

*Together in Christ  
Doing God's Work, Using God's Gifts, Sharing God's Love*



*Elim Lutheran Church*

## 2012 Annual Report on the Year 2011

# Elim Lutheran Church, ELCA

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# Elim Lutheran Church, ELCA

January 29, 2012 Annual Meeting Agenda

1. Call to Order
2. Prayer -- Pastor Steve
3. Nominations and Elections -- Council, Mission Endowment
4. Committee Reports
5. New Business:
  - A. Endowment report of distribution of funds
  - B. Report on pastor's new contract and staff reductions
  - C. Discussion and adoption of 2012 Budget
  - D. Approval of Minutes
6. Adjourn with The Lord's Prayer

## *Annual Report*

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|   |   |
|---|---|
| Minutes from 2011 Annual Meeting                          | 4 |
| The Council, Administration and Mission Endowment Rosters | 6 |
| The Pastor's Message                                      | 7 |
| Parochial Data 2011                                       | 9 |

## *Committee Reports*

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|                                |    |
|--------------------------------|----|
| Council President's Report     | 10 |
| Mission Endowment              | 11 |
| Women's Fellowship             | 12 |
| Relay for Life                 | 13 |
| Stewardship                    | 14 |
| Worship and Music              | 15 |
| Christian Education            | 16 |
| Evangelism and Social Outreach | 17 |
| Property Committee             | 18 |
| Dual Affiliation               | 19 |

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|        |          |
|--------|----------|
| Budget | Appendix |
|--------|----------|

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# **Minutes for Annual Meeting 2011**

## **Minutes for Annual Meeting 2011 *Continued***

Report with results by number and % is available. Future meetings are planned to go over results and comments with Council and more information on CORE within the next two months. Question was raised on cost and will be looked into. Also comments on the use of the property and future vision for Elim will be gone over and discussed.

### **Review of 2011 Budget:**

Budget was discussed and the floor was opened for any questions on the Budget. Council was pleased to announce Elim made the Budget. Differences between 2010 and 2011 were discussed. Rental of church space has increased. Salary increases were discussed. A 1% increase was approved for 2010 but not implemented but has been rectified. Pulpit Supply is increased to reflect the need for 13 weeks at \$150 a Sunday. The Secretary, Ann Matthews, hours are increased 1 hour more per day, 20 to 25 hours per week. The Sexton, Tony Anelli was voted by council to receive vacation time. Sharon Miles, the bookkeeper will work fewer hours (2010 extra time for setting up the bookkeeping system). Question was raised on the need for the bookkeeper and was discussed). Pastor's medical is picked up by his wife's medical and pension will not be paid while in China. In benevolence giving, No ELCA on envelope is honored and is reflected in budget. Questions were raised on the \$5 designations on some items such as Sunday School. Ray Pardo answered that this was given as a placeholder so that the programs can be asked for from the undesignated \$4200 surplus rather than bound by the Budget. The various committee and ministry items listed as \$5 can come forward with a request and receipts for reimbursement from the Council. Questions were raised on how this would look to outsiders reviewing the budget and the image of interest in the programs. Jim Svensson made the Motion to adopt the budget as proposed and review bookkeeping in the next Council. Approved by majority, with a few non-approval over the \$5 for Sunday school designation.

**Minutes of Congregational Meeting:** Vote was made for pre-approval of the minutes subject to review and final approval with corrections for the next annual meeting. All approved.

Motion was made to adjourn. Approved.

Meeting was closed with the Lord's Prayer at 12:20 PM.

# Administration, Council and Mission Endowment Rosters

## 2011 Elim Council

Term Began Feb

Term Ends Feb

|                                      |      |      |
|--------------------------------------|------|------|
| Peter Kreidler, President            | 2011 | 2014 |
| Myrna Robinson, Vice President       | 2010 | 2013 |
| Sue Anna Tucker, Recording Secretary | 2009 | 2012 |
| Jim Svensson                         | 2011 | 2014 |
| Barbara Hahn                         | 2011 | 2014 |
| Tami Roddick                         | 2010 | 2013 |
| Peggy Bagby                          | 2010 | 2013 |
| Ray Pardo                            | 2010 | 2013 |
| Pastor (non elected, voting member)  |      |      |

Council Terms Ending Feb 2012:

- Sue Anna Tucker

## Nominees for Council Terms Ending January 2011

Accepting Nominations: Brian Lyman and Chris Ulrich

Nomination of prospective members

Vote -- election of new members

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## 2011 Administration Committee

Ray Pardo, Chair

Peter Kreidler, Vice Chair

Sue Anna Tucker, Recording Secretary

Glory Berglund, Treasurer (non voting member)

Bert Jarrett, Property Chair

Pastor (non elected, voting member)

## Mission Endowment Committee

- Diane Hubert, Chair 2011-2013, second term
- Dorothy Sandberg, 2009-2012, completing second term
- Susan Schultheis, 2010-2012
- Peter Kreidler, 2011-2013, completing second term
- Sue Anna Tucker, 2009-2011, completing second term
- Herb Walmach, 2010-2012

## Term ending in January 2012

- Dorothy Sandberg
- Sue Anna Tucker

# The Pastor's Message

Friends in Christ,

Congregations, like people, have personalities. They can be cold and prickly or warm and friendly, self-absorbed or outgoing and focused on others, anxious or comfortable in their own skins, lethargic or energetic, among many other traits.

As I think about Elim Lutheran, having served this congregation now for over two years, I would say that this church has a warm and friendly personality. This is not only my opinion, but it is what I have heard from those who have visited the congregation and stayed to become participants. Of course, it is probably true that most congregations think of themselves as being warm and friendly, and it is also true that many visit who don't stay and join us. Still I believe that we are a welcoming faith community. My perception is that most people would find us to be so.

One of the real strengths of this congregation is that we are able to have fun together. I see it in the Fellowship Hall and the Narthex, both before and after worship services, at Family Kitchen, in Adult Forums, at dinners, during the Hanging of the Greens, at Women's Fellowship, Men's Breakfast, and I like to think that we even have fun in worship on many occasions.

At the same time as we experience warmth and joy in this congregation, we also experience fear that comes when we face financially challenging times. However, as God's people founded on the resurrection of Jesus by God, we must not give into fears that handcuff us from sharing God's love with others. And while there is fear over the world's financial predicament, we as Christians must continue to focus on and hold onto the promise that we serve a God of abundance. We need to remind ourselves that Elim Lutheran continues to live under God's great abundance and generosity. I believe we must operate with a sense of generosity and abundance learned from God's example. We are a people of abundance not of our own making, but because we have been surprised and surrounded by a God of generosity and abundance. I see this each week as we worship and give thanks to Almighty God who gives us so much in the life, death, and resurrection of Jesus Christ. Thank you all so much for your generous offerings that keep Elim Lutheran as a relevant voice of hope in a troubled world full of anxiety and fear.

I'm blessed in many ways. First, I'm blessed to work with a great staff (Colleen, Tony, Peggy, and Bill) who make ministry a fun endeavor. Their expertise in serving this congregation is unmatched and I'm thankful they are part of this congregation. Second, I am so blessed to be working with the members of the Church Council. Their dedication to serving Elim and overseeing the many areas of ministry continue to give me joy and hope for this congregation.

Our Stewardship emphasis in October helped us to focus on the six values of being a steward...to be **intentional** in our giving; to be **regular** in our giving; to be **generous** as God is generous with us; to give to God **first**; to give in **proportion** to the gifts God gives us; and finally, to be **cheerful** in our giving because we know that giving benefits the Kingdom of God.

Evangelism and Social Concerns continues also to be an strong focus of Elim Lutheran. Through Family Kitchen, Thanksgiving and Christmas Baskets, donations to Helpline, Relay for Life, and giving to missions around the world, Elim has been responsible to God's local and global mission. A decision has been made to join in partnership with Manchester Elementary School. And while we await further conversations with the school, we are hopeful to be of service to this community. In the later months of this past year, a new member of our worshiping community, Rev. Jim Christianson, provided the people of Elim with an Evangelism Workshop, to better prepare them to speak about their faith with others in the community. We were indeed blessed by Jim's many years of pastoral experience to assist us in "breaking the ice" with our neighbors and friends.

In Education, Elim is making strides to read through the entire Bible. Whether we read together at Elim or individually at home, it is vitally important to read God's word every day to ground ourselves in words that give us life and strength. This past year we read as individuals the books of Isaiah, Hosea, Philippians, Leviticus, and the Gospel of Mark. As a small group we read together Romans, Ephesians, Hebrews, and Genesis. For many weeks during the year a group of dedicated folks joined the Wednesday morning Bible Study that concentrated on the scripture readings for the coming week. It is a joy to read scripture with both of these groups, because so much more is discussed and talked about beyond our assigned readings. I give thanks to those members who have volunteered their time to make sure that youth and adults are given the opportunity to study and have fun learning God's word. These are classes and opportunities for learning and study that will continue as we encourage a life in Christ at Elim.

Elim's Confirmation and Youth Ministry continues to grow. Confirmation continues to go along smoothly with two participants Maddie Wright and Joel Blacknall. Both of these students are wonderful to have in class and fine people with which to build a relationship. Mr. Ed Mitchell, the current Scoutmaster of Troop 1508, is involved with building a strong troop in the Manchester area. Cub Scouts are also involved at Elim and use our building on their Pack nights and Adult Committee meetings. Elim is very thankful to hold Troop 1508's Charter and looks forward to working together well into the future.

It is a joy to work with those who have responsibility for Worship and Music. We at Elim are so grateful to have such wonderful musicians and servants of God. Our special Ash Wednesday, Lenten and Advent mid-week services were inspiring, and Holy Week, Easter and Christmas celebrations brought us closer to the reality of how much God loves us. And what makes our worship experience so enjoyable is the wonderful music, joyful choir, and bell choir that accompanies God's word. We are so blessed!

One of the personal highlights for me this past year was the acknowledgement at the Synod Assembly of my 25<sup>th</sup> anniversary of ordination. 25 years down and 25 to go! It is my pleasure serving Elim as your Pastor and at the same time serving our Lord and Savior.

Finally, we have many challenges ahead of us. There is always room to grow more in our relationship with one another and with God, more that we can do to serve society, and more we can do to strengthen our faith and financial commitments to God and the church. But it will depend upon us and the commitment we make in the year and years to come to fulfill our responsibilities as disciples. With God's help we will not only meet these challenges head-on but conquer them...all for the Glory of God.

Thank you for your witness to the Gospel of Jesus Christ.

Grace and Peace,

Pastor Steven Ray

# 2011 Parochial Data

**Baptism of children:** Elizabeth Mulka, December 7, 2011

**Baptism of Adults:** None

**Confirmation:** None

**Weddings:** None

**Deaths:**

- July 8, 2011. Joan Albers.
- July 28, 2011. Myrtle Walker.

**Funeral, Memorial or Graveside Services**

- Myrtle Walker August 27, 2011

## Membership Data 2011

**Added to Roll:**

**Joined by Affirmation of Faith:** Allen & Evelyn Moore, James & Kay Christianson

**Joined by Confirmation:**

**Transfer from Other Congregation:** Michelle Swanson

**Total Received by Confirmation, Affirmation and Transfer: 6**

**Removals from Roll:**

- **Removed by Death: 1**
- **Removed by letter of transfer: 0**
- **Removed by resignation: 0**

**Total Removed by Death, Resignation or Transfer: 1**

| Jan | Feb | Mar | April | May | June | July | Aug | Sept | Oct |
|-----|-----|-----|-------|-----|------|------|-----|------|-----|
| 52  | 55  | 57  | 62    | 57  | 58   | 51   | 61  | 66   | 58  |

| Nov | Dec | 2011 Average | <b>Attendance Averages 2011:</b> |
|-----|-----|--------------|----------------------------------|
| 62  | 71  | <b>59</b>    |                                  |

## Council President's Report

It is with a collective “thank you” that Council wishes to recognize and acknowledge the staff and people of Elim in meeting the challenges of this past year. We now enter 2012 in better shape but with many challenges still remaining. The immediate goal is to restore cuts and reductions in staff pay made necessary to secure financial stability while increasing our numbers, our Stewardship and our missions and benevolence.

The first five months of 2011 witnessed a severe draw down of Elim's finances. From January through May our debt grew by \$15,000. A monthly budget of \$13,200 and an aggregate five month offering income of \$51,519 put us in a financial predicament. Not able to absorb more debt while waiting for a turn-around austerity measures were initiated. Pastor sustained a \$1,000 monthly cut in pay while staff had reductions in pay except for Tony who took over Viorel's job at no additional pay.

Along with the reduction in overhead costs Elim was blessed by several congregants, one anonymously, and the other through a family trust, who collectively contributed \$7,500. Elim has now paid off a church loan and transferred monies from pared down programs thereby reaching a point from which we hope to build from. It is encouraging to note several small indicators that possibly might foreshadow a turn-around. One, our average Sunday attendance has increased from 60 in 2010 to 63 in 2011 and secondly, our Stewardship Faith Commitment pledges increased from 23 families to 36 while monetary gains increased from \$64,000 to almost \$89,000.

During this past year and with the Synod's help and permission we were greatly encouraged by being able to change Pastor Steve's “interim” status to Elim Pastor without going through a time consuming “call” process. Pastor's new contract has an “escalator clause” that in effect enables him to be reimbursed at the  $\frac{3}{4}$  level, rather than half time, when monthly income exceeds expenses thereby warranting the restoration of his previous pay. This however is not a satisfactory solution to the problem. The solution rests with us, our continual efforts to grow our ministry and with Pastor leading us in our vision of Elim's mission.

A special “thank you” is in order to the people of Elim for your continued faith in Elim, your increased Stewardship giving and all the work, much of it anonymously and without the expectation of recognition. Elim's charitable causes and benevolences have continuously received support throughout the year. We are very proud of our missions and benevolences.

Lastly, I want to thank Council members Barb Hahn, Ray Pardo, Myrna Robinson, Tami Roddick, Jim Svensson and Sue Anna Tucker for their support and leadership. Pastor Steve is admired by all and provides humor, respect and grace to our proceedings.

Respectfully,

Peter Kreidler

# Mission Endowment Committee

## ANNUAL REPORT for ELIM MISSION ENDOWMENT FUND

### Year 2011

| STATEMENT OF FUNDS:   |                                | <u>2011</u>                               | vs | <u>2010</u> |
|---|--------------------------------|---|----|-------------|
| 30 November 2011  | POOLED TRUST FUND BALANCE      | \$48,548                                  |    | 55,346      |
|   | FAITH INVESTMENT               | 6,000                                     |    |             |
|   | 5% to be distributed .....     | \$2,727                                   |    |             |
|   | MEMORIALS ADDED                |   | 0  | 1,640       |
|   | 10% to be distributed .....    | \$ 0                                      |    |             |
|   | MONEY MARKET BALANCE REMAINING | \$2,066                                   |    | 6,528       |
|   | 5% of to be dist....           | \$ 103                                    |    |             |
|   | TOTAL                          | \$56,614                                  |    | \$63,514    |
| TOTAL TO BE DISTRIBUTED for 2011 .....                                    |                                | Currently <b>\$2,830, may be \$3,000*</b> |    |             |
| <i>* Year-end report is typically issued by Fund A around 23 January.</i> |                                |   |    |             |

BEING CONSIDERED FOR 2011 GIVING --- (Checks to be sent in February/ March 2012)

#### GLOBAL MISSIONS

Massai Girls School  
Heifer Project  
Lutheran World Relief  
*chinaconnect*

#### LOCAL MISSIONS

Coffee Oasis (Teen outreach)  
Family Kitchen  
YWCA ALIVE Shelter  
Kitsap Teen Hospice  
Kitsap Hospice  
Habitat for Humanity  
Help Line (Food Bank)  
Spirit of Life Food Bank  
St. Vincent de Paul  
Salvation Army

#### MINISTRIES AT ELIM

Golden Rule (Elim)  
Evangelism/ Outreach  
Youth Group

#### LAST YEAR'S DISTRIBUTION

|                       | <u>Given</u> |
|-----------------------|--------------|
| GLOBAL MISSIONS       |              |
| <i>chinaconnect</i>   | \$ 370       |
| Massai Girls School   | 183          |
| Lutheran World Relief | 455          |
| LOCAL MISSIONS        |              |
| Family Kitchen        | 425          |
| Help Line (Food Bank) | 180          |
| Golden Rule (Elim)    | 285          |
| Salvation Army        | 150          |
| MINISTRIES AT ELIM    |              |
| Sunday School         | 200          |
| Evangelism/ Outreach  | 560          |
| Youth Group           | <u>450</u>   |
| TOTAL DISTRIBUTION    | \$3,258      |

Respectfully submitted: Mission Endowment Committee: Diane Hubert, Peter Kreidler,  
Dorothy Sandberg, Susan Schultheis, Sue Anna Tucker, and Herb Walmach rev. 120108

## **Women's Fellowship WELCA**

Regardless of all the challenges Elim faced this last year, the members of Elim have done a remarkable job supporting the Church and humanitarian projects around the world.

With the support of Thrivent Financial for Lutherans, we have shipped to Lutheran World Relief's Project Comfort the following items; 13 Quilts, 42 School Kits, 50 Health Kits, 10 Sewing Kits, and 38 Layettees.

We also donated \$400.00 to Lutheran World Relief's Malaria Campaign. After the Earthquake in Japan, we hosted a Bake Sale that generated \$537.00. Another Bake Sale brought in \$208 for the Romanian Mission.

The Kitsap County Chapter of Thrivent Financial provided supplemental funding to Elim for purchasing needed materials for the Comfort Kits and Holiday Food Baskets. 8 baskets were created for Thanksgiving and 9 baskets were created for Christmas. The holiday Baskets and the Comfort Kits were Thrivent Service Team Activities. We thank Thrivent for their support of over \$1300.

We continue our strong support of Equal Exchange Coffee projects. We purchased over \$1000 worth of coffee, tea, cocoa, olive oil, and candy. Some of the profits were used to replace some of the plastic type tablecloths.

I am truly blessed to have had the honor to serve with these amazing women.

Respectfully submitted by Claudia Robinson, President

# Relay for Life

## Relay for Life 2011 Report: “Come Back Crew of Elim”

Despite all the problems with my health issues, our Elim Lutheran Family came together as a happy family to make 2011 a great giving year. We were able to collect \$3,297.76 as of July 29, 2011. Our “Come Back Crew for Elim” will participate in the 2012 event for June 1-2, 2012 event and will once again be held at the South Kitsap High School Track.

In a “Thank You” letter sent to our wonderful Colleen Morrison (our church secretary), I outlined the many people who helped in every way to make it a huge success. She sent out fliers and reminders to all of Elim’s members to make sure that if anyone forgot, they were sure we reminded all (attached). Colleen also made something for the tea party and helped set up the fellowship hall. In lieu of the usual fundraisers, we tried a couple of different ways to raise the funds in a short amount time.

Some of the ideas we tried such as a tea party with booths to sell certain products with all proceeds going to the relay. Some of the products were Pampered Chef, Lia Sophia Jewelry, homemade scarves and more. We also tried a carwash with the help from a local car club, All Around Mopar Car Club. This local car club (which I am a member) came through with the club’s biggest and best carwash and Glennys Gehring with all her fundraising, contributions all on her own without being a member or attending our church. Our team and I were blessed to have so many people help who didn’t even attend our church or were not even on our team.

In February after my surgery and recovery, will have a meeting to get things going a little more in advance to make sure that this year (2012) will be even better than 2011.

Thank you,  
Tami L. Roddick  
 (“Come Back Crew for Elim” Captain)

## Stewardship Committee

Thanks to all who participated in Stewardship with Faith Commitment pledges for 2012. It is much appreciated. We recognize that there are many forms of Stewardship of which financial giving is one. Those who contribute their time, energy and resources are highly valued at Elim for all the things they do, often with little or no recognition. Thank you.

This year's Stewardship format concentrated on the characteristics of a biblical giver. Both sermons and writings focused on what ought to be the goal of Christian stewards as found in the Bible. The six characteristics include: 1) Intentional giving 2) Regular giving 3) Generous giving 4) First-fruits giving 5) Proportional giving and 6) Cheerful giving. The message obviously resonated as the number of pledges and the amounts increased from 23 to 36 and from \$64,682 to \$88,902 reversing a downward trend the last two years. Another positive sign is average church attendance which increased from 60 in 2010 to 63 in 2011.

The amount pledged provides a barometer of the monies Elim will have for operations, programs and benevolences. Elim is blessed with families who, while not pledging, are regular givers. Monies are also derived from other sources as well. Factoring together this information church leadership can make decisions concerning programs, staff and church budget.

Stewardship is the foundation of Elim's mission. In 2011 we gave to the Massai Girls School, the Heifer Project, Lutheran World Relief, Family Kitchen, Help Line, Alive Shelter, Kitsap Hospice, Golden Rule, the Salvation Army, Chinaconnect, the American Cancer Society, Lutheran Social Services and others. We wish to thank everyone for their Stewardship and generosity in support of Elim's missions here and abroad.

| Year | Number of Pledges | Amount    |
|------|-------------------|-----------|
| 2003 | 65                | \$159,392 |
| 2004 | 54                | \$117,804 |
| 2005 | 51                | \$ 87,905 |
| 2006 | 46                | \$114,300 |
| 2007 | 40                | \$116,438 |
| 2008 | 44                | \$121,326 |
| 2009 | 39                | \$ 90,655 |
| 2010 | 31                | \$75,000  |
| 2011 | 23                | \$64,682  |
| 2012 | 36                | \$88,902  |

Respectfully,

Stewardship Committee

Pastor, Peter Kreidler and Ray Pardo

## **Worship and Music**

The Elim Choir, although tiny in numbers, is mighty in spirit! 2011 was a year blessed with wonderful music as our choir has taken on the role of leading the hymns as they are sung during our services. There was no doubt that the hymns had been sung and inspired by the love of Christ, in us. What the choir added to our services was immeasurable and I received many comments from members of the congregation who appreciated the work that the choir had done throughout the year.

Included during 2011 were our regular services as well as our Wednesday Evening services during the Lenten Season. Together with Peggy Bagby as accompanist, my singing of the Wednesday Evening services had been warmly received by the congregation. This year included the rehearsals and performances of the Combined Choirs at the Community Giving Thanks Service offered here at Elim on The Eve of Thanksgiving. Included as members of the mass choir were members of Elim Lutheran Church, St. Bede Episcopal Church, First Lutheran Community Church and Spirit of Life Lutheran Church. Also included ,thanks to the hard work of Myrna Robinson were some wonderful bell choir pieces. Thanks also go to Peggy Bagby and Lynne Ayers for their masterful work at the piano and organ. The musical highlight of the service combined the choirs, the bell choir, the piano, the organ and the congregation in a rousing rendition of one of our favorite hymns; "Come Ye Thankful People, Come" !

As the Season of Christmas approached, we again included our traditional Wednesday Evening services for the Advent Season and those services were warmly received. Services for Christmas Eve and Christmas Day were filled with the hymns and music that we have all come to love. The playing of the bells under the direction of Myrna Robinson added a warmth and beauty to our Christmas Eve services that can not be understated. The bells were wonderful to hear! I must also add that I thank the congregation for allowing me to sing "O Holy Night" as a part of each Christmas Eve service. It has become something that I truly look forward to as a part of our services.

My sincerest thanks go to all the members of the Elim Lutheran Church Choir, Peggy Bagby, Lynne Ayers and Myrna Robinson for creating such beautiful and inspiring music throughout the year. I am privileged to have been a part of our making of music during the past year.

Respectfully Submitted,

Bill O'Rourke

## **Christian Education Committee**

Thanks to all who participated in the Sunday School, Adult Forum and Bible Study programs this past year. We had 4 active programs in 2011: Sunday School, Adult Forum, Bible Study and Vacation Bible School.

SUNDAY SCHOOL. Myrna Robinson and Yoli Pardo are the primary planners for Sunday School with help from many others who serve as teachers. As in the past, we have concentrated on Old Testament lessons in the Fall and New Testament lessons in the Spring. Attendance has been sparse. Nonetheless, a teacher is available and prepared to teach a lesson every Sunday.

Beginning February 5, 2012, Sunday school will take place after worship and during Fellowship time. This timing will be in place from February to June and will be evaluated at the end of the school year. The time of each session will be between 20 minutes and half an hour, shorter than the traditional one hour. However, our goal is to reach children who are in church with their parent(s), but who are unable to come for the current 9:00 am hour.

ADULT FORUM. For Adult Forum (held every Sunday at 9 AM), in Spring and early Fall, Ray Pardo continued using the books of Matthew and Acts supported by the Letters of John, Peter and Paul to explore a course called "Back to the Basics: Christianity 101". In this course, we are exploring the basics of Christianity and Luther's teachings. In December, Ray started "Do You Have Time for God?", a course in Time Management by Christian principles. In between these studies, Nobu Kawasaki explored several topics of religion in modern society with the Adult Forum.

BIBLE STUDY. Pastor Steve Ray has continued the series of Bible Studies in the weekly lectionary (on Wednesday mornings). Starting in May, an enthusiastic evening program was started Elim Reads ("Wednesday Readers") reading the Book of Acts. In September, this was held on Thursdays covering Paul's Letter to the Galatians and the Book of James. Since then we have had independent reading: 28 Days of Matthew in November, and the Book of Isaiah during Advent. These evening gatherings typically started with pizza and salad and carried on for 90 minutes or so of enlightening study and discussion.

VACTION BIBLE SCHOOL. Kingdom of the Sun: A Prayer Safari was the theme of 2011 Vacation Bible School. The major focus throughout the week was The Lord's Prayer. VBS was from August 22-28, a seven day cycle. Saturday was a family day and the week culminated in worship on Sunday, August 28 with the children actively nonparticipating in the church service. For the regular week, Monday through Friday, the planning team developed and staffed four stations-lesson, music, craft and outdoor activities. Eighteen children, divided into four groups rotated through each station each day. Each group had assigned to it two (and sometimes three) teen age counselors who stayed with their group throughout the morning. Snacks were provided mid morning.

Many volunteers from the congregation contributed to a successful, well organized and lively week. All activities were planned and implemented by talented and committed congregational members. Thank you!!

Thanks to all who participated in these programs.

Respectfully,  
Education Committee

# Evangelism and Social Ministry

## Social Ministry

- Family Kitchen. Elim partners in this critical service for those people who cannot quite make their paychecks cover the month of meals. Our congregation provides the 3rd Tuesday dinner every month, using First Lutheran's facilities.
- Alcoholics Anonymous. Elim Lutheran provides space for the weekly meetings of one chapter of this important organization. (Manchester Men) The Mixed Manchester Group returned to the Manchester Library when they completed repairs from the flooding last winter, but expressed their gratitude for our opening our doors to them.
- Cub & Boy Scouts. Elim Lutheran continues to provide classroom and fellowship hall space every week for Cub Pack 4508 and Boy Scout Troop 1508.
- Gold Prospectors Association of America (Western Washington chapter) meet at Elim.
- Neighborhood Watch. Elim has hosted two community Neighborhood Watch meetings for local neighborhoods.
- Red Cross has Elim allocated as a warming shelter in case of disaster. Members have trained to operate the shelter
- South Kitsap Helpline Food and monetary donations to our local food bank.
- Golden Rule supports small financial contribution when appropriate.
- Food baskets prepared and delivered for Christmas to families in need.
- Men's Prayer Breakfast meets monthly for food, fellowship and prayer.
- Manchester Elementary School exploring ways of using Elim resources to assist kids in need.

## Evangelism

- The Thanksgiving Eve Community Service was held here at Elim Lutheran this past year. The offering was shared with Life Care Food Bank, Helpline Food Bank and Heifer Project. This joint effort of Elim, First Lutheran and Spirit of Life Lutheran churches with St. Bede's Episcopal church is inspiring.
- Several Outreach Classes were held in 2011, led by Rev. Jim Christianson, exploring ways of reaching and touching neighbors and friends with the love and words of Christ.
- We are attempting to increase visibility by: placing a sign at Woods and Mile Hill; raised sign at Hillcrest and Woods (and added Christmas worship banner with times of Christmas Eve Services).
- Welcome Packets have been created and placed in the Narthex. These are given to visitors with words of welcome along with small symbolic gifts (popcorn, seeds and a magnet).

**New missions.** The E&SM Committee continues to investigate ways in which Elim and our church facilities can be used to improve the lives of our neighbors and extend Christ's mission in our community.

Thanks to the current members of the Evangelism and Social Ministries committee. Additional congregations members to serve on this important committee are welcomed!! We need your input, support and participation!

Respectfully submitted,  
Myrna Robinson

## Property Committee

2011 was another fairly uneventful year for property repairs and upgrades. Routine annual maintenance was done on the four oil furnaces; burners cleaned and filters replaced. Thermostats were tested and adjusted. The furnace use time was reduced to help lower oil costs.

In the spring the library was reorganized. The fireside room and library were refurbished with chairs, table and carpeting provided by Bishop and Mrs. John Stanley.

A very large growth of laurel trees was cut down, and hauled out of the lawn (from the upper side of the southeast driveway). Volunteers tilled and planted perennials, including Heather and Azaleas. A truckload of beauty bark was donated and spread. The new garden and the two others were framed with timbers.

In August, in preparation for vacation bible school, the trails in our wooded area were re-cleared of downed trees, shrubs and weeds.

In September, all 80 church windows were washed by a dozen Elimites, under the supervision of our janitor, Viorel.

The staging in the choir loft was cut back in December to allow more room for the organ and provide easier access for choir members and bell ringers.

We are very grateful for all the help received in weeding gardens and lawns. Thank you to all.

Respectfully submitted,  
Bert Jarrett, Property Chairman

# Dual Affiliation Committee

## Final Report

At the January 2010 Annual Meeting, the Congregation asked us to form a Dual Affiliation Committee to investigate options of affiliation that would be consistent with the beliefs of the Elim Congregation, while remaining within the ELCA.

To clarify the belief and attitude of the congregation, the Congregation reviewed and adopted the Statement of Belief in April 2010, and the committee conducted a Survey of the Congregation in the September of 2010. [Results in 2010 Annual Report]

The committee organized presentations on Lutheran Church Mission in Christ (LCMC), Lutheran CORE and the ELCA (via our Synod). In addition, the committee monitored and reported on the organization and development of the North American Lutheran Church (NALC).

The only organization that presented a suitable option as an affiliation while staying in the ELCA was Lutheran CORE.

LCMC (now 673 congregations) and NALC (302 congregations since forming in August 2010) both provide an organization affiliation as an alternate to the ELCA. Notably, Lutheran CORE includes members from both LCMC and NALC in addition to the ELCA members.

On Sunday, April 3<sup>rd</sup>, the Elim Congregation voted by a large majority to join Lutheran CORE.

With this action, the Dual Affiliation Committee completed its mission.

Respectfully Submitted,  
Sue Anna Tucker, Cheri Svensson, Diane Smullin & Ray Pardo  
(statistics current as of 10 January 2012)