



**EVANGELICAL
FREE CHURCH**

Annual Members Meeting 2025

December 7, 2025

**14861 Silverdale Way NW
Poulsbo, WA
(360) 598-3400**

Mark Kernan, Lead Pastor

www.oefc.org

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ELDERS - Serving in 2025

Along with Pastor Mark Kernan

- ♦ Todd Mills -Chairman, 2nd term (~~2024, 2025~~, 2026)
- ♦ Greg Griesemer, 1st term (~~2025~~, 2026, 2027)

DEACONS - Serving in 2025

Deacon/ess of Congregational Care	Howie & Delayne Hulst, 1st term (2025 & 2026)
Deaconess of Fellowship	Becky Tolf, 2nd term (2025 & 2026)
Deaconess of Missionary Care.....	Christy Lofall, 2nd term (2024 & 2025)
Deacon of Worship	Daniel Longley, 1st term (2025 & 2026)

Olympic Evangelical Free Church
Annual Members Meeting
December 7, 2025

1. Establish Quorum

2. Call meeting to Order

3. Open in Prayer

4. Reports

- Pastor's Report
- Chairman's Report
- Youth Discipleship Search Committee Report
- Financial Report

5. Business

- Introduction of New Members: Ballot Vote
 - Gabe Mathis
 - Nathan & Nikki Smith
 - Demetrius & Hannah McLean
- Presentation of Diaconal Candidates: Ballot Vote
 - Deacon of Finance: Corey Kopp, Term limits do not apply
 - Deaconess of Missionary Care: Christy Lofall, 3rd term: (2026 & 2027)
- Presentation of Elder Candidates: Ballot Vote
(Note: we hope to present two more candidates before the end of May)
 - Kevin Donohoe
 - Steve Smith
- Financial Matters: Ballot Vote (separate vote per item)
 - Motion to place \$13,248.49 from the 2024 budget surplus into Capitol Project Fund
 - Motion to disperse \$6,000 from 2024 budget surplus as Christmas gifts to our missionaries
 - Motion to Extend Part-Time Youth Discipleship Coordinator through May 2026
 - 2026 Proposed Budget Presentation

6. Any Other Business.

7. Close in Prayer

2025 REPORTS

CHURCH CHAIRMAN

Dear Church family,

Wow, the end of 2025 has arrived quickly. I pray that this report finds you all healthy and filled with joy. It has been a privilege to serve as the Chairman of our church this past year. I have truly been challenged and blessed to have grown in Christ on his journey.

God's grace as has provided your Elders with perseverance and patience as we have served this congregation appointed to us by God. We continue to labor with joy in our hearts and are hopeful for many more blessings in 2026. Please continue to pray for to God stir more of the men in our congregation toward eldership, we need more qualified men, and we thank you for your support and prayers.

God's grace is evident within our congregation, our Sunday morning worship services have seen strong attendance, and our number area growing. This growth has evidence by the attendance at our Wednesday evening programs and small group participation; this is truly a blessing. One clear sign of God's work among our people is the way new members and attendees are stepping up to serve each week—whether it's helping in the kitchen, volunteering in the nursery, joining the worship team, mowing the lawn, maintaining the facilities, or assisting with Wednesday evening programs. God is building His church, and we give thanks and glory to Him for all of it.

You are deeply valued and loved by your elders and want to remind you that we pray for you all regularly. We want to continue encouraging you in building meaningful relationships with one another and, most importantly, with our Lord and Savior, Jesus Christ.

I believe Peter's declaration in 1 Peter 1:3–7 is a fitting conclusion to 2025 and grounds for living hope as we enter 2026.

“Praise be to the God and Father of our Lord Jesus Christ! In his great mercy he has given us new birth into living hope through the resurrection of Jesus Christ from the dead, and into an inheritance that can never perish, spoil or fade. This inheritance is kept in heaven for you, who through faith are shielded by God's power until the coming of the salvation that is ready to be revealed in the last time. In all this you greatly rejoice, though now for a little while you may have had to suffer grief in all kinds of trials. These have come so that the proven genuineness of your faith - of greater worth than gold, which perishes even though refined by fire - may result in praise, glory and honor when Jesus Christ is revealed.”

With all blessings and adoration,
Todd Mills

LEAD PASTOR MARK KERNAN

Dear Church,

It's been a true honor to serve as your pastor, and it has been a profound joy to see God' slow but gracious work within our church through the last 8 years. Let me highlight two areas that really stand out:

- When I arrived, there was a desire within the church to have a consistent discipleship time for children and adults (like Sunday school), but many were concerned that it would never succeed. In light of this, I spent much of my time in the early years encouraging this ministry. Ryan then carried those efforts even farther. And today, this ministry is being led by an entirely new group of leaders. Just think about it, by the grace and power of God an endeavor that seemed impossible 8-years ago is a foundational and essential ministry in our church today.
- When I arrived, 70% of our congregation was over 65-years old. This was good in many ways because a healthy church requires older, mature believers. But this was also a challenge because many of these members were ready to transition out of their leadership roles after many years of faithful service. But once again God stepped in and began to bless us with an increasing number of younger families, even though we didn't launch any new programs or ministries to attract them. Even more, in the last few years — through Todd and Ashia's leadership of our young adult small group— God has blessed us with an ever-increasing number of young adults and young families with babies. And I am thrilled to report that many of these young adults are currently serving our church as leaders and helpers on both Wednesday night and Sunday morning.

I want to highlight these two areas of growth, because it's good for us to remember and celebrate God's work in our midst. On the one hand, this celebration protects us from foolishly believing the lie, "hard work will always be rewarded" (Psalm 127:1–2). And on the other hand, this celebration encourages us to keep trusting in God as we wrestle with the tension between our never-ending needs and his unfailing promise of present and future grace.

- At the end of last year, I shared my intention to launch an elder development class in 2025. The objective of this initiative was to help us identify and cultivate additional elders from within our church. I am pleased to report that the class was well attended, with nine men participating in the monthly sessions. Among these attendees, four had previously served or are currently serving as elders of OEFC, while five have not yet served as elders at our church. This blend of experience and new involvement is encouraging as we seek to strengthen our leadership for the future. I hope that two men from this year's group will be presented as candidates for eldership in the first quarter of 2026, which will be a significant step towards ensuring the continued development and support of our church's leadership structure.

I will be restarting the elder development class with a new study in early 2026. If you are interested in participating, or if you know of a man who might be please contact me for more information.

- In addition to this focus on leadership development, I hope to expand our gospel focus as a church two ways this coming year.

One, by preaching through the rich teaching, narratives, and parables in Matthew's Gospel.

Two, by organizing team to lead a gospel outreach study that will enable unbelievers to discover and ask honest questions about the gospel of Jesus Christ. If you are interested in helping with this evangelistic study, please let me know!

Finally, as we look ahead to this next year, I'd like to ask you to join me in praying that God would bless these efforts to expand our leadership pool within the church and increase our gospel impact within the community. Specifically, that he would lead 5 new men to actively pursue eldership and that he would save 20 people through the daily gospel witness of our people and the corporate gatherings of our church each week.

Ephesians 3:20–21 Now to him who is able to do far more abundantly than all that we ask or think, according to the power at work within us, ²¹ to him be glory in the church and in Christ Jesus throughout all generations, forever and ever. Amen.

For your ever-increasing joy in Jesus Christ,

Pastor Mark Kernan

DEACONESS OF MISSIONARY CARE

Quoting Pastor Mark of a few years ago: “Our supported missionaries are an extension of the church staff.”

Two of our missionary couples retired in 2024. Ernest and Effie Dyck, EFCA missionaries to Latin America and the Caribbean, retired in June. Daniel and Carrie Ritzman, EFCA missionaries to Iranians in Belgium, retired in July. Both of these dear couples served for 30 + years and had wonderfully fruitful service in church planting, training leaders, and church growth. We praise God for their ministry over the years.

Peter Twele with Wycliffe Bible Translators preached on Sunday, May 12. Daniel and Carrie Ritzman preached in June and Eric Belz with EFCA Reach Global, Africa was the preacher for Mission Focus on November 3.

The congregation contributed \$1230.00 for the Children of the Nations ‘Giving Tree’ last December. Also Carey Holmquist with Proclaim International brought violinist, Pavel Shelpuk and Sophia from east Asia for a Christmas concert last December. The sanctuary was full and all attending were blessed with the music and Pavel and Sophia’s testimonies.

Some bits of news and activity of our “missionary church staff”---,

Greg and Heidi Carlson of Cadence International are experiencing a wonderful problem. They have been regularly having a houseful of sailors and their families every Friday for a meal and Bible study. Many come at 6pm and stay until midnight. The problem? How to accommodate the increase in numbers. They need a bit more help in babysitting and groceries. But they mostly desire some church family to come along side, participate occasionally and get to know some of the sailors.

Carey and Holly Holmquist of Proclaim International had a busy year with Christian band concerts in many international locations and with their Victory kids camps in South Africa, Peru and east Asia. Particularly wonderful this year was because of Sophia facilitating band performances in two universities in two cities which resulted in many new friendships. Sophia is seeking native English speakers to meet via zoom for English conversation and Bible study with new believers and seekers in her country.

James and Kari Kuster with CRU have been living in Taiwan since spring. They reach the Taiwanese through English teaching, Family ministry and outdoor ministry. They asked me (Christy L) to assist them with English teaching in October for a couple of weeks. The Taiwanese CRU staff that we taught came out of Buddhism and ancestor worship. Now they are growing brothers and sisters in Christ.

Richard and Debi Maxwell with Alpha Counseling ask for ongoing prayer for wisdom in dealing with many complex situations which hurting people bring to them for help.

Tionna Tillequots serving with Sacred Road Ministries works with before and after school programs for kids.

Peter and Hazel T. serve with Wycliffe Bible Translators for translation projects in ‘east Asia’. They asked for prayer for a virtual beginners Bible translation workshop going on now for 10 Cibtu and Sonora participants who will be traveling to a central secret location for security reasons. The area of these two languages is extremely hostile to the Gospel.

Fred and Vicki Van Gorkom serving with Christian Veterinary Mission ask for prayer in recruiting more trained veterinarians to serve on the mission field. Fred is International Partners Director and African Regional Director.

Other supported local ministries are Youth for Christ, Trillium, Kitsap Rescue Mission and Coffee Oasis. All are in need of volunteers.

Tom Malley got brave and went on his first short term mission with Proclaim as a 'roadie'. He helped a Christian band set up and take down equipment in Albania at several venues including churches and a jail. He took lots of great pictures and has stories to tell.

Did you know that Annette Freeman and Beryl Carpenter volunteer at Trillium Women's Center where they teach English. Bruce Ludlow is the financial guy at Trillium as he is at OEFC. Greg Griesemer is on the board there. Annette Freeman and I (Christy) went to Cuba in March at the invitation of Los Pinos Nuevos church to teach Bible lessons in English as an outreach.

Upcoming: Sunday, December 8 at 6pm, Count Your Blessings Concert with Pavel Shelpuk on his violin and Sopha is sharing. It will be a special evening to invite family and friends. Also the COTN giving tree will be up on Sunday, December 1.

I am thankful for our OEFC church family who continues to put a priority on missions by supporting these missionaries. I am also thankful for the Missions Committee: Ron and Margaret Raub, and Beryl Carpenter, Greg and Melissa Griesemer, Jack and Amy Christensen, myself and (new this fall) Dave Williams and Edie Klatt. May God be glorified in the lives of all the Church – here at OEFC, in our community and around the world where his disciples are sharing the Gospel in a broken world.

May all people hear the Good News.
Christy Lofall

DEACON/ESS OF CONGREGATIONAL CARE

Thank you for the opportunity to serve you this past year. Both DeLayne and I have deeply appreciated this role, finding it to be a source of true blessing. I am especially grateful for DeLayne's unwavering support, without which I could not have fulfilled the responsibilities of Deacon of Care. During our time in this ministry, I have personally witnessed God working through DeLayne as we extended care to members of our Church. Our God is truly incredible.

Observations of the Body of Christ

It has been fascinating to observe how the body of Christ operates. When a need arises among fellow members, there are generally two ways it can be addressed: either the person who notices the need responds directly, or they communicate the need to someone else who is able to help. On many occasions, I discovered that another member had already stepped in to meet a need. This spirit of initiative and care highlights the remarkable nature of our congregation. What an incredible body we have.

Ministry Activities This Past Year

- Prayed for individuals in need of God's touch and comfort.
- Sent cards and flowers to the sick and bereaved. `
- Provided flowers to families welcoming newborns.
- Visited those who were ill or homebound.
- Assessed the need for meal trains to support families in times of challenge.
- Coordinated with the men's group to organize help, such as assisting with moves.
- Oversaw the distribution of Benevolent funds.
- And continue to pray for those in need of God's touch and comfort.

Expression of Thanks

I want to extend special thanks to Sarah Haapala for her diligent organization of the many Meal Trains required this year, and to all who prepared and delivered meals. Thank you as well to Gaylene Ludvig for creating beautiful cards, and to many of you who visited those in need. Your efforts have made a significant impact.

Encouragement to Future Servants

As you consider God's call to serve in this ministry, I encourage you to reflect on the many ways you can contribute to caring for others in our Church Family. Many of you who reached out regarding a need did so because someone trusted you to take action. This demonstrates the depth of trust and care that exists within our community. Let us continue to support one another as we follow God's call.

We love y'all.

DEACONESS OF FELLOWSHIP

This year has flown by, and we have had so many fun events! I have really enjoyed the time, and it has been my pleasure to serve this year as the Deaconess of Fellowship. I really couldn't have done it without all the help and support of so many of you. So, thank you to all who pitched in to help me plan, put time in in the kitchen, and helped me in countless ways!

The summer connections were a huge hit as always! We had 4 led by each of the 4 small groups...one in June, two in July, and one in August. Each BBQ had burgers and hot dogs with all the fixings, potato salad, chips and watermelon followed by ice cream bars served for dessert. We averaged between 100 and 130 people each time we met. Each group provided a person or two to give their testimony and we had our youth band play at a couple of them. A special time of fellowship and connection each time.

In September I helped with Mark Pitroff's memorial service. He passed away suddenly in July, and we celebrated his life in September. We served a finger food buffet of veggies and dip, fruit, meat and cheese, crackers, bread and dips along with a bunch of lovely cookies from our church body. It was a very nice reception and blessed the Pitroff family immensely.

This fall we will have our second Barn Dance at the church. The sanctuary will be cleared of all the chairs and decorated, and we will enjoy a night of learning how to square dance with our caller Roger. Then we will have a chili dog dinner with pie for dessert. Followed by a more open time of country dancing which will include line dancing, swing dancing and 2-stepping. It will be a fun night for all ages to come and enjoy.

Our weekly coffee hour could not happen without Marilee Donahoe and the amazing team of volunteers she has brought together as our Kitchen Manager. Marilee has assembled a wonderful team to set up, serve, clean up and bring goodies each week. Thank you to every one of you who serves our body. Your hospitality makes each week feel special as we gather for fellowship after worshipping our Most High God.

Christmas events are in the works, and I hope to have some fun get togethers as we celebrate the coming of our Savior and the start of a New Year. It has really been my pleasure to serve this year.

In the humble service of our Lord and Savior,

Becky Tolf

DEACON OF WORSHIP

It has been one year since OEFC created the new Deacon of Worship role. I am thankful for all of the encouragement and grace that members and other leaders continue to grant me as I am learning the ropes. It is my joy to serve our church as a steward of resources and as a servant of servants to a ministry with 29 team members. We begin every rehearsal and service with a prayer that we would be effective in leading the body into worship, proclaiming the Gospel of Jesus Christ, and that all fruits of our work be surrendered to His glory.

The worship ministry depends on the faithful contributions of skilled volunteers; we were delighted to welcome new volunteers to the team over the past year:

- We were blessed with 3 new members of the music team: Patti Cummings on piano, Emilee Kilpatrick on vocals and guitar, and Jared Osterhout on guitar and bass.
- We were blessed with 4 new AV team members: Kami Carlsen, Carter Kopp and Kohlton Michaud as media operators, and Zeke Scott as a sound tech.
- Nathan Smith returned from Arizona and has rejoined the music team on vocals, guitar, and bass.

We also had some departures:

- Ronda Driver and Nancy Halbig stepped down from serving on vocals; we are thankful for their faithful service.
- Emma Anunson (vocals) and Jonathan Jordan (sound tech) both left OEFC; we are sad to see them go and thankful for their faithful service.
- Olivia Tolf has gone off to attend college at CWU in Ellensburg; we are sad to see her go and thankful for her faithful service as a media operator and media team lead.
- Jeff Ragan has had to temporarily step away from his service on vocals, guitar, and bass to care for his wife, Peggy, who is struggling with dementia.

The worship ministry offers many opportunities for team members to learn new skills and grow spiritually:

- In addition to serving as a video camera operator, Jack Christensen has taken on the responsibility for scheduling our video camera operator team.
- Scarlet Griesemer started with the music team on keyboard, and over the past year she has stepped up to serve as a vocalist and on piano. In the youth band she has even filled in on drums!
- Sophia Griesemer continues to serve on violin and now regularly serves as a vocalist. In the youth band she has also started playing guitar and serving as a worship leader.
- Hudson Haapala began as a trainee and is now a fully independent sound tech, able to provide sound support for Sunday worship and the youth band.
- Kelsey Kopp has stepped up from her previous role as media operator to take on Olivia's former role as media team lead.
- Hunter Mills has grown into an independent, effective worship leader, and as part of his role as worship intern he has taken on weekly administrative tasks including sheet music preparation and

media content preparation which benefits the congregation by improving the consistency and quality of media displayed during services.

Other highlights from the past year:

- The OEFC Youth Band has provided a way for our young talent to put their musical skills to work for God's kingdom. The youth band serves the body by leading the congregation in worship one Wednesday night every month. The youth band would not be possible without the faithful service of Emilee Kilpatrick as director and the dedication of parent volunteers.
- For the past year, the worship team reinstated mid-week rehearsals which had fallen by the wayside some years ago. Music and AV volunteers have graciously stepped up their time commitment for this extra rehearsal. It has helped to improve the team's readiness on Sunday mornings and created more opportunities for team members who want to learn a new skill or provide creative input.
- The AV team has made adjustments to improve sound and lighting consistency during our worship services. Sound tech operators now use a sound meter to target a consistent audio level in the sanctuary. We made repairs to our stage lighting and acquired new hardware which allows us to control all lighting through our media computer, ensuring consistent stage lighting and proper exposure for our sermon video recordings. Software control of lighting has allowed us to remove the old lighting control board from the AV booth and helped to streamline Worship service operations.
- The AV team added a new stage box which simplifies the process of reconfiguring the stage between rehearsals, Youth Band, and Sunday services. More stage wiring improvements are in the works which are aimed at eliminating audio issues during rehearsals and worship services.

Prayer Requests:

- That the work of the worship ministry would consistently declare the Gospel of Jesus Christ and all glory would be given to Him.
- That the church's worship would be offered in accordance with God's commandments and acceptable to Him.
- For the encouragement, spiritual protection and growth of all of our volunteers; that each would walk daily in the power of the Holy Spirit.
- That the Lord would continue raising up worship leaders, musicians, and technicians to strengthen the team.

Thank you all for your support!

In Christ,

Daniel Longley

Deacon of Worship

Youth Discipleship Search Committee Report 12-7-2025

The OEFC Youth Discipleship Search team consists of the following members:

Mark Kernan (Pastor/Elder)
Brian P. Black
Greg Griesemer (Elder)
Toby Haapala
Gina Michaud
Becky Tolf
Katharine White

The search team has interviewed three applicants over the past months. This process consists of a short email questionnaire and a 1.5-hour Zoom/in person interview with the entire team. The search team's interview process with the first two applicants ended in this stage. But we are happy to report that our third applicant just cleared this initial stage by a unanimous vote of the committee!

While we cannot tell you everything about this candidate, we can tell you at least four things:

1. He is a 25-year-old M.Div. student with a wife and two children.
2. He grew up in the PNW.
3. He is graduating from seminary this May.
4. The team is very positive about his application.

Please continue to pray for us as we continue to work through this long but necessary process. We still have a lot of work to do and want to do it well.

In Christ Alone,
The Search Committee

DEACON OF FINANCE

It has been an honor to learn the ropes from Bruce as I have served as the acting interim Treasurer, and in his honor I am plagiarizing the format of this report from his 2024 document! Last year (2024) ended with a surplus of \$33,121.23, which is being distributed per the OEFC Financial Policy: \$6,624.25 (20%) for Missions, \$13,248.49 (40%) to the Capital Fund, and another \$13,248.49 (40%) to be determined by vote.

In addition to regular offerings and on-line donations, OEFC can receive Qualified Charitable Distributions (QCDs) from donors' Individual Retirement Accounts (IRAs) and donations of investment stocks through our Edward Jones brokerage account. We are also registered to receive funds from the donation of vehicles and cryptocurrency, via the links on the OEFC.org Giving page.

Below is the General Fund Income Statement, the In & Out Fund Balances, and the OEFC Cash Position, all as of October 31, 2025.

2025 GENERAL FUND INCOME STATEMENT (Through Oct)					
	1st Quarter	2nd Quarter	3rd Quarter	October	Year-to-date
Income	114,687.17	104,916.46	100,900.29	21,510.25	342,014.17
Expense	79,384.14	83,131.99	76,962.98	28,742.66	268,221.77
Net Income (Loss)	35,303.03	21,784.47	23,937.31	-7,232.41	73,792.40

In & Out Fund Balances:	
Building Fund	82,134.51
Capital Fund	111,577.48
Benevolent Fund	6,059.32
Bookstore	362.00
Families	3296.20
Men's Ministry	350.16
Mission Extra	9,085.16
Staff Gift	50.00
Technology Deprec	3,460.77
Widow Support	1,372.00
Youth	677.76
Total	218,425.36

CASH POSITION	OCTOBER
KCU CHECKING	93,857.18
KCU SAVINGS	5.00
KCU MONEY MARKET	97,619.85
CIF INVESTMENT CERTIFICATES (3)	224,841.21
TOTAL CASH ASSETS	416,323.24
(LESS DESIGNATED FUNDS & LIABILITIES)	
IN/OUT FUNDS TOTAL	218,425.36
ACCOUNTS PAYABLE	3,606.24
AVAILABLE CASH ASSETS (RESERVES)	194,291.64

I welcome any questions or comments you may have concerning this report or other church financial issues.

Corey Kopp

Disposition of 2024 Budget Surplus (TBD)

Background:

In 2018, the members approved a financial policy to guide the disposition of any “surplus” funds at the end of any given year. The goal of this policy was to help us be wise stewards of the funds that God provides through the faithful giving of his people. By policy:

- 20% of any overage is designated for Missions to celebrate God’s kindness and further God’s work around the globe through one-time gifts.
- 40% is immediately placed in the Capital Fund to save for significant needs that are above and beyond our yearly budget (i.e., HVAC replacement, carpet replacement, large appliances, roof replacement, pavement sealing, etc.).
- 40% is To Be Determined (TBD) for special needs or projects during the year. *NOTE: This motion addresses this portion of the 2024 surplus.*

NOTE: The final disposition of these funds requires a motion to the membership and approval by simple majority at a members meeting.

The 2024 surplus was **\$33,121.23**, which when broken down looks like this:

- Missions (20%): **\$6,624.25**.
- Capital Fund (40%): **\$13,248.49**.
- TBD (40%): **\$13,248.49**.

Proposal:

The elders recommend that we place the TBD amount of **\$13,248.49** into the capital fund.

Rationale:

We foresee at least 3 major expenses on the horizon: maintenance and repair of the parking lot, replacement of the sanctuary HVAC system to include cooling, and sanctuary updates that include additional chairs, stage replacement, and long overdue updates to our wiring (i.e., additional 120-volt circuits and proper boxes for stage wiring).

NOTE: The ultimate approval of these projects and appropriation of these funds will require a motion to the membership and their approval at a future members meeting.

Thank you for your consideration,

Your Elders

Disposition of 2024 Budget Surplus (Missions)

Background:

In 2018, the members approved a financial policy to guide the disposition of any “surplus” funds at the end of any given year. The goal of this policy was to help us be wise stewards of the funds that God provides through the faithful giving of his people. By policy:

- 20% of any overage is designated for Missions to celebrate God’s kindness and further God’s work around the globe through one-time gifts. *NOTE: This motion addresses this portion of the 2024 surplus.*
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- Missions (20%): **\$6,624.25.**
- Capital Fund (40%): **\$13,248.49.**
- TBD (40%): **\$13,248.49.**

Proposal:

Desiring to care well for our supported missionaries and encourage them in their faithful service, we believe these funds should use to provide a special Christmas bonus to our missionaries.

Name/Organization	Affiliation/Ministry	Amount
Greg and Heidi Carlson	Cadence International	\$500.00
Carey and Holly Holmquist	Proclaim International	\$500.00
James and Kari Kuster	CRU Taiwan	\$500.00
Richard and Debi Maxwell	Alpha Counseling	\$500.00
Peter and Hazel T	Wycliffe Bible Translators	\$500.00
Fred and Vicki Van Gorkom	Christian Veterinary Mission	\$500.00
Eric and Holly Belz	Reach Global (Pathways)	\$500.00
Sophia L.	Proclaim International, East Asia	\$500.00
Tionna Tillequots	Sacred Road Ministries	\$250.00
	Trillium Women's Center	\$500.00
	West Sound Youth for Christ	\$500.00
	Coffee Oasis	\$250.00
	Children of the Nations	\$250.00
	Kitsap Rescue Mission	\$250.00
TOTAL		\$6,000.00

Extension for part-time Teen Discipleship Coordinator

Background: The Pastor of Youth Discipleship search team is currently interviewing a strong candidate. If he proves to be the right fit for our church, he cannot begin until after May because he is finishing his final year of seminary.

Therefore, we believe it is wise to extend Greg Griesemer's role as part-time Teen Discipleship Coordinator from January through the end of May. This will ensure that our teens will be well-served through winter and spring of 2026.

Proposal:

- The Elder's propose that we extend Greg's tenure as the part-time Teen Discipleship Coordinator from January 1, 2026 – May 31, 2026.

Duration and Compensation:

- This is a 5-month, part-time position. Greg's typical week is 12-15 hours.
- Greg's salary for January 1, 2025 – May 31, 2025 was \$12,600.
- When we factor in the 2026 COLA of 3%, the 2026 salary will be \$12,978.
- Total cost of employment (FICA, L&I, etc.) will be: **\$14,238**.
- The funds for this salary will be supplied by budget line 1.20 "Associate Pastor Search/Compensation."

Duties:

- Plan and lead Wednesday Night Teen Discipleship Class.
- Coordinate small group leaders and other teachers as needed.
- Other tasks as assigned by Lead Pastor or Elders.

Working Relationships:

- Reports to Lead Pastor