>2,800.00</b>
				<b>Musician</b>		<b>6,500.00</b>	<b>6,500.00</b>
				<b>Special Music</b>		<b>1,000.00</b>	<b>1,000.00</b>
				<b>Nursery Attendant</b>		<b>3,740.00</b>	<b>3,740.00</b>
				<b>Sunday School Attendant</b>		<b>1,560.00</b>	<b>1,560.00</b>
				<b>Custodian</b>		<b>7,200.00</b>	<b>7,200.00</b>
				<b>Yard Work</b>		<b>2,400.00</b>	<b>2,400.00</b>
				<b>Employer Payroll Taxes</b>			
				<b>Family Leave</b>		<b>359.60</b>	<b>359.60</b>
				<b>Employer FICA/Medicare Tax</b>		<b>1,000.00</b>	<b>1,000.00</b>
				<b>State Industrial (L&amp;I)</b>		<b>1,192.64</b>	<b>1,192.64</b>
				<b>Total Employer Payroll Taxes</b>		<b>2,552.24</b>	<b>2,552.24</b>
				<b>Total PERSONNEL EXPENDITURES</b>		<b>125,704.56</b>	<b>125,704.56</b>
				<b>BUILDING &amp; GROUNDS EXPENDITURES</b>			
				<b>Lakewood Fire District 2</b>		<b>50.00</b>	<b>50.00</b>
				<b>Maintenance &amp; Repairs</b>		<b>10,000.00</b>	<b>10,000.00</b>
				<b>Supplies</b>		<b>600.00</b>	<b>600.00</b>
				<b>Church Cleanup</b>		<b>100.00</b>	<b>100.00</b>
				<b>Total BUILDING &amp; GROUNDS EXPENDITURES</b>		<b>10,750.00</b>	<b>10,750.00</b>
				<b>Utilities</b>			
				<b>Internet/ Telephone</b>		<b>1,764.00</b>	<b>1,764.00</b>

			Lakewood Refuse		836.90	836.90
			Lakewood Water District		285.47	285.47
			Pierce County Sewer		1,171.85	1,171.85
			Puget Sound Energy		4,347.12	4,347.12
			Security System		2,484.12	2,484.12
			False Alarms		1.00	1.00
			Telephone		1.00	1.00
		<b>Total Utilities</b>			<b>10,891.46</b>	<b>10,891.46</b>
		<b>Office Expenditures</b>				
			Bank Service Fees		1.00	1.00
			Office Equipment		200.00	200.00
			Software		295.00	295.00
			Postage		100.00	100.00
		<b>Total Office Expenditures</b>			<b>596.00</b>	<b>596.00</b>
		<b>CHRISTIAN ED. EXPENDITURES</b>				
			CE Curriculum Materials		200.00	200.00
			CE Adult continuing Ed		100.00	100.00
			CE Children		500.00	500.00
		<b>Total CHRISTIAN ED. EXPENDITURES</b>			<b>800.00</b>	<b>800.00</b>
		<b>COMMUNICATIONS EXPENDITURES</b>				
			Advertising		1.00	1.00
			Mailings		1.00	1.00
		<b>Total COMMUNICATIONS EXPENDITURES</b>			<b>2.00</b>	<b>2.00</b>
		<b>SOCIAL</b>				
			Church Activities		300.00	300.00
		<b>Total SOCIAL</b>			<b>300.00</b>	<b>300.00</b>
		<b>WORSHIP EXPENDITURES</b>				
			Bulletins & Supplies		400.00	400.00
			Piano-Organ Maintenance		250.00	250.00
			Miscellaneous Other		1.00	1.00
		<b>Total WORSHIP EXPENDITURES</b>			<b>651.00</b>	<b>651.00</b>
		<b>Total GENERAL FUND EXPENDITURES</b>			<b>164,696.88</b>	<b>164,696.88</b>
<b>Total Expense</b>						<b>164,696.88</b>
<b>Net Income</b>						<b>-55,931.31</b>



## **PERSONNEL**

Our custodian, Andrea Rittenhouse, was the only church employee who didn't change this year. She will also continue to work in 2024. For budget constraints we did limit the number of hours she would work each week, even if there was more work to do, especially in the summer months with lawn maintenance. It is hoped she can prioritize the work and/or we will find more volunteer labor among the membership.

The PNC nominated our new pastor after extensive work of writing the mission statement of the church to take the bold step and select a full-time pastor after many years of having a part-time pastor. We said goodbye to our transitional pastor and welcomed Reverend Laura Nile Tuell, who received a unanimous vote from the congregation.

With our new pastor installed, it was decided to hire nursery attendants, so that parents can attend the worship instead of coming to church only to be in the nursery with their children. One adult and two teens were hired. During the month of December as part of their training and orientation, the three worked together with the understanding that the teens would share the job by working every other Sunday. By regulations we need to have two people working in the nursery no matter how few children there are. We are so grateful for the faithful parents with young children among our membership.

With the help of the Worship team and personnel, we began a search for a new pianist. We were so blessed to have Jennifer Matson with us for seven years but accepted her resignation and wished her continued success with her musical career. Her last day was January 7, 2024.

Respectfully Submitted: Connie Dunkelberger, Personnel Chair

## **BUILDING AND GROUNDS**

2023 was a productive year but also an expensive year related to maintaining the property. We had leaks that were patched over the office wing of the church. The cost was \$16,500 and although the leak was repaired and the rainwater path rerouted, that part of the building is still not being used. There is asbestos in the ceiling and mold in the ceiling or carpeting. For the foreseeable future, that portion of the building is not being used. It is too costly to fix the asbestos and mold problems at this time.

We also have a ceiling leak over the kitchen, near the counters. The repair has been scheduled and the cost will be \$5500. We hope that is the last leak for a while. The roof is fairly old, and it is flat – two factors that do not favor elimination of leaks easily. We also have a beam over the eastside entrance to the building that needs replacement. It is not imminent that it will fail but we do need to keep an eye on it. If we have a sizable snowfall, we could have problems. It has not been repaired yet because of the cost. We also have a beam over the backyard stage area that needs replacement. Again, failure is not imminent but needs to be monitored.

We have had success, also. We repaired the office area roof and if/when we get funds to remove the asbestos/mold, that area will again be a valuable space. We also installed a locking gate to the upper parking lot. There were many “visitors” to that area that left a lot of garbage and other items, as we were a parking area for vagrants. The gate has eliminated many of these issues.

We completely rebuilt the basketball backboard, hoop and net; that activity gets used frequently. We’ve maintained the playground (pressure washed the structure and tightened the hardware) so that it stays in good shape. We also had two cleanup days and have a good-looking grounds area that is used quite a bit by the neighborhood community.

We continue to have challenged maintaining the building and grounds. We welcome anyone who would like to help us keep the facility in good shape.

Respectfully Submitted: Brad Tourangeau, Building and Grounds

## **WORSHIP COMMITTEE REPORT**

Lakewood Presbyterian Church provides a comfortable and welcoming atmosphere where all people for whom Christ died are welcome to “come as they are” to worship. Many members of the congregation enhance the worship experience in roles such as Worship Leader or Usher. Thanks to all of you who have volunteered your time to welcome others and to lead worship.

Rev. Tom Paine continued as our Bridge Pastor during our search for a new pastor. He was an inspiration to our congregation. We said goodbye to Tom and his family in July 2023 as we transitioned to our new full-time pastor, Rev. Laura Nile Tuell.

After a very long search, we found Rev. Laura Nile Tuell who was called as a full-time pastor of LPC. Laura has been very influential in the evolution of our worship experience; she revitalized the “passing of the peach” and has experimented with different ways of presenting our prayers of concern. She used tools such as wooden moons to write anonymous prayers; they were put in a basket for all to take one and pray for that anonymous person. During Advent, we followed a series by *A Sanctified Art* on the theme “How does a weary world rejoice?” which resonated with many people. We were given “Star Words” to inspire us and to invoke some deeper thinking for the coming days, just to name a few...

Special thanks go to:

**Rev. Tom Paine** for providing strong support and words of wisdom as we searched for our new pastor.

**Rev. Melody Young** for sharing her sermons of Tom’s Sundays off January – July.

**Melinda Rogiers** who prepares the bulletins (and so much more).

**Robert Cochran** for running our sound board.

**Candice Cochran** for singing and making sure our beautiful banners are hung up and taken down for the seasons with the help of Calvin Cochran.

**Jen Matson** for sharing her talent to enhance our worship experience with her beautiful music.

**Edna Drummond** who makes sure our candles are lit for the service.

All of you who volunteered to be Worship Leader and Ushers and to those who come early and worked late to prepare the fellowship hall for worship.

And thanks to all of you who keep coming, keep singing, and keep making Lakewood Presbyterian Church a GREAT PLACE TO WORSHIP.

Respectfully Submitted: Suzanne Forbes, Worship Committee

## **SESSION ACTION**

- The most significant highlight for 2023 was the search for and hiring of a new full-time pastor for the church. There is a full description of that event in a separate entry below.
- Marge Callahan started offering a “Gentle Yoga” class on Thursday mornings in Fellowship Hall. Participants were asked to donate food for the church’s “Little Pantry” as payment for Marge’s efforts. Session approved the project to help strengthen our contribution to the Little Pantry by the reader board in the church parking lot. Classes began in February.
- At February’s Session meeting, Lakewood Pres joined other faith leaders in opposing the Gas Transmission NW pipeline expansion that threatened significant risk of harm. Of special concern was the status and risk to endangered salmon populations in the Pacific Northwest.
- That Session meeting also saw approval of an update to the church’s Sonitrol Security system. The update allowed us to meet required federal standards for such systems.
- February also led Session to create a “Queen of the Kitchen.” Chelsea Williamson first suggested the idea and once approved by Session she accepted the role. She will work with the sponsor of kitchen events. The “Queen” will not be expected to perform the work of preparing, serving, and cleaning but instead will coordinate those tasks with the event sponsor.
- February also saw another incident of vandalism at the church when two glass panels in the sanctuary were broken and allowed an intruder to enter the church. There were no thefts or other problems from the break in.
- Based upon the request brought to Session by member Susan Ford, Session considered and approved a motion of support for the Earth Ministry initiative that champions salmon protection.
- At the March meeting, Session studied and then passed a motion to support an Overture to the General Assembly on Sexual Orientation and Gender Identity. That overture was part of the action about LGBTQIA+ people in the Olympia Presbytery. If approved by the General Assembly, the Book of Order will be amended to include sexual orientation and gender identity among the categories against which this church does not discriminate.
- In April, Tom and Margi Callahan were welcomed into the Lakewood Presbyterian community through transfer of membership from First Presbyterian Church of

Kennewick. In October, Dorren Thomas was welcomed as a new member by way of baptism.

- Session approved of repairs to leaks and water damage in the office wing costing \$16,000.
- Session social leadership planned and held the church's annual picnic on July 30.
- PLU's Steel Rain played lively steel drum music for both worship and the picnic.
- Session approved the Terms of Call for Laura.
- Session approved the creation of children's nursery staff in August and three nursery attendants have been hired.
- Session decided not to start expensive work on asbestos and mold remediation until a commission can be convened to develop a long-term vision of the church's property and bring a proposal to Session.
- Session approved posting a part-time pianist position to replace Jennifer Matson who is leaving in January of 2024 to work full-time developing her music teaching business.

Respectfully Submitted: Dan Evans, Clerk of Session - 2023

# STATISTICAL REPORT

(for report to PCUSA)

		<b>2023</b>	<b>2022</b>	<b>2021</b>
<b>Membership</b>				
	Prior Active Members	69	73	75
	Gains	3	0	0
	Losses	3	2	0
	Deaths	3	2	2
	Total Active Members	69	69	73
	Total Female Members	40	42	44
<b>Congregational Life</b>				
	Baptisms	1	0	2
	Average Attendance *best guess	25	25	30
	Friends of the Congregation	45	50	51
	Ruling Elders on Session	5	7	9
<b>Age Distribution of Members</b>				
	25 & Under	2	2	2
	26 - 40	18	18	18
	41 - 55	16	16	16
	56 - 70	15	15	15
	71 & Over	18	21	23
	Total Distribution	69	72	74
<b>Age Distribution of Christian Education Groups</b>				
	Birth - 3	1	3	5
	Grade 1	3	2	2
	Grade 2	2	2	1
	Grade 3	2	1	0
	Grade 4	1	0	0
	Grade 5	0	0	0

	Grade 6	0	0	0
	Grade 7	0	0	2
	Grade 8	0	2	2
	Grade 9	2	2	2
	Grade 10	2	2	1
	Grade 11	2	1	0
	Grade 12	1	0	1
	Over 25	32	32	32
	Teachers/Officers	4	4	4
	Total	48	51	52
	<b>Persons with Disabilities</b>			
	Hearing Impaired	5		
	Sight Impaired	3	6	7
	Mobility Impaired	9	3	3
	Other Impairment		9	9
	<b>Racial Ethnic Composition</b>			
	Asian/Pacific Islander	2	2	2
	Black/African American	4	4	4
	Middle Eastern	0	0	0
	Hispanic/Latino	0	0	0
	Native American/Alaskan	3	3	3
	White	65	65	65
	Multiracial	2	2	2
	<b>Annual Income</b>	114,124	98,536	118,482
	<b>Total Annual Expenses</b>			
	Mission Expenses	117,836	85,878	94,197
	Personnel Expenses	72,945	56,219	51,102
	Facilities Expenses	17,140	1,675	10,125

## **STEWARDSHIP**

The overall focus of the 2023 stewardship season was, 2 Corinthians 9:7. It says, “*Each person should give what he has decided in his heart to give, not reluctantly or under compulsion, for God loves a cheerful giver.*” Stewardship letters, which included a talent and time form, were mailed or given to members and some regular attenders. During the worship service for five Sundays, instead of just asking for pledges, members gave Stewardship minutes telling the membership how our money is spent. This began on September 17<sup>th</sup>, Connie Dunkelberger giving an overview of the special PCUSA offerings. Renea Williamson gave a list of places where the Deacons gave financial donations and/or help for the past two years on September 24<sup>th</sup>. This included sending children to Soundview Camp in the summer. The next two Sundays, Brad Tourangeau and Jim Hall gave the financial costs of administration and maintenance of the church. This included items many of us take for granted, such as insurance and security. It also included maintenance and repair of the building that are needed.

The Stewardship season ended with Pastor Laura’s sermon on giving for the wrong reasons. We also had a potluck lunch after worship and turned in our pledge cards and talent survey forms. We have 20 pledging units this year, which is down from 2022’s total. The decrease reflects deaths and illnesses among our membership. The good news is, the total amount of financial pledges of \$77,682 is higher than in years past.

Respectfully Submitted: Connie Dunkelberger, Stewardship Chair



## **CHRISTIAN FORMATION**

### **Children:**

Becky Buescher continues to lead Children's Christian Education for children ages kindergarten and older. Curriculum purchased from the PC(USA) and is ***Feasting on the Word*** and is intended for kindergarten through second grade. This curriculum follows the Revised Common Lectionary.

The class consists of 5-7 children of various ages. Thank you to **Paige Williamson**, **Chelsea Williamson**, and **Edna Drummond** who have assisted with leading the curriculum as well as other activities to include children in church and sharing the learning about God.

Nursery staff have been hired to lead the littles of the church ages ranging from one to four years old. They provide a brief story from Frolic Curriculum and a safe space to learn about God. Currently there are 5 children that attend regularly.

### **Adult:**

For 2023, the adult Christian formation was limited. Suggestions included book studies however, they were not feasible at the time. The hope for 2024 is to provide more opportunities to include Sunday School and book studies. Please reach out to Elders (Suzy Farley and Becky Buescher) who will be serving Elders in charge of Christian Formation for 2024.

Respectfully Submitted: Suzy Farley, Elder

## **DEACONS REPORT**

2023 Deacons: Edna Drummond, Barb Poland, Jamie Simons, Melinda Rogiers, Chelsea Williamson and Renea Williamson.

The Deacons of Lakewood Presbyterian continue their work of caring for the congregation and our community in a variety of ways. 2023 was no exception, as we stayed very busy. We supported the needs of several families with funeral arrangements, assisting with services, provided monetary donations to help offset financial burdens due to extenuating circumstances, sent cards for birthdays, anniversaries, get well, etc., made hospital visits and phone calls when needed. Each month the Deacons prepare communion and serve it quarterly. Once a month we provided a celebration cake for that month's birthdays and anniversaries and provided all the supplies for coffee hosts/fellowship, such as, coffee, plates, napkins, etc.

Along with Pastor Laura, we established a "Deacon" of the month to help support the needs of the congregation. You can find the Deacon of the month listed in the weekly bulletin, as well as the Deacon bulletin board (coming soon!).

During Lent we hosted an Easter Egg Hunt and provided lunch for our community.

This summer we sponsored 2 kids and 4 families to attend Soundview Camp. To help offset the cost of camp, the Deacons organized and hosted a church rummage sale, which served two purposes; raised money for camp and helped clean out the church. We have been successful with maintaining the food pantry which is a vital part of serving the needs of our neighbors. In November 2023, we held a special offering of food during children's time which served to be both beneficial to restocking our supply and fun for the kids of LPC to participate.

Between the hard work of our Deacons and the generosity of our congregation we were able to support 4 individuals and 5 families with Thanksgiving Baskets that supported their need for food and basic necessities, as well as Christmas baskets and gifts for the same individuals/families.

As we look to 2024, your Deacons are hopeful that we will be able to continue to serve and support our congregation and our community. We already have several activities on the calendar including our annual Easter Egg Hunt, a baby shower for two special babies and a Cinco De Mayo themed Bunco and Dinner Fundraiser to help pay for Soundview Camp.

One challenge the Deacons have faced in 2023 was obtaining coffee hosts and ushers. As you look at the year ahead, we would like to invite and encourage you to sign up for these tasks. As coffee hosts, you will get the support of a Deacon to help make the coffee and provide assistance if needed. As an usher, we ask that you take offerings and hand out bulletins at the start of worship. If you have any questions or need more information, please do not hesitate to reach out to the Deacons.

Respectfully submitted: Chelsea Williamson, Moderator

## **MISSION REPORT**

We continued to participate in each of the denomination's Special Offerings and in Presbyterian Disaster Relief, and we continued to give to the larger Church (Presbytery and General Assembly).

Locally, we continued to be generous through our Two-Cents-A-Meal program, and we supported Pierce County's Emergency Food Network's Hunger Walk. Through the Deacons' and other church members' efforts, we continued partnering with the Lakewood Rotary Club in maintaining a Little Free Pantry in the church parking lot.

Through the determination and efforts of the Lakewood Rotary Club, the Little Free pantry was rebuilt in a week's time after being knocked down. It continues to be frequently visited by neighbors, bringing together both those who are in need, and those who can contribute food items. We are very committed to that ministry to young people, and contributed financially, through hands-on work at the camp, advocacy and participation in its programs.

Respectfully Submitted: Suzy Farley, Elder

## **NOMINATING COMMITTEE**

- Rev. Buescher informed Session in May of his retirement effective in June.
- Olympia Presbytery staff coordinated with Session on the various tasks involved in calling a new pastor.
- Two of the major tasks in the early stages of calling a pastor are preparing a Mission Study and selecting a Pastor Nominating Committee.
- Under the leadership of Elder Chris Piatt, a comprehensive Mission Study was prepared involving members from a wide selection of LPC members. That study was presented to Session and approved in September.
- A Pastor Nominating Committee was convened in March and began meeting in April. Here are PNC members:
  - Dan Evans (Chair)
  - Renea Williamson (Deacon)
  - Becky Buescher ○ Brad Buescher
  - Dauna Rittenshouse
  - Jennifer Rogiers
  - Suzanne Forbes
- The following weeks up until June were devoted to organizing all of the materials and data collection. The PC(USA)'s procedures were carefully reviewed and tweaked to satisfy our processes at LPC.
- Work was begun on the Ministry Information Form (MIF). The MIF is a long document containing detailed information about our church and its operations. The completed MIF is made available to all interested possible candidates.
- Every possible candidate provides a pastor information form that is used by the PNC to provide details of the experience and qualifications of an interested candidate.
- Based on those reviews, candidates are invited to telephone interviews that help both the PNC and the pastor candidate assess the possible fit for further consideration. There were a total of close to 100 candidates who fit key characteristics and allowed us to narrow down further candidates.
- By late May the pool of possible candidates was narrowed down to two candidates and an extensive telephone interview was completed that resulted in one viable candidate.
- Further contact with that candidate led the committee to invite the candidate to Lakewood for an in-person interview.

- The interviewee was Rev. Laura Nile Tuell. She had served a church in Ohio as Associate Pastor but now had a home in Tacoma.
- Rev. Tuell and her husband (David) and son Jack visited us in late July. During her visit she led worship at Fircrest Presbyterian Church and the PNC giving us a better sense of her abilities and “fit” with our congregation.
- At the congregational meeting after worship on July 30, the congregation passed a motion brought by the PNC to call Rev. Laura Nile Tuell as the new pastor. With little discussion, the motion calling Laura was unanimously approved. She officially started part-time until August after which she became full-time.

Respectfully Submitted: Dan Evans, Clerk of Session, 2023

# **SESSION / DIACONATE FOR 2024**

## Church Officers

<p style="text-align: center;"><b><u>Elders</u></b></p> <p><u>Class of 2024</u></p> <ul style="list-style-type: none"><li>- Connie Dunkelberger</li><li>- Jim Hall</li></ul> <p><u>Class of 2025</u></p> <ul style="list-style-type: none"><li>- Brad Tourangeau</li><li>- Suzy Farley</li></ul> <p><u>Class of 2026</u></p> <ul style="list-style-type: none"><li>- Becky Buescher</li><li>- Jennifer Rogiers</li></ul>	<p style="text-align: center;"><b><u>Deacons</u></b></p> <p><u>Class of 2024</u></p> <ul style="list-style-type: none"><li>- Chelsea Williamson</li><li>- Renea Williamson</li></ul> <p><u>Class of 2025</u></p> <ul style="list-style-type: none"><li>- Melinda Rogiers</li><li>- Barbara Poland</li></ul> <p><u>Class of 2026</u></p> <ul style="list-style-type: none"><li>- Tom Callahan</li></ul>
<p style="text-align: center;"><b><u>2024 Personnel Committee</u></b></p> <ul style="list-style-type: none"><li>- Elder - TBD</li><li>- Renea Williamson - Deacon</li></ul> <p><u>Class of 2024</u></p> <ul style="list-style-type: none"><li>- Tim Rogiers (2nd 3 yr term)</li></ul> <p>Class of 2025</p> <ul style="list-style-type: none"><li>- Suzanne Forbes (2nd 3 yr term)</li><li>- Melina Rogiers (2nd 3 yr term)</li></ul>	<p style="text-align: center;"><b><u>2024 Nominating Committee</u></b></p> <ul style="list-style-type: none"><li>- Elder - TBD</li><li>- Chelsea Williamson - Deacon</li><li>- Melinda Rogiers</li><li>- Dauna Rittenhouse</li><li>- Edna Drummond</li><li>- Chris Piatt</li></ul>