

2025 ANNUAL REPORT



GRACE LUTHERAN CHURCH DES MOINES, WA

Our Vision

A radically inclusive, multi-cultural community who
serve and lead together with the love of Jesus.



Ways of Life

Limitless Grace
All Means All
Servant Hearts
Unbounded
Generosity
Mosaic Life
Lasting
Accompaniment
Ongoing
Discernment

Our Mission

God's Heart. Our Hands. grace in ACTION.



TABLE OF CONTENTS

ANNUAL MEETING AGENDA	4
BENEVOLENCE PARTNERS GRACE MINISTRY LEADERS	18
CHART OF RECENT TRENDS WORSHIP REPORT	9
CHURCH MEMBERSHIP STATISTICS	10
CONGREGATIONAL BOARD MEMBERS	7
CONGREGATIONAL BOARD NOMINATION	8
FINANCE	11
GLC PRESCHOOL	12
GRACE CHILDREN'S CENTER	13
MINUTES OF ANNUAL MEETING - January 26, 2025	19
PASTORAL ACTS	10
PHOTO COLLAGE VISION CORE VALUES MISSION	2
PRESIDENT'S REPORT	5
SPEND PLAN	14
WHAT MAKES YOUR HEART SING PHOTO COLLAGE	22

Grace Staff (as of December 31, 2025)

Jason Astrup _____ Children's Choir Director	Michele Larabee _____ Nursery Director
Geoffrey Boers _____ Co-Leader of Congregational Song	Diane Nelson _____ Finance Specialist
Yuni Cardenas _____ Grace Children's Center Co-Director	Rachel Swenson _____ Pastor
Salvador Cossio _____ Pastor	Brian Tervo _____ Handbell Choirs Director
Leticia Gomez _____ Grace Children's Center Co-Director	Brendan Togher _____ Audio Tech
Heather Halbakken _____ Office Manager	Colin Togher _____ Head Media Tech
Ruth Hulsey _____ Administrative Assistant	Carmen Van Soest _____ Co-Leader of Congregational Song
Chad Johnson _____ Pastor	Alevtina Babshinskiy _____ Custodian
Dean Krippaehne _____ Gospel Band Director	Miranda Winter _____ Communications & GLC Preschool Director

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2026 Annual Meeting Agenda

Grace Lutheran Church

January 25, 2026 10:45 am

Call to Order and Opening Prayer

Approval of 2024 Annual Meeting Minutes - January 26, 2025

Approval of 2025 Financial Reports

Approval of 2025 Annual Report

Flourishing Together with Grace in 2026

Constitution Review and Ratification

Pastor Salvador's ELCA Approval and Next Steps

Approval of 2026 Spend Plan

Approval of 2026 Nominating Ministry Team

Election of 2026 Congregational Board Members

New Business

Motion to Adjourn

Closing Prayer



CONGREGATIONAL BOARD PRESIDENT PAUL MARTH'S REPORT

Dear church,

As we finish 2025, and our two-year Rooted and Rising Discipleship Initiative, I'm thankful for what we've accomplished. We were courageous enough to ask for help, work hard with the advice given, try something new, we did, and we did it!

Thank you for your faith in our vision: a radically inclusive, multicultural community who serve and lead together with the love of Jesus, and your gifts and service towards carrying it out.

Our discipleship initiative had two goals. One was increasing engagement. The year 2025 saw Grace offer more events and opportunities for fellowship and increased engagement: joint worship celebration services, renewed and added all church community fellowship events, bi-lingual worship and service activities, Spanish worship services and Bible studies, hosted a Synod-wide Live Project event, band concerts and guest musicians, robust food offerings for meals together, community partner with local agencies for full use of the building, grace in ACTION and refugee resettlement projects galore, new Care Ministry outreach, new Bible study leaders and offerings, our GriefShare ministry, and the list continues on. Special thanks to all of those who host and serve our food and fellowship events – many hands make the burden light, but their hands are very busy. All of their activity making Grace feel like home with a large banquet table for all.

Our second goal was increased giving so we could upgrade our building, increase our community and Latino ministries, and further strengthen our financial foundation. As a result of our generosity, we were able to upgrade the media system in our Fellowship Hall, install ADA doors, install new carpet, build-out our new chapel, and invest in growing our Youth and Latino ministries through additional retreats, events, and worship. Your generous giving also allowed us to share over \$483,219 in Outreach, making a difference here in our neighborhood and with our partners around the world.

Our new Grace Ministry Fund, with a unified effort, also allowed us to quickly react to needed repairs. In 2025 we had funds available to repair our bus, and install all new smoke sensors throughout the entire building, along with needed repairs in our kitchen.

Grace was blessed this summer through the Johnson family sabbatical. It gave them a chance to share new experiences, and grow together, on a wonderful life-impacting journey. It gave Pastors Rachel and Salvador a chance to lead us together (a job well done, by the way), and the rest of us a chance to lean-in as church, in support of them, all while hosting several guest preachers. We welcomed Bishop Shelley Bryan Wee from the Northwest Washington Synod, Pastor Nisar Stephen from Valley Medical Center, Pastor Anna Kari Johnson from ELCA Churchwide, and Bishop Leila Ortiz from Washington, D.C., giving us many ways and opportunities to make our hearts sing together.

The year 2025 was a big year for Pastor Salvador too. In May he completed his seminary work and graduated from Pacific Lutheran Theological Seminary. In November he completed his pastoral internship, and in early December was approved for Rostered Ministry as an ELCA ordained pastor. Congratulations on your accomplishments, Pastor Salvador! In 2026 we will consider his call to Grace as part of our work and discernment. Look for more details later this winter.

As we turn away from Rooted and Rising, and 2025, we turn towards 2026, what lies ahead, and how we flourish together. The year 2026 and our Flourishing campaign is meant to be a year of rest after the efforts of 2024 and 2025—a chance to settle into where we are, and what we have, as we prepare to move forward into our next decade. It's an opportunity to further grow in faith and fellowship, being vulnerable to sit with others to learn about their faith and share ours. We will explore how we thrive together to deepen our identity, belonging, and purpose, and to nurture hope in our community and world. Our pastoral staff and worship leaders have developed new liturgies, worship plans, and music to support our journey. I pray you'll join us.

In May we will celebrate our 70th anniversary! We give thanks to God for the vision and strength of a persistent few to start and lead Grace, and the many faithful who have joined and become part of God's plan here on the corner. Please save May 3!

One pressing piece of business is ratifying a new Constitution. Our synod meets and reviews their Master Constitution, and mandates updates and revisions every three years. The synod met in 2025, and has mandated a new, updated constitution for all congregations. In comparison, the Synod's constitution is very similar to our current constitution. Jeff Barstow has worked with the synod to

prepare a new constitution which includes their mandated articles and the few portions specific to Grace. At our 2023 Annual Meeting, we voted to increase the spend threshold from \$10,000 to \$25,000 for unapproved spending, without needing a special congregational vote. As we review and adopt a new constitution, we recommend raising that threshold to \$40,000. The amount of \$25,000 doesn't go very far anymore. We will communicate any need of this level as soon as it's known.

In addition to an increased spend-level, the other change is streamlining "Council" and "Board" to using only "Board".

With the update and ratification of our constitution, I offer some thoughts about the words we use. During the past few years especially, we have learned that words matter—maybe now more than ever. With that in mind, please consider the following:

- | | |
|---|---|
| • Old word – Church Council | New word – Church Board |
| • Old word – Council Members | New word – Board Members |
| • Old word – General Fund | New word – Grace Ministry Fund |
| • Old word – Budget | New word – Spend Plan |
| • Old word – Budget Manager | New word – Finance Specialist |
| • Old word – Committees | New word – Ministry Teams |
| • Old word – Traditional Worship | New word - Choir Led Service |
| • Old word – Contemporary Worship | New word – Band Led Service |
| • Old word – Russian Church | New word – Word of Truth Bible Church |
| • Old word – Adult Learning Center | New word – La Capilla (la-ka-piluh) “the Chapel” |

The success of 2025 is a direct result of the service of our congregants. Many servant leaders have given countless hours to Grace to support our worship, faith formation and education classes, our children and youth, and their events and activities, our buildings and property, our outreach and refugee resettlement, our community dinners, and local outreach. Special thanks to our Building and Media teams for their extra efforts and hard work this past year on the various upgrades. There was a long list! Thank you to our Board members for your hours of service and thoughtful discernment and leadership as we serve Grace together. Thank you also to our outgoing Board members Vivian Kauth and Liz Vernon for their service the past three years. Their contributions in development, and support of Rooted and Rising and Flourish with Grace particularly, has been instrumental in our faith growth.

In January, during our annual meeting, I was asked about serving as Board President for only one year. My flippanant response was, “I wasn't sure I could handle more than one.” The year has gone by very quickly, and I have really enjoyed my service. I'd like to serve as President again and plan to in 2026. The Nominating Ministry Team have identified Victoria Pann and Lindsey Astrup, long-time members and servant leaders here at Grace, who have accepted positions as new board members. Additionally Lindsey has accepted the position of Vice President in 2026, and will succeed me in 2027 as President. I am grateful, and excited to work closely with her, to serve our Board and congregation, working with our pastoral staff and servant leaders to help forward our mission and vision.

Please reach out to me if I can answer any questions, or to discuss any concerns. pdmarth@yahoo.com and 206-755-1693. Thank you for your continued engagement and generous service and gifts. Thank you for your support too. May God continue to bless Grace as we continue God's work together.

Peace,

Paul Marth
Congregational Board President

2025 GRACE CONGREGATIONAL BOARD

Paul Marth, President (one year term ends 2025)
Vivian Kauth, Vice President (first term ends 2025)
Shelby Chatterton, Member (first term ends 2027)
Brian Maloney, Treasurer (selected by board)
Amy Baker, Secretary (second term ends 2027)

Pat Togher, Member (first term ends 2026)
Liz Vernon, Member (first term ends 2025)
Salvador Cossio, Pastor
Chad Johnson, Pastor
Rachel Swenson, Pastor



Amy Baker, Board Secretary Amy is currently serving as the board secretary. She served on the board about 15 years ago. Amy is married to Bob Baker, and they have two daughters, Madison (20) and Olivia (10), as well as two sweet rescue dogs. Professionally, she manages a subsidized low-income senior apartment building, where she serves as the Housing Director. Amy feels privileged to be able to do God's work through her employment.

Amy and her family have been members of Grace for over 20 years. She is the contact for all things service at GLC, having organized grace in ACTION for three years and looking forward to organizing many more. Amy has been on the board at Grace since 2022.



Shelby Chatterton, Board Member

Shelby Chatterton grew up at Grace and has been involved in the youth group since middle school. She participated in the Mexico Summer Mission Trip for three years during high school. During her college career, she served as the Summer Intern

for the youth group for two summers. After graduating with degrees in neuroscience and psychology, she worked as a Teaching Aide at GLC Preschool. Currently, she is an advisor for the youth group and is part of the team planning Young Adult events. In her personal life, Shelby is exploring career opportunities that combine her expertise and her passions. Shelby joined the board in 2025 and is serving a three year term.



Brian Maloney Brian is a lifelong member of the congregation and is humbled to continue serving as Treasurer of their blessed and faithful church. He attended Sunday School, Confirmation, and Summer Mission Team trips before graduating from high school. Brian and his wife, Kelly, were

married at Grace over 20 years ago. During his time at Grace, he has served as a youth advisor, supported the contemporary worship service, and is now in year three as Treasurer on the Board.

Life has come full circle, and now Brian's own two children, Ellie (19) and Ian (16), have been or are part of the Youth Program. When he's not working as an electrical engineer, Brian enjoys skiing, biking, indoor rock climbing, and spending time with his family. His family has experienced the blessing of stewardship, and he looks forward to serving the Grace family by assisting Diane Nelson, the Finance Specialist, the Financial Ministry

Team, and the Board with reporting and discerning how best to use the generous gifts provided to Grace.



Pat Togher Pat was born in Chicago, Illinois, to Irish immigrant parents. He moved to the Pacific Northwest in 1996 and has lived in the Kent area since then. Pat works as an environmental consultant at engineering firms. In his spare time, he enjoys reading, traveling, and anything related to the outdoors. Pat and his family first came to Grace about 16 years ago, looking for a place to raise their children and join his wife in worship. They were drawn to Grace by the thriving youth program, the awesome gospel band, and the wonderful community.

During their time at Grace, Pat has volunteered at grace in ACTION events, youth programs and retreats, and several mission trips. His passion is working alongside young adults and older youth on missions and sharing time with them on retreats. Pat begins his second year on the board at Grace and looks forward to seeing the community grow and expand as they continue their walk together in faith.



Paul Marth, President Growing up in grocery stores and churches, with a family background in both grocery and ministry, Paul has always been surrounded by community and service. He graduated from Pacific Lutheran University in 1982 with a degree in Economics and held leadership positions in operations and merchandising with QFC,

Metropolitan Market, and independent retailers. He retired in May of 2025, and moved to Ocean Park, on the Long Beach peninsula, where he lives fulltime.

He is divorced with two daughters: Ashley, married to Sean with two grandsons (ages 4 and 7) in Rathdrum, Idaho, and Lily, who lives in Des Moines.

He found Grace in 2017 through a 12 Step meeting and joined the church in May 2018. A mission trip to India in January 2020 taught him to "come alongside others" rather than imposing his beliefs. In 2020, he began leading the Finance Ministry Team, helping to transform the church's finances through the Rooted & Rising Initiative. He has also been involved with grace in ACTION and Community Dinners.

He feels welcomed at Grace and is excited about the renewed energy and enthusiasm within the community. He is looking forward to the opportunities that 2026 will bring.

2025 GRACE CONGREGATIONAL BOARD NOMINATION

2025 Nominating Ministry Team Brian Maloney, Amy Baker, Ginger Coplen, Sandy Sandoval, Tim Gillam and Pastor Chad Johnson.



Lindsey Astrup, Vice President

Lindsey grew up in Seattle and attended Seattle First Covenant Church. After earning a BA in Business Administration from Whitworth University, she returned to Seattle, continued at Seattle

First Covenant, and volunteered with the youth group for several years. While working in facilities and operations at a title company, she earned her MBA from Seattle Pacific University and met her husband, Jason.

Lindsey and Jason married in 2008 and have two sons, Luke (16) and Henry (13), and live in Normandy Park. After prayerfully discerning their church home, they committed to Grace, where Jason had already been active on the Board and in the gospel band. Lindsey joined the Board and for several years led the Young Family/Adulting with Grace group after noticing a need for community in their stage of life. She also served on the first call committee for Jason Lukis. Lindsey and Jason are deeply grateful for the church family at Grace and the “church cousins” with whom their boys are growing.



Victoria Pann, Board Member

Victoria grew up moving around. She lived in eighteen different places by the time she was 18, and went to four different high schools.

She got her BA from the University of California, Santa Barbara, where she met Hans. They were married, and since he was a Naval Aviator, it meant more moving. Along the way, she got her Master's Degree at the University of Hawaii in Education and Library Science.

One daughter was born in Texas and another followed in California. In 1984 Hans and Victoria moved to Seattle when Hans got hired as a pilot at Alaska Airlines.

Besides being a school librarian, Victoria sold cars, worked as a cook on a 90' charter sailboat, and is a historical reenactor at Fort Nisqually. She loves backpacking and wilderness adventures, and organized and led many canoe expeditions in the Adirondacks, Alaska, the Boundary Waters, and throughout the northwest. Other whacky adventures

include having written a book, soloing an airplane, working in a television studio, teaching bonnet making, showing both her German Shepherd and horse, and being a Camp Fire leader, and swimming across Lake Washington several times. Victoria and Hans currently organize and run a camp on Lake Crescent for about 70 friends and family.

At Grace Lutheran Church, Victoria has led Bible study, and enjoys the quilting ministry.

Hans and Victoria have been married 50 years this year, and have three grandchildren.

Outgoing Board Members

A huge thank you and praise for Vivian Kauth and Liz Vernon, who are outgoing board members.

Identity | Purpose | Belonging



2 Corinthians 9:8

“And God is able to bless you abundantly, so that in all things at all times, having all that you need, you will flourish in every good work.”

RECENT TRENDS AT GRACE LUTHERAN CHURCH

	Baptized Membership <u>1</u>	Confirmed Membership <u>2</u>	Number of Households <u>3</u>	No. communing per year (confirmed) <u>4</u>	Average Attendance Per Week <u>5</u>	Average Sunday School Attendance (not adults) <u>6</u>	Total Congregational Giving To Budget and Non-Budgeted Benevolences <u>7</u>	Average Gift Per Baptized Member To Budget and Non- Budgeted Benevolences <u>8</u>	% of Congregational Giving to Benevolences <u>9</u>	Transfers: Other Lutheran Congregations <u>10</u>	New Members: Baptisms and Affirmations <u>11</u>	Deletions: Inactive and Moved-No-Transfer <u>12</u>
2023	782	712	382	514	479	27	1,294,371**	1,655.21	15.49%	5	26	227
2024	762	647	348	454	446	26	1,687,998**	2,209.42	17.55%	2	13	118
2025	756	637	343	453	432	28	1,793,912**	2,372.90	18.6%	0	14	12

**In 2023, does not include Other income (non-donation) of \$442,372.12 (ERTC). An additional \$45,394.56 was given to the building fund for a total of \$1,339,765.95 or \$1,713.26 per baptized member. **In 2024, an additional \$5,515.88 was given to the building fund for a total of \$1,693,513.88 or \$2,316.87 per baptized member. **In 2025, an additional \$6,417.44 was given to the building fund for a total of \$1,800,329 or \$2,381.38 per baptized member.

WORSHIP REPORT

Psalm 150 is a Psalm of Praise for God's Surpassing Greatness. Even when challenged with laments, the people always sought to see God's faithfulness in the midst of it all. The perfect response, worship and praise! The light of Christ does indeed shine always!

Here is the summary of worship by number for 2025:

- ◇ **Jan** Online = 518 (130 week)
In-person = 1,128 (282 per week) Total = 412 pw
- ◇ **Feb** Online = 614 (154 week)
In-person = 1,138 (285 per week) Total = 439 pw
- ◇ **Mar** Online = 844 (169 week)
In-person = 1,867 (373 per week) Total = 542 pw
- ◇ **Apr** Online = 1,207 (302 week)
In-person = 2,071 (578 per week) Total = 820 pw
- ◇ **May** Online = 422 (124 per week)
In-person = 1,193 (298 per week) Total = 422 pw
- ◇ **Jun** Online = 394 (79 per week)
In-person = 1,105 (221 per week) Total = 300 pw
- ◇ **July** Online = 454 (114 per week)
In-person = 786 (197 per week) Total = 311 pw
- ◇ **Aug** Online = 402 (80 per week)
In-person = 944 (189 per week) Total = 269 pw

- ◇ **Sept** Online = 458 (115 per week)
In-person = 1,173 (293 per week) Total = 408 pw
- ◇ **Oct** Online = 304 (76 per week)
In-person = 1,135 (284 per week) Total = 360 pw
- ◇ **Nov** Online = 424 (85 per week)
In-person = 1,449 (290 per week) Total = 375 pw
- ◇ **Dec** Online = 672 (168 per week)
In-person = 1,780 (445 per week) Total = 613 pw

Total online worshippers in 2025 = 6,713

Average online per week in 2025 = 129

Total in-person worshippers in 2025 = 15,769

Average in person per week in 2025 = 303

All 2025 worshippers in 2025 = 22,482

Overall average per week in 2025 = 432

Thank you to the cadre of servant leaders who pour out their lives to make spirit filled worship possible. Every weekend, over 65 folks serve in this way.

As we move into 2026, how is God calling you to lead? Usher, greeter, hospitality, reader, altar guild and communion, media, music, faith formation, worship prep, etc. Truly, of all things we do, worship is the work of the people.

Bring yourself and bring others! Come and see, come and grow, come and serve!

CHURCH MEMBERSHIP STATISTICS

	<u>Baptized</u>	<u>Confirmed</u>
1. Membership as of December 31, 2024	762	647
2. Members received during 2025		
a. By baptism: children (15 years and younger)	7	-
b. By baptism: adults (16 years and older)	-	-
c. By affirmation of faith	7	1
d. By transfer	3	3
e. Total members received in 2025	17	4
3. Baptized members confirmed during 2025	-	6
4. TOTAL	779	657
5. Members removed during 2025		
a. By death	11	9
b. By transfer	0	0
c. To responsibility list (inactive and moved-no-transfer)	12	11
d. Total members removed in 2025	23	20
6. Membership as of December 31, 2025	756	637

PASTORAL ACTS

Baptisms (children 7)	7	Communing confirmed members	453
Weddings	0	Number of households in total membership	343
Funerals/Memorials	12		
Confirmations (youth members)	6		
Affirmation of Faith	7		

PASTORAL ACTS

BAPTIZED *children

03/03/25 Brooke Reinholtz*
 04/27/25 Jayden Hernandez*
 05/04/25 Eila Robb*
 05/04/25 Mazie Robb*
 05/11/25 Colton Penley*
 10/19/25 Tilly Goodner*
 11/16/25 Reese Walker*

DEATHS / MEMORIALS

Ron Bensley	Eric Johnson
Karen Frenk	Warren Larson
Tanya Gregg	Sue McPherson
Myra Harmon	Rosemary O'Dell
Gary Heather	Daniel Schmeichel
Lina Hoffenbacker	Audrey (AJ) Wheeler

CONFIRMED 05/18/25

Roman Barlow	Norah Johnson
Iris Bustillo-Robson	Jacob Smith
Kersten Hoffman	Clayton Wix



AFFIRMATION OF FAITH

According to the actions of the ELCA with respect to Confirmation and First Communion, it is no longer appropriate to use the term “adult confirmation.” (Children whose parents are confirmed become members by affirmation of faith and this is reflected in the statistical report; however, children’s names are not listed below.)

Craig Eng
Xochitl Hernandez
Aidee Mendez
Edgar Mendez
Cynthia Sheardown
Bryn Vaswig
Zach Vaswig

ADDITIONS BY TRANSFERS

Listed by family names. Children’s names are not included but are counted and this is reflected in the statistics.

Jichuan He
Jytta Wagoner
Lihua Yuan

FINANCE MINISTRY

Greetings church family,

Two years ago, Grace began our Rooted & Rising Discipleship Generosity initiative together. The FMT extends a huge thank you to all who committed and gave generously throughout the campaign. Because of your generosity, we have made many upgrades to our building. Projects that had been discussed and on wish lists for years became a priority. It has been beautiful to see some needed care of our space become a reality.

Because we fell short of our two-year goal of \$3.9 million, we had to ratchet back some of our planned savings, and projects. Our hope was to have money set aside and available for future projects. For example: our aging HVAC system has units in phase two we are waiting to replace. Knowing this, the FMT continues to renew a Line of Credit each year with Mission Investment Fund, in case we have a need for unexpected expenditures.

As part of our ongoing stewardship, we moved monies into an investment fund with a higher interest rate than prior. In 2025 we realized over \$26,500 in interest income.

Managing the church Spend Plan within One Fund/Grace Ministry Fund has been a treat. This shift from the over one hundred accounts on our Balance Sheet, with restricted uses, and moving outreach to our Spend Plan is truly a blessing to our team

and to our mission partners. Giving 15 cents of every dollar donated has ALL of GLC involved in supporting our outreach—and the allocations to our partners have greatly increased.

The FMT has flourished under the leadership of Paul Marth. As he moved to the Board and role of President, we are grateful for his continued voice and support of our team this year.

The longevity of so many on our team is a true asset. THANK YOU to those who serve and dedicate their time and expertise to serve on our FMT. Over the summer we welcomed Julie Johnson to our team. Also, we want to extend a heartfelt THANK YOU to Sandi Denhoff for her service spanning more than a decade. You will be missed.

GLC Finance Ministry Team

Jeff Barstow
Sandi Denhoff
Don Dietz, Counter
Steve Dunham, Financial Secretary
Bill Hunter, Counter
Chad Johnson, Pastor
Carl Johnson, Counter
Julie Johnson
Nancy Jones, Counter
Tim Jones, Counter
Brian Maloney, Treasurer
Paul Marth, Board President
Diane Nelson, Finance Specialist
Shawna Stonum
Travis Warnock

DID YOU KNOW?

Our Finance Team has a dedicated group of counters who process our bank deposits each week.

Two counters are always present, no one is ever alone with your donations.



"Ms. Winter, remember who is really in charge!" One of my students replied to me while we were having lunch conversation one foggy November day.

"Who is in charge?" I asked.

"God – he is in charge of everything!" he joyfully shouted back at me.

What a relief and joy that God is in charge – and leads the way – no matter what is happening in the world. God is at work in the GLC Preschool. When you walk into our building, this church, our classrooms – you can feel it. Getting to share the love of God through learning and growing together makes every day special.

The GLC Preschool is in its 43rd year as a ministry of Grace. This year we have three classrooms running, and we have served 34 kids and families. Besides Lutheranism and general Christianity - our families faith traditions include Catholic, Presbyterian, Roman Catholic, Pentecostal, Jewish, Orthodox, and non-religious. All of these families value and appreciate our Christ-centered classrooms and what we teach. Besides English, there are four other languages spoken at home by our families (Spanish, Vietnamese, Tigrigna, and Tagalog) which reflects the rich diversity God designed our community with. We had a wonderful summer program this year with about 30 different students joining us! We have six wonderful staff members on our team. We also have a handful of servant leaders that work with us, cutting projects, leading chapel, and supporting us behind the scenes.

Thank you to our fantastic team of teachers, leaders, board members, servant leaders and volunteers who pour love into this preschool program. We hope for another year full of joy and learning! Thank you to everyone who has supported the school, our families, and our staff this year.

Through it all, God is good. All glory to God!

Miranda Winter (Ms. Winter)
GLC Preschool Director & PK Teacher



2025-26 GLC Preschool Staff

Olivia Stevens, Debbie Smith, Michelle Winter,
 Miranda Winter, Kelby Blosser



We are closing out 2025 filled with joy, gratitude, and love. After six months of planning and building, our new playground is finally complete. With this wonderful addition in place, we're excited to continue expanding our outdoor spaces with more activity centers and toys to make playtime even more special for every child.

We're also happy to share that our infant room has been relicensed to support families with younger toddlers. We can now welcome children from six weeks up to 18 months old in that classroom, which is both exciting and meaningful, as we've seen a growing need for toddler care in our community.

This year brought so many moments of connection and celebration. We expanded our Trick-or-Treat Street to include the amazing ladies in the GLC office and our wonderful Pastors. We enjoyed our annual GCC Thanksgiving lunch, and the youth group lovingly prepared bags of Thanksgiving food items, with thoughtful drawings, to bless our staff and families.

We also celebrated our very first GCC Christmas program, and it was truly beautiful. The story of Jesus' birth was shared, and each classroom performed a Christmas song. We hope this becomes a cherished tradition for our current and future GCC families.

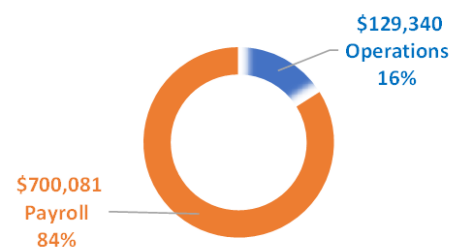
As we wrap up 2025, our hearts are full. This year has been a beautiful reminder of what can happen when a community dreams together, builds together, and celebrates together. From the completion of our new playground to the relicensing of our infant room, we've taken meaningful steps that allow us to love and serve our families even more deeply.

We look forward to the year ahead with hope and excitement, eager to continue creating spaces, memories, and traditions that bless every child and every family we have the privilege to serve.

"Children are a gift from the Lord; they are a reward from Him." - Psalm 127:3 (NLT)

Leticia Gomez and Yuni Cardenas
Co-Directors

2026 Spend Plan
Operating Income
\$829,421



GRACE CHILDREN'S CENTER

	Jan. 1, 2025				Transfer		12/31/2025
Fund	Beginning Balance	Income	Expenses	Net Income (Expense)	Between Funds	Net Increase (Decrease)	Ending Balance
GCC Unrestricted Funds							
GCC Operating Fund	54,547.83	853,321.17	795,837.78	57,483.39	(50,000.00)	7,483.39	62,031.22
Total GCC Unrestricted Funds	54,547.83	853,321.17	795,837.78	57,483.39	(50,000.00)	7,483.39	62,031.22
GCC Restricted Funds							
GCC Operating Reserves	235,977.00	0.00	10,885.07	(10,885.07)	(10,000.00)	(20,885.07)	215,091.93
General Donations	103.29	2,134.62	432.25	1,702.37	0.00	1,702.37	1,805.66
Playground	40,000.00	0.00	41,000.00	(41,000.00)	1,000.00	(40,000.00)	0.00
Thrivent	417.00	0.00	404.93	(404.93)	0.00	(404.93)	12.07
Toys	1,130.10	0.00	1,120.57	(1,120.57)	0.00	(1,120.57)	9.53
Tuition Assistance	13.00	0.00	0.00	0.00	0.00	0.00	13.00
Fund Raiser	10,526.21	3,665.53	1,469.18	2,196.35	0.00	2,196.35	12,722.56
Dept of Early Learning (Grant)	214.24	5,000.00	5,206.12	(206.12)	0.00	(206.12)	8.12
EA Needs-Based Grant	1,000.00	1,000.00	1,670.40	(670.40)	0.00	(670.40)	329.60
DSHS (Grant 2)	2,633.29	0.00	2,633.29	(2,633.29)	0.00	(2,633.29)	0.00
DSHS 2024	2,614.12	0.00	2,154.68	(2,154.68)	0.00	(2,154.68)	459.44
All in WA (Grant)	170.47	(170.47)	0.00	(170.47)	0.00	(170.47)	0.00
Total GCC Restricted Funds	294,798.72	11,629.68	66,976.49	(55,346.81)	(9,000.00)	(64,346.81)	230,451.91
TOTAL CHILDREN'S CENTER	349,346.55	864,950.85	862,814.27	2,136.58	(59,000.00)	(56,863.42)	292,483.13

GLC PRESCHOOL

	01/01/2025					12/31/2025	
Fund	Beginning Balance	Income	Expenses	Net Income (Expense)	Transfer	Net Increase (Decrease)	Ending Balance
GLS Unrestricted Funds							
GLS Operating Fund	32,288.48	116,185.53	103,466.46	12,719.07	0.00	12,719.07	45,007.55
Total GLS Unrestricted Funds	32,288.48	116,185.53	103,466.46	12,719.07	0.00	12,719.07	45,007.55
GLS Restricted Funds							
Grace School General							
Donations	100.00	0.00	0.00	0.00	0.00	0.00	100.00
GLS Operating Reserves	30,000.00	0.00	0.00	0.00	0.00	0.00	30,000.00
Total GLS Restricted Funds	30,100.00	0.00	0.00	0.00	0.00	0.00	30,100.00
TOTAL GLC PRESCHOOL	62,388.48	116,185.53	103,466.46	12,719.07	0.00	12,719.07	75,107.55

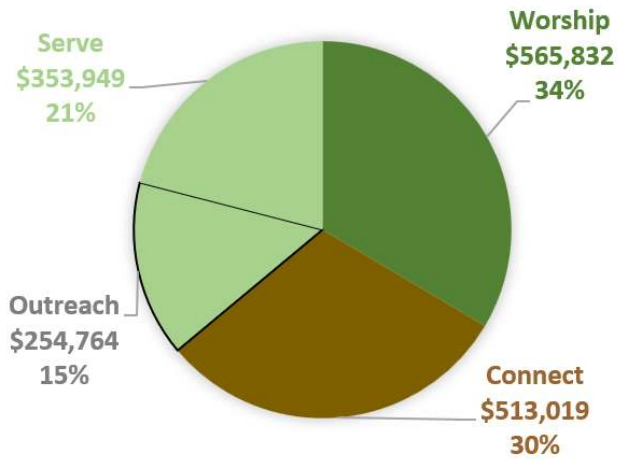
GRACE LUTHERAN CHURCH FUND ACTIVITY 2025

	01/01/2025						12/31/2025
Fund	Beginning Balance	Income	Expenses	Net Income (Expense)	Transfer	Net Increase (Decrease)	Ending Balance
Unrestricted Funds							
Grace Ministry Fund	184,867.51	1,732,004.40	1,687,563.15	44,441.25	62,928.11	107,369.36	292,236.87
Total Unrestricted Funds	184,867.51	1,732,004.40	1,687,563.15	44,441.25	62,928.11	107,369.36	292,236.87
Grace Plus Funds							
Grace Plus Fund Income	36.48	0.00	3,500.00	(3,500.00)	5,500.00	2,000.00	2,036.48
Total Grace Plus Funds	36.48	0.00	3,500.00	(3,500.00)	5,500.00	2,000.00	2,036.48
Service to Community Funds							
Des Moines Food Bank	0.00	5,546.28	4,441.28	1,105.00	(1,105.00)	0.00	0.00
Cub Scouts	2,240.05	(2,240.05)	0.00	(2,240.05)	0.00	(2,240.05)	0.00
Grace in Action	555.00	7,142.80	28.88	7,113.92	(1,264.67)	5,849.25	6,404.25
Grace Shelter	4,737.51	0.00	0.00	0.00	0.00	0.00	4,737.51
Total Service to Community Funds	7,532.56	10,449.03	4,470.16	5,978.87	(2,369.67)	3,609.20	11,141.76
Youth Funds							
Camperships	6,581.75	8,871.32	2,000.00	6,871.32	0.00	6,871.32	13,453.07
Summer Mission Team	29,374.18	44,173.88	24,068.66	20,105.22	0.00	20,105.22	49,479.40
SMT - Orphanage	21,642.40	0.00	4,393.43	(4,393.43)	0.00	(4,393.43)	17,248.97
Total Youth Funds	57,598.33	53,045.20	30,462.09	22,583.11	0.00	22,583.11	80,181.44
Men & Women of Grace Funds							
Women's Retreat	570.28	1,542.16	726.87	815.29	0.00	815.29	1,385.57
Total Men & Women of Grace Funds	570.28	1,542.16	726.87	815.29	0.00	815.29	1,385.57

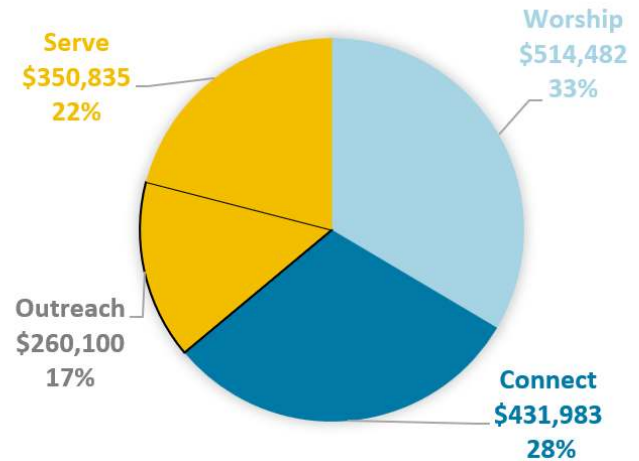
GRACE LUTHERAN CHURCH FUND ACTIVITY 2025, continued

	01/01/2025						12/31/2025
Fund	Beginning Balance	Income	Expenses	Net Income (Expense)	Transfer	Net Increase (Decrease)	Ending Balance
GLC Events/Program Funds							
Angel Tree	0.00	1,468.00	1,468.00	0.00	0.00	0.00	0.00
Bells	19,664.64	5,821.99	4,198.15	1,623.84	0.00	1,623.84	21,288.48
Bridge Events	157.75	(157.75)	0.00	(157.75)	0.00	(157.75)	0.00
Contemporary Choir	616.82	0.00	0.00	0.00	0.00	0.00	616.82
Family Emergency	100.00	1,000.00	1,100.00	(100.00)	0.00	(100.00)	0.00
Grace Choir	2,550.60	598.00	0.00	598.00	0.00	598.00	3,148.60
Special Music Events	797.21	0.00	0.00	0.00	0.00	0.00	797.21
Graceful Seniors	149.52	(149.52)	0.00	(149.52)	0.00	(149.52)	0.00
Media System Upgrade	0.00	5.64	5.64	0.00	0.00	0.00	0.00
Memorial Fund	4,814.63	722.16	55.46	666.70	0.00	666.70	5,481.33
Music Dept. Memorial	1,407.83	0.00	1,407.83	(1,407.83)	0.00	(1,407.83)	0.00
Organ Replacement	4,196.22	0.00	0.00	0.00	0.00	0.00	4,196.22
Sanctuary Piano	31,600.00	14,237.93	45,837.93	(31,600.00)	0.00	(31,600.00)	0.00
Quilting	709.19	1,183.27	1,082.27	101.00	0.00	101.00	810.19
San Juan Cycle	80.76	200.00	123.00	77.00	0.00	77.00	157.76
Vintage Band Concert	682.71	1,126.00	566.77	559.23	0.00	559.23	1,241.94
Total GLC Events/Program Funds	67,527.88	26,055.72	55,845.05	(29,789.33)	0.00	(29,789.33)	37,738.55
Mission Funds							
Disaster Relief	0.00	1,440.00	6.60	1,433.40	(1,433.40)	0.00	0.00
Refugee Support	11,463.70	8,425.88	10,592.90	(2,167.02)	0.00	(2,167.02)	9,296.68
Refugee Personal Sponsorship	7,500.00	0.00	7,500.00	(7,500.00)	0.00	(7,500.00)	0.00
Guatemala	25.00	0.00	0.00	0.00	0.00	0.00	25.00
Guatemala Jewelry	0.00	413.04	413.04	0.00	0.00	0.00	0.00
El Salvador Mission	440.18	11,800.00	21,890.00	(10,090.00)	10,000.00	(90.00)	350.18
El Salvador School Sponsorship	2,123.01	10,000.00	0.00	10,000.00	(10,000.00)	0.00	2,123.01
Haiti Mission	266.93	0.00	266.93	(266.93)	0.00	(266.93)	0.00
Haiti Student Sponsors	80.69	21,325.45	19,245.45	2,080.00	0.00	2,080.00	2,160.69
India Mission	1,149.40	600.00	21.60	578.40	0.00	578.40	1,727.80
Uganda Mission	80.00	0.00	0.00	0.00	0.00	0.00	80.00
LWR	0.00	4,179.09	4.09	4,175.00	(4,175.00)	0.00	0.00
LWR School Kits	0.00	703.25	3.25	700.00	(700.00)	0.00	0.00
World Hunger	0.00	4,334.64	84.60	4,250.04	(4,250.04)	0.00	0.00
Total Mission Funds	23,128.91	63,221.35	60,028.46	3,192.89	(10,558.44)	(7,365.55)	15,763.36
Miscellaneous Funds							
Building Fund	96,444.49	6,417.44	1,092.16	5,325.28	0.00	5,325.28	101,769.77
Technology	1,310.96	0.00	0.00	0.00	0.00	0.00	1,310.96
In & Out: Benevolences	0.00	4,700.52	3,700.52	1,000.00	(1,000.00)	0.00	0.00
Operations Fund Reserve	221,436.13	0.00	1,151.78	(1,151.78)	0.00	(1,151.78)	220,284.35
Sabbatical Grant - Pastor	19,779.86	0.00	19,779.86	(19,779.86)	0.00	(19,779.86)	0.00
Sabbatical Grant - Congregation	7,000.00	0.00	7,000.00	(7,000.00)	0.00	(7,000.00)	0.00
COM Grant	0.00	20,000.00	12,698.60	7,301.40	0.00	7,301.40	7,301.40
Pastoral Gifts	0.00	100.00	100.00	0.00	0.00	0.00	0.00
Total Miscellaneous Funds	345,971.44	31,217.96	45,522.92	(14,304.96)	(1,000.00)	(15,304.96)	330,666.48
Total	687,233.39	1,917,535.82	1,888,118.70	29,417.12	54,500.00	83,917.12	771,150.51

TOTAL EXPENSES 2025 \$1,687,563



PROJECTED EXPENSES 2026 \$1,557,400



Grace Ministry Fund OUTREACH

	2025 Actuals	2026 Projected
Synodical Budget	17,728.20	18,207.00
ELCA Disaster Response	12,992.24	13,343.13
Lutheran World Relief	30,948.37	31,784.22
ELCA World Hunger	30,948.37	31,784.22
Lutheran Counseling Network	3,798.90	3,901.50
Des Moines Food Bank	12,966.91	13,317.12
Family Emergency	5,414.23	3,927.51
Local Outreach	25,984.48	26,686.26
grace in ACTION	17,322.98	17,790.84
Refugee Resettlement	17,430.59	17,790.84
El Salvador Mission	12,992.00	13,343.13
Guatemala Mission	17,322.98	17,790.84
Haiti Mission	17,332.98	17,790.84
India Mission	17,322.98	17,790.84
SMT Orphanage	6,280.85	6,450.48
Uganda Mission	6,280.85	6,658.56
LWR Quilts/Kits	1,696.00	1,742.67
TOTAL OUTREACH	254,763.91	260,100.00

Where did our Local Outreach dollars go?

428.83	Community Dinner
8,000.00	Disaster Relief - Jamaica and Local Flood
726.57	GriefShare
298.83	KidREACH
2,000.00	Lighthouse Ministries
743.73	LWR School Kits
2,000.00	Pregnancy Aid
498.08	Quilting ministry
10,384.88	Refugee Support add'l funding
903.56	Thanksgiving Food Baskets

2025 - 2026 Benevolence Partners

Des Moines Food Bank
El Salvador Mission
ELCA Disaster Response, Lutheran
World Relief & Lutheran World Hunger
Family Emergency
grace in ACTION
Guatemala Mission
Haitian Timoun Foundation
Hope Rising For India
Local Outreach
Lutheran Box Car Fund
Lutheran Counseling Network
Mexico Mission
Northwest Washington Synod
Reaching Out With Hope Uganda
Refugee Resettlement

Sue Dietz & Sandy Bollinger
Valerie Constantino
Laura Woods
Pastor Rachel Swenson & Pastor Chad Johnson
Al Vraspir & Amy Baker
Debbie O'Neal
Brian Ervin
Pastor Chad Johnson
Staff & Other Key Areas of Service
Janet Labes
Brian Ervin
Pastor Salvador Cossio
Pastor Rachel Swenson
Shelley Hartman
Tessa Krippaehne

2025 Grace Ministry Leaders

Adulting with Grace
Altar Guild
Bi-lingual Studies & Worship
Care Team
Children's Center
Children's Education
Espresso Cart
Community Dinners
Finance
GLC Preschool
Grief Share
Grounds
Inspired Retired
KidReach
Online Ministries
Parish Nursing
Pew Cleaning
Property/Buildings
Quilting
Retreat Ministries
Special Events
Sunday Receptions & Memorials
Tech Support
Ushers
Welcome Center
Seasonal Decorations
Young Adults
Youth

Kirstin Hervin
Judy Martinson
Pastor Salvador Cossio
Harriet Thomsen, Carol Ervin, Jan McCullough, Laurie Koosman,
Barbra Johannsen, Louise Luberts, Joanne Meyers & Linda Hollingsworth
Vivian Kauth, Diane Nelson & Pastor Chad Johnson
Pastor Rachel Swenson
Cecily Hoffman & Kimberly Mellinger
Rand & Barb Barnard
Diane Nelson & Paul Marth
Miranda Winter
Louise Luberts & Diane Nelson
Laird Vernon
Victoria Pann
Amy Sylvester
Miranda Winter & Colin Togher
Sybel Johnson & Barbra Johannsen
Leslie Frantz & Mary Frantz
Hans Pann
Janet Labes, Ginger Coplen, Nancy Jones & Shirley Twite
Pastor Rachel Swenson & Pastor Salvador Cossio
Tessa Krippaehne & Sandy Bollinger
Sandy Bollinger, Janna Robbins & Nick Nichols
Dusty Jones, Jakob Twedt & Brendan Togher
TJ Johannsen (1st service) & Brett Bennett (2nd service)
Sandi Denoff
Janna Robbins
Shelby Chatterton & Amber Sellars
Stephanie Nichols, Kimberly Mellinger, Colby Goodner, Thomas Perez, Jamie
Colbert, Shelby Chatterton, Dusty Jones, Hope Bales, Ben Robb, Serena
Robb, Miranda Winter, Veronica Porter, Doug Stensby, Camila Cossio,
Nathan Gillam, Maddie Baker, Steve Crust, Paul Twedt, & Dan Leenhouts

Grace Lutheran Church Annual Meeting

January 26, 2025

Call to order Meeting was called to order at 11:10 am by Congregational Board President, Jason Hervin.

Opening prayer Pastor Rachel Swenson led us in prayer.

Sign-In 75 voting members shall constitute a quorum. One attendee by Zoom chat sign-in and 134 in-person attendees.

Additions to the Agenda There were no additions to the agenda.

Approval of the GLC Annual Reports It was moved by Denny Stuessy and seconded by Buck Kittleson to approve the 2024 Annual Report. **Motion carried.**

It was moved by Elizabeth Walowee and seconded by Sandi Denoff to approve the Annual Meeting minutes from January 28, 2024. **Motion carried.**

Presentation of 2024 Financial Reports by Paul Marth

Grace Lutheran Church

	Budgeted	Actual	
	Income	Income	Result
2021	\$1,127,375	\$936,378	(\$21,442)
2022	\$1,125,257	\$998,592	(\$62,258)
2023	\$1,118,349	\$1,091,269	(\$3,222)
2024	\$1,548,900	\$1,570,350	\$140,980

Grace Children's Center and Grace Lutheran School

	Budgeted	Actual	
	Income	Income	Result
2024 GCC	\$561,625	\$765,065	\$119,155
2024 GLS		\$100,047	\$8,057

Our Building gives us space to Worship, Connect, Serve

- ◇ We upgraded lighting in our Fellowship Hall, in partnership with Word of Truth Bible Church
- ◇ We freshened our Kid's Nursery Room
- ◇ We replaced 100+ Fire Sensors throughout the building

Worship

- ◇ We had 305 average in-person and 141 online weekly worshippers
- ◇ 135 on average worshipped together at our Lenten Soup Suppers
- ◇ We have started our Latino Ministry

Connect

- ◇ Our building hosted 200+ non-Grace meetings & 153 Word of Truth Worship Services
- ◇ We have resettled four refugee families
- ◇ Youth, Women's and Men's Retreats have returned

Serve

- ◇ We had 200+ participants serve together on grace in ACTION Day
- ◇ We served over 950 community dinners to our neighbors and members
- ◇ Over 75 fellow members serve to support our worship services

2024 Financials

	Actual	Difference	Budget
Total Income	\$1,570,350	1.4%	\$1,578,900
Total Expenses	\$1,429,370	-7.7%	\$1,548,900
Total Net Income (Loss)	\$140,980		

	Actual		Budget
Evangelism/Fellowship	\$ 23,840	-45.3%	\$ 43,566
Outreach	228,455	2.7%	222,360
Worship/Music	15,314	-45.7%	28,200
General Church	57,408	-25.5%	77,103
Education/Youth	53,333	-20.4%	67,000
Property	183,481	-4.8%	192,650
Salaries/Benefits	867,538	-5.5%	918,021

Grace Ministry Fund OUTREACH

Synodical Budget	\$ 15,565.20
Disaster Response	11,907.07
Lutheran World Relief	27,172.40
World Hunger	27,172.38
Lutheran Counseling Network	3,335.40
Des Moines Food Bank*	18,265.42
Family Emergency	4,300.00

Local Outreach \$26,545.29

grace in ACTION	15,209.42
Refugee Settlement	15,209.43
El Salvador Mission	11,407.00
Guatemala Mission	15,209.42
Haiti Mission	15,209.42
India Mission	15,209.42
SMT Orphanage*	0
Uganda Mission	5,692.42
LWR Quilts Kits	1,045.09

Total Outreach \$228,454.78

*SMT Orphanage benevolence in 2024 was sent to Des Moines Food Bank.

Where did our outreach dollars go?

Community Dinner	\$ 573.92
grace in ACTION overflow	14,416.15
GriefShare	115.56
Lighthouse Ministries	4,000.00
LWR School Kits	1,069.37
Pregnancy Aid	4,000.00
Quilting Ministry	501.74
Thanksgiving Food Baskets	918.55
Vacation Bible School	950.00

Kent Des Moines Road Property Update

Key Update – After two years, the property has been taken off the market. Rationale:

- ◇ In the two years there has been low interest, with the few inquiries received being for non-traditional offers of “seller financing”
- ◇ We’ve found that the property would require somewhat significant work involving leveling and a retaining wall prior to developing the property
- ◇ Taking this off the market allows for research into scoping what is required to develop the property, how to approach non-traditional offers, and other options for utilization of the property.

GLC Financial Reports

It was moved by Tessa Krippaehne and seconded by Lindsey Astrup to accept the 2024 GLC Financial Reports as presented. **Motion carried.**

Presentation of 2025 Spend Plan by Paul Marth

Spend Plan Approach:

How we determined this year’s \$1,715,300 Spend Plan

Total two-year commitments = \$3,264,355

- ◇ 2024 Committed Gifts + Projected Patterned Givers + Projected Misc. Income = \$1,548,900.
- ◇ 2025 Committed Gifts + Projected Patterned Givers + Projected Misc. Income = \$1,715,300.
- ◇ We have added 16 committed givers for a total of 182
- ◇ We added an additional \$75,335.

2025 Spend Plan

	2025 Spend Plan	% Change over Last Year
Total Income	\$1,715,300	10.7%
Total Expenses	\$1,715,300	10.7%
Evangelism	41,800	-4.1%
Outreach	253,260	13.9%
Worship/Music	43,183	53.1%
General Church	61,650	-20.0%
Education/Youth	72,900	8.8%
Property	322,377	67.3%
Salaries/Benefits	920,130	0.2%

Grace Ministry Fund & Outreach

Our 2025 Outreach Plan—\$253,260 (if we reach our giving goal of \$1,688,400) will be going to our Outreach Partners. As a part of Rooted & Rising 15% of first fruits will be going towards Outreach. This is a key component as we move towards encompassing Outreach into our Grace Ministry Fund.

Grace Ministry Fund Outreach	Benevolence Partners	2025 Projected
NW Synod Budget		17,728.20
Disaster Response	Laura Woods	12,992.24
Lutheran World Relief	Laura Woods	30,948.37
World Hunger	Laura Woods	30,948.38
Lutheran Counseling Network	Brian Ervin	3,796.90
Des Moines Food Bank	Sue Dietz/Sandy Bollinger	12,966.91
Family Emergency	Pr Rachel & Pr Chad	3,824.23
Local Outreach	Staff, Outreach Team, Key Service Areas	25,984.48
grace in ACTION	Al Vraspir & Amy Baker	17,322.98
Refugee Resettlement	Tessa Krippaehne	17,322.98
El Salvador Mission	Valerie Constantino	12,992.24
Guatemala Mission	Debbie O’Neal	17,322.98
Haiti Mission	Brian Ervin	17,322.98
India Mission	Pastor Chad	17,322.98
SMT Orphanage	Pastor Salvador	6,280.85
Uganda Mission	Shelley Harman	6,483.46
LWR Box Car Fund	Janet Labes	1,696.84
TOTAL OUTREACH		\$253,260.00

2025 Spend Plan for approval \$1,715,300

It was moved by Jeff Barstow and seconded by Dick Lehmann to approve the 2025 GLC Spend Plan as presented. **Motion carried.**

Rooted and Rising Update

- ◇ \$300,000 Needed for Rising
- ◇ \$3.2 Million Committed
- ◇ \$1.548 Million Given
- ◇ \$400,000 Needed to Strengthen Roots - replace failed windows, sound system, store away capital funds for future projects

New Piano for the Sanctuary

- ◇ The Choir & Worship Team have secured \$40,000 in donations towards a new piano for the Sanctuary
- ◇ Total cost \$44,222.16 from Classic Pianos
- ◇ The current Sanctuary piano would be moved to the Fellowship Hall.

It was moved by Julie Johnson and seconded by Shirley Twite to approve signing contract with Classic Pianos for a new Sanctuary piano with cost of \$44,222.16. **Motion carried.**

2025 Nominating Ministry Team:

Brian Maloney, Amy Baker, Ginger Coplen
Sandy Sandoval, Tim Gilliam & Pastor Chad Johnson

It was moved by Jeff Barstow and seconded by Lindsey Astrup to approve the 2025 Nominating Ministry Team. **Motion carried.**

Thank you to the outgoing 2024 Congregational Board Members:

Jason Hervin & Tessa Krippaehne

2024 Nominating Ministry Team recommendations for the Congregational Board:

Shelby Chatterton – First three-year term Board Member
Paul Marth – One year as Board President

Jason presented the 2025 Grace Lutheran Church Board:

Amy Baker, Secretary
Liz Vernon
Pat Togher
Brian Maloney, Treasurer
Shelby Chatterton
Vivian Kauth, Vice President
Paul Marth, President
Pastor Chad Johnson
Pastor Rachel Swenson
Pastor Salvador Cossio

It was moved by Jeff Barstow and seconded by Jerry Kauth to approve 2025 Congregational Board Members. **Motion carried.**

2025 Synod Assembly Participants:

Ginger Coplan, Jamie Colbert, Julie Johnson,
Sandy Sandoval, Pat Togher, Shelby Chatterton
Haley Mellinger

It was moved by Paul Twedt and seconded by Dennis Steussy to approve the 2025 Synod Assembly Participants. **Motion carried.**

Latino Ministry & Outreach

Year 1: \$10,000
Year 2: \$ 7,500
Year 3: \$ 5,000
Synod will match each year.

Objectives

- ◇ Empower members of the Latino Ministry to take an active servant leadership role in planning, leading, sustaining worship services
- ◇ Evangelism and Worship – Developing a bi-lingual worship service that incorporates prayer, testimony and Christ-centered activities
- ◇ Community Building: Creating a bridge between Latino community and our larger Grace congregation through shared worship and fellowship
- ◇ Providing a safe and inclusive place for worship, prayer, reflection and community support for everyone regardless of their background
- ◇ Celebrate cultural diversity through worship elements such as music, language, and traditions

- ◇ Ten more devices that will allow to translation English to Spanish and vice versa.

Celebrations for Pastor Salvador

- ◇ ELCA NW Synod Bishop Shelley Bryan Wee has authorized Pastor Salvador to preside over communion starting January 2025
- ◇ Pastor Salvador is in his internship year with the ELCA TEEM Program where he will fulfill his internship requirements serving in congregational leadership here at Grace
- ◇ A major focus of his internship will be continuing to build Latino and Bi-lingual ministries
- ◇ Pastor Salvador aims to complete the three year ELCA TEEM Program to graduate in the ELCA May 17, 2025

Lily Clergy Renewal Program

“What will make your heart Sing?”

\$60,000 (\$53,000 on trips & \$7,000 for help at GLC during Sabbatical journey)

- ◇ Two weeks retreat at Koinonia Farms
- ◇ A week home. Kids finish school and prepare for overseas travel.
- ◇ 19 days overseas
 - a. Istanbul, Turkey
 - b. Addis Ababa, Ethiopia
 - c. The Pyramids of Egypt
- ◇ Recovery and Walking
- ◇ 28 day journey 200 walking & 222 biking with son Merritt.
- ◇ 14 day road trip to visit our family in the Midwest. Minnesota, Nebraska
- ◇ Rest for five days on the Oregon coast
- ◇ Back to school and work

At GLC

- ◇ Pastor Rachel and Pastor Salvador are planning the best summer ever!
- ◇ Three guest preachers Bishop Shelley Bryan Wee, Pastor Anna-Kari Johnson (Helped start the El Salvador mission) and a TBD.
- ◇ Two events to come upon his return
- ◇ To share sabbatical stories
- ◇ Workshop on Multi-Ethnic Church

Any new business: no new business

Adjournment: The meeting was adjourned at 12:47 pm with prayer led by Pastor Chad Johnson

Respectfully submitted by Amy Baker
Grace Lutheran Church Congregational Board Secretary

Here is a sampling of the 194 Starfish photos submitted by all of YOU!
Thank you for sharing what makes your heart sing!!



What makes
your heart
sing?



Church Family



Grace
Lutheran
Church





Summer
Memories
2025



What makes
your heart
sing?





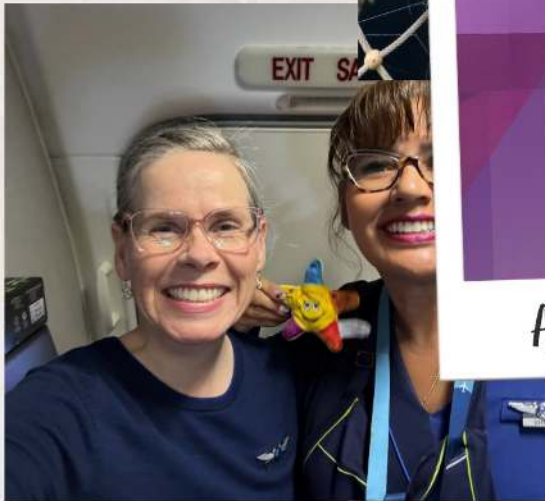
God is good!
All the time!



Heathrow



Adventures!



Explore the
world with us!



2025 Annual Report January 25, 2026



ADDENDUM 1

The following corrections are being made to the annual report for items omitted in the first edition.

Page 14 – Grace Children’s Center

Under **GCC Restricted Funds** add “Emergency Tuition Support” which was created from a transfer from GCC Operating Reserves of \$10,000.00. Expenses of \$668.03 were used, leaving an ending balance of \$9,331.97 on 12/31/2025.

On 12/31/2025 total GCC Restricted Funds balance was \$239,783.88 and total equity \$301,815.10

Page 15 – Grace Lutheran Church

Under **Grace Plus Funds** add “Grace Plus Investment Fund” which had a 01/01/2025 balance of \$136,653.36, interest received of \$14,127.36, transfer to GLC for Scholarships \$5,500 and an ending balance of \$145,280.72 on 12/31/2025.

On 12/31/2025 total Grace Plus Funds balance was \$147,317.20

Page 16 – Grace Lutheran Church

Adding “Grace Plus Investment Fund”, the Total equity balance for GLC now reads as

\$	823,886.75	- Beginning balance 01/01/2025
\$	1,931,663.18	- Income
\$	1,888,118.70	- Expenses
\$	43,544.48	- Net Income
\$	49,000.00	- Transfer
\$	92,544.48	- Net Increase
\$	916,431.23	- Ending Balance 12/31/2025

Revision to Page 14

GRACE CHILDREN'S CENTER (R1)							
Fund	1/01/2025 Beginning Balance	Income	Expenses	Net Income (Expense)	Transfer	Net Increase (Decrease)	12/31/2025 Ending Balance
GCC Restricted Funds							
Emergency Tuition Support	0.00	(668.03)	0.00	(668.03)	10,000.00	9,331.97	9,331.97
Total GCC Restricted Funds	294,798.72	10,961.65	66,976.49	(56,014.84)	1,000.00	(55,014.84)	239,783.88
Total	349,346.55	864,282.82	862,814.27	1,468.55	(49,000.00)	(47,531.45)	301,815.10

Revision to Page 15

GRACE LUTHERAN CHURCH FUND ACTIVITY 2025 (R1)							
Fund	01/01/2025 Beginning Balance	Income	Expenses	Net Income (Expense)	Transfer	Net Increase (Decrease)	12/31/2025 Ending Balance
Unrestricted Funds							
Grace Ministry Fund	184,867.51	1,732,004.40	1,687,563.15	44,441.25	62,928.11	107,369.36	292,236.87
Total Unrestricted Funds	184,867.51	1,732,004.40	1,687,563.15	44,441.25	62,928.11	107,369.36	292,236.87
Grace Plus Funds							
Grace Plus Fund Income	36.48	0.00	3,500.00	(3,500.00)	5,500.00	2,000.00	2,036.48
Grace Plus Investment Fund	136,653.36	14,127.36	0.00	14,127.36	(5,500.00)	8,627.36	145,280.72
Total Grace Plus Funds	136,689.84	14,127.36	3,500.00	10,627.36	0.00	10,627.36	147,317.20

Revision to Page 16

Total	823,886.75	1,931,663.18	1,888,118.70	43,544.48	49,000.00	92,544.48	916,431.23
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