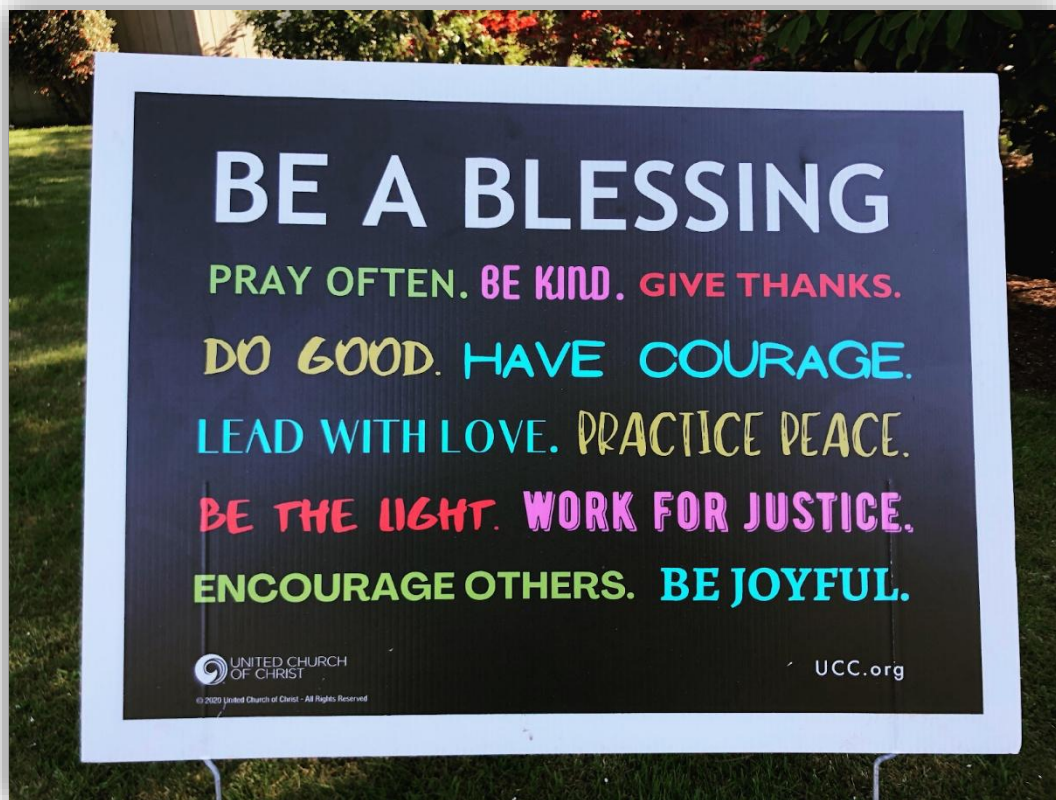




# NORMANDY PARK UNITED CHURCH OF CHRIST

## 2025 Annual Report



19247 – 1<sup>st</sup> Ave S, Normandy Park, WA 98148

206-824-1770 ~ [www.npucc.org](http://www.npucc.org)

Pastor: Rev. Amy Hitchens

## TABLE OF CONTENTS

Church Council and Staff .....	<i>Below</i>
2024-2025 Officers, Chairs and Committee Members.....	3
2025-2026 Officers, Chairs and Committee Members.....	4
Annual Meeting Minutes ~ September 15, 2024.....	5-6
NPUCC Congregational Budget Meeting Minutes ~ November 10, 2024.....	7
Information on Becoming a Creation Justice Church & Proposed Covenant.....	8
Pastor's Report.....	9-10

## REPORTS

Moderator .....	11
<i>Call Agreement Update</i> .....	12
Music Accompanist and Choir Director .....	13
Clerk.....	14
Budget and Finance .....	15-16
Christian Education .....	17-19
Facilities .....	20
Parish Care and Outreach .....	21-23
Burien Pride 2025.....	24
Mission Mile Raceway .....	25
Green Team.....	25-26
Worship .....	27-28
Pastoral Relations .....	<i>No Report</i>
Personnel .....	29
Purpose, Mission, Vision Statements and Core Values .....	30

## CHURCH COUNCIL

Moderator:.....	Stacie Latimer
Vice-Moderator: .....	<i>Open</i>
Clerk: .....	Sue Janke
Budget and Finance Chair .....	Vicki Nichols
Christian Education Chair: .....	Lynn Zachow
Facilities Chair: .....	Lori Comen
Parish Care and Outreach Chair: .....	Alice McGregor
Worship Chair: .....	Connie Clark

## STAFF

Pastor: .....	Rev. Amy Hitchens
Music Accompanist and Choir Director: .....	Cindy Dow
Office Manager: .....	Robbie Gilchrist
Custodian: .....	Amalia Mendoza

## Normandy Park United Church of Christ

### 2024-2025 Officers, Chairs and Committee Members (current as of September 1, 2025)

*(dates note end of term when applicable)*

#### CHURCH COUNCIL

<i>Stacie Latimer</i>	<i>Moderator</i>	<i>Open!</i>	<i>Vice-Moderator</i>
Sue Janke	Clerk	Lori Comen	Facilities Chair
Vicki Nichols	Budget and Finance Chair	Alice McGregor	Parish Care and Outreach Chair
Lynn Zachow	Christian Education Chair	Connie Clark	Worship Chair

#### *Budget and Finance Committee ~ Chairperson: Vicki Nichols (9/25)*

Peter Barton	Bob George (G.E.M.)	Brian Russell
Jeff Clark	Mike Janke	Lynn Zachow (Financial Secretary)

#### *Christian Education Committee ~ Chairperson: Lynn Zachow (9/25)*

Nancy Allen	Kirsten Pangelinan	Shannon Thomas
Dawn Elwell	Susan Sasis	Jill Tiffany
Cathy Larson		

#### *Facilities Committee ~ Chairperson: Lori Comen (9/25)*

Peter Barton	Bob George	Madeleine Wasson
Jon Comen	Cathy Larson	

#### *Parish Care and Outreach Committee ~ Chairperson: Alice McGregor (9/25)*

Belinda Allender	Tess Fleener	Jill Tiffany
Joan Andresen	Barbara Gregg	Lee Weber
Cathy Brewer	Dorine Seaquist	

#### *Worship Committee ~ Chairperson: Connie Clark (9/25)*

Steve Allen	Nancy Knudsen	Michael Moser
Belinda Allender	Cathy Larson	Siobhan Van Bergh
Judy Jacobson	Stacie Latimer	Denene Wright

#### *Pastoral Relations Committee*

Cathy Brewer	Lee Larson
--------------	------------

#### *Personnel Committee*

Wenden George (9/25)	Jill Tiffany (9/25)
----------------------	---------------------

#### *Historian ~ Jennifer Wilner*

## Normandy Park United Church of Christ

### 2025-2026 Officers, Chairs and Committee Members (current as of September 1, 2025)

*(dates note end of term when applicable)*

#### CHURCH COUNCIL

<i>Stacie Latimer</i>	<i>Moderator</i>	<i>Open!</i>	<i>Vice-Moderator</i>
Sue Janke	Clerk	Lori Comen	Facilities Chair
Vicki Nichols	Budget and Finance Chair	Alice McGregor	Parish Care and Outreach Chair
Lynn Zachow	Christian Education Chair	Connie Clark	Worship Chair

#### *Budget and Finance Committee ~ Chairperson: Vicki Nichols (9/26)*

Peter Barton                      Bob George (G.E.M.)                      Brian Russell  
Lynn Zachow (Financial Secretary)

#### *Christian Education Committee ~ Chairperson: Lynn Zachow (9/26)*

Nancy Allen                      Kirsten Pangelinan                      Shannon Thomas  
Cathy Larson                      Susan Sasis                      Jill Tiffany

#### *Facilities Committee ~ Chairperson: Lori Comen (9/26)*

Peter Barton                      Cathy Larson  
Bob George                      Madeleine Wasson

#### *Parish Care and Outreach Committee ~ Chairperson: Alice McGregor (9/26)*

Belinda Allender                      Barbara Gregg                      Lee Weber  
Joan Andresen                      Dorine Seaquist  
Cathy Brewer                      Jill Tiffany

#### *Worship Committee ~ Chairperson: Connie Clark (9/26)*

Steve Allen                      Stacie Latimer                      Siobhan Van Bergh  
Nancy Knudsen                      Michael Moser                      Max Watson  
Cathy Larson                      Shannon Thomas

#### *Pastoral Relations Committee*

Cathy Brewer                      *(Position Open for 2025-2026)*

#### *Personnel Committee*

Wenden George (9/27)                      Jill Tiffany (9/27)

#### *Historian ~ Jennifer Wilner*

# NORMANDY PARK UNITED CHURCH OF CHRIST ANNUAL MEETING - SEPTEMBER 15, 2024

## Call to Order - Nancy Knudsen, Moderator

The meeting was opened by Nancy at 10:50am and was held within the time frame of the regular worship service. As per requirements of the By-laws, the meeting was conducted with members present in the sanctuary, by proxy or members present on Zoom.

## Quorum - Sue Janke, Church Clerk

Sue confirmed that we had a quorum present with 24 members in attendance in the sanctuary; 8 members present on Zoom and 10 proxy votes for a total of 42 voting members. (33 members required for a quorum). Voting was completed by members voicing Yea/Nay.

*Copies of the 2024 Annual Report were available to the congregation prior to the meeting on the church website or at the church office.*

## Our Journey Together:

Nancy narrated a slide show of NPUCC events, activities and gatherings over the past year. She reminded the congregation that we are a small but mighty and flexible group and encouraged us to keep moving and changing as we go forward.

## Budget Changes 2024:

Changes in last year's budget were projected on the screen and described by Nancy. The original budget of \$216,319 approved in October of 2023 was modified based on pledge income and reductions in other income sources. The budget was reduced by \$11,883 to \$204,436 and approved by Church Council. The updated budget was presented to the congregation on April 14, 2024 at a Breakfast Church Meeting.

Finance is continuing to closely monitor the budget situation. Even with changes, we are anticipating a budget shortfall of approximately \$10,000. Congregation has been presented with the idea of considering a 13<sup>th</sup> month donation. Currently, we are doing well in non-pledge and room rental income.

## Questions/Concerns:

No questions were heard from the congregation/Zoom.

## Election of Officers and Committee Chairs:

The slate of church officers and committee chairs was referred to in the projected slide and printed Annual Report. Nancy noted that her term as Moderator will end in January 2024 and that Stacie Latimer will become Moderator in January 2025. The position of Vice Church Moderator remains open.

*\*A motion was made to approve the slate of Church Officers/ Committee Chairs as listed in the Annual Report. The motion was made by L.C. and seconded by B.G. **The motion was unanimously approved by membership.***

## Fellowship/Stewardship Social -October 19, 2024:

Stacie announced that NPUCC is having a fellowship/stewardship social on October 19, 2024. The purpose of the social is to celebrate who we are as a church and recognize all the many ways we support each other and the local community. Light appetizers will be served. More information will be announced in the Towline.

**Visioning Event:**

NPUCC will be holding a Visioning Event in March of 2025. The speaker will be Rev Phil Hodson, Pacific Northwest UCC Conference Minister. In preparation for this event, the congregation will be emailed questions which Rev. Hodson will tabulate and bring back results to the meeting. Once again, everyone was thanked for their participation and support of NPUCC.

**Closing of Annual Meeting:**

Nancy closed the meeting at 11:08 am.

Respectfully submitted,  
Sue Janke, NPUCC Clerk

# NORMANDY PARK UNITED CHURCH OF CHRIST BUDGET MEETING - NOVEMBER 10, 2024

## **Call to Order-**Nancy Knudsen, Church Moderator

The meeting was opened by Nancy during the regular worship service and took place after the announcement section of worship.

## **Introductions-** Nancy

Nancy opened the meeting by expressing her gratitude for the committee members who have worked to put together a budget. She gave a special thanks to Bob G. and Peter B. for their continuing support of the church.

## **Slide Presentation-** Nancy:

*Slide 1:* Be the Church: This slide presented all the areas that NPUCC supports with outreach service or donations.

*Slide 2:* The Budget Proposal: This slide presented a breakdown of Church Committee areas (Worship, Facilities, Christian Education, etc.) Each committee area was discussed and increases or decreases in the budget were described. Nancy spoke to the fact that the cost for personnel has decreased as our new office manager is working 15hr/week rather than 20hrs/week.

*Slide 3:* This slide presented a visual pie chart of church expenditures. This year's budget has decreased by approximately \$970. This year the planning focus was again on fair and equitable salary for our church staff.

*Slide 4:* This slide presented a detailed presentation of the budget.

## **Call for Quorum:**

Members were in attendance both in person and over zoom. A quorum (33 votes needed) was verified with 30 members present in the sanctuary, 4 on zoom and 10 proxy votes for a total of 44 voting members. The Proposed Budget handouts were distributed to church members prior to the service either over email or printed for pickup in the church office.

## **Budget and Finance Chair -**Vicki:

Vicki spoke to the new budget, describing it as fair and covering all the areas/activities we can support as a church. She expressed the need for a successful pledge drive.

## **Call for Questions:**

Nancy opened the meeting for discussion or questions.

**Question 1:** This question addressed the extra expenditure under Outreach for budgeting for the Pride Booth. This will be a new yearly activity.

**Question 2:** This question asked about the amount of money NPUCC donates to charities. It was explained that church members also give to the charities along with NPUCC.

## **Motion-**

The Moderator called for a vote. The 2025 Budget was unanimously approved.

Respectfully submitted,  
Sue Janke, church clerk

## VOTING TO BECOME A CREATION JUSTICE CHURCH

### *Five Reasons to become a Creation Justice Church:*

1. **It's our first calling!** In the opening pages of Genesis, we learn that the first job that God gives to us humans is to care for God's creation (*Genesis 2:15*).
2. **It's what Jesus would do!** The apostle Paul spells out how Jesus sought to put right the broken covenantal relationship between God and all of creation (*Romans 8:20-24*).
3. **Clean air, clean water—those are good things!** If there is something that should bring together Christians in common cause, it is protecting the gifts of creation. Who doesn't want clean air and water?
4. **It's about justice!** As Christians, we seek justice—to be in right relationship with God, our neighbors, and all of creation. From racial inequities to the ongoing legacy of colonialism, creation justice is deeply intertwined with multiple matters of justice. The current climate crisis gives matters of justice utmost urgency.
5. **It's in our DNA!** The UCC's Commission for Racial Justice was [the central organization in the watershed events of the environmental justice movement](#). It is one of the most significant parts of our denominational heritage, and every UCC church has the opportunity to continue this powerful legacy.

*\*from: <https://www.ucc.org/what-we-do/justice-local-church-ministries/efam/environmental-justice/creation-justice-churches/>*

### *Becoming a Creation Justice Church in Five Steps:*

<https://www.ucc.org/what-we-do/justice-local-church-ministries/efam/environmental-justice/creation-justice-churches/how-it-works-becoming-a-creation-justice-church/>

*Here is the Creation Justice covenant we are preparing for a vote at our Annual Meeting:*

Honoring our Creator God,

We at Normandy Park United Church of Christ commit ourselves as a congregation to care for all Creation. We acknowledge that we belong to God and all that God has created.

As stewards of the earth, we continue to inform ourselves of ways to restore, replenish, heal.

As witnesses to apathy for Creation, we seek restorative justice for oppressed people, endangered species and future generations to come.

Our commitment to God's Creation shall extend to all of our church life through stewardship, worship, and actions. It will faithfully guide our hearts and minds.



## PASTOR REPORT FOR ANNUAL MEETING SEPTEMBER 2025

Dear Siblings in Christ,

As I begin this report, I want to thank you all again for affording me the opportunity to take a sabbatical in 2024. It helped me to focus this year and pay attention to the rhythms of work, rest and play.

In October of 2024, we welcomed Robbie Gilchrist, our office manager, to the team. Robbie is many things, and he knows an awful lot about managing a church and office. He brings with him a knowledge of Church Windows, which is the computer program beyond Microsoft products or Google products that we use. He is the office manager at Wayside UCC and a member there. He is married to Jill, an ordained minister in our conference. Robbie has served on countless committees and boards of the Pacific Northwest Conference of the UCC as well. If you have a United Church of Christ question, Robbie can answer it for you or find the answer quickly. I am pleased that we are strengthening our connection with Wayside UCC through our mutual work with Robbie. It is a joy to work with both Robbie and Cindy as a ministry team.

In March of 2025, our Conference Minister, Rev. Phil Hodson, joined us for a day of visioning and also preached one Sunday. He encouraged us to be relevant and winsome—focusing on the pillars of mission, evangelism, discipleship and care. He reflected back to us that we do a good job already with caring for others in our church and also that we have a clear mission with our ministry partners. Where we have growing edges is in evangelism (no surprise there) and also discipleship. Discipleship means being a student of Jesus. It means growing deeper in one's faith through study, prayer, worship and service. All of us can always be going deeper in our faith, allowing ourselves to really be rooted in the gospel, exploring different modalities of spirituality to enrich our interior life, so that we know who we are out in the world.

One of the ways we show care to our community is through parish care and fellowship. We have been intentional about having more fellowship events this year (yes, the Wicked movie viewing definitely counts!) and by providing meaningful memorial services and receptions when loved ones in our congregation die. We have had significant loss of our elders this past year and there are several people that we miss whom we still expect to see in the sanctuary on any given Sunday morning. It takes a community to make sure these celebrations of life do justice to those who committed so much of their lives to the church. A big thank you to everyone who shows up and helps to make it all happen.

Part of my work as your pastor is to be strengthening connections not just in the church but beyond the church. I meet with clergy women of different denominations every Tuesday on zoom for lectionary Bible Study. We call this "Preaching Peace." I also remain the coordinator for the Pacific Northwest Conference of the United Church of Christ for Communities of Practice. This is a

program of support and learning for clergy, people who are in the process of becoming clergy, and others who are heavily involved in ministry with the UCC. I also facilitated two groups this past year—one group for local church pastors and another for members in discernment, those who are working on becoming clergy. Another clergy group that has emerged is through the alliance of folks that participate in the multifaith Thanksgiving service. Through that partnership we have and will continue to plan events for common learning with our faith communities.

Here are some highlights from 2024/2025:

- We again partnered with area churches to participate in a multifaith Thanksgiving service the evening before Thanksgiving. It was an evening of music, prayers for peace, and thanksgiving at Southminster Presbyterian Church.
- We partnered again with Southminster Presbyterian Church in the presentation of a Taproot Theatre Christmas play.
- In March of 2025 we held an immigration forum through our multi faith connection at Salt Water Unitarian Church. We invited the International Rescue Committee to participate with us.
- This year we have added an additional recovery meeting, Al-Anon now meets Tuesdays at 7:00 p.m. in the Fellowship Hall.
- Our youth have been active this past year in service projects that focus on hygiene kits and period packs for our local middle schools and high schools + volunteering at the Des Moines Area food bank. All of our service projects are multi-generational and a good way for our youth to be involved.
- Our Green Team continued to meet and plan initiatives that focus on creation care for our congregation. We are well on our way to becoming a Creation Justice church!

Last but not least, I want to thank the Church Council and the Personnel Committee for working with me on my call agreement with the church. In talking with our conference minister, I learned churches need to do a call agreement review every three years. I had not known this, and no one at the conference level ever really talked about it! Since I have been your settled pastor for 7 years, we were definitely ready for a review of the covenantal agreement. With newer (2023) conference guidelines and a newer UCC Manual on Ministry in hand, we successfully updated it. For context, the last conference guidelines were drafted for ministers in churches back in 2009. And the new Manual on Ministry was formally adopted by our conference during the pandemic years.

Grace and peace to you all and thank you for the gift of serving this church.

Respectfully Submitted,  
Rev. Amy Hitchens

## MODERATOR'S WELCOME AND REPORT

Dear NPUCC members and friends,

It has been a privilege to be your moderator for this past year, and I look forward to continuing in partnership with you. I have learned a great deal, especially around the commitment given by many individuals and groups, lovingly dedicated to NPUCC. They keep our building functioning and inviting, our services and activities meaningful and joyful, and our community involvement strong and impactful.

Special thanks to the Committee Chairs, Councilmembers and Committee members. I also want to thank Cindy Dow for gifting us with her talent, Dorine Seaquist for carefully prepared coffee service (sometimes twice a week), our key kitchen crew (Nancy Knudsen, Vicki Nichols, Sue Janke, Lori Comen and others!) who step in to support all-things kitchen, offering extra care for our Celebrations of Life. Also, to Wenden and Bob George for hours restoring the labyrinth, Peter Barton and Bob George for attending to all things small and big for our facility, Robbie Gilchrist for keeping our church needs running smoothly, and of course, Pastor Amy for all she does. Who she is.

This year saw us meeting for an effective Visioning Event in March with Pacific Northwest Conference pastor, Rev. Phil Hodson. We continue to reflect on and enact much of that time together. We continued Breakfast Church gatherings and our annual picnic. We do know how to feed our community, and each other! Thanks to Nancy Allen, our Pride Booth was especially colorful and interactive. Our learning and sense of community continue through Lunch Bunch gatherings, Bibles and Brews, and book studies. We respond to Jesus' call, asking us to love one another as He loved us in walking for Crop Walk, offering our Community Meal, preparing hygiene kits, sewing mattress covers for the emergency shelter, and helping at the Des Moines Food Bank. In these and many other ways, our contributions to our local and global community remain strong - and are increasingly needed.

Another milestone of this past year was the Personnel Committee and Council coming together to update Rev. Amy Hitchen's Call Agreement. We gratefully enter into an ongoing Covenant with her to affirm our church's faith foundations. (More re: the agreement is found on following page).

Please take the time to read each Committee's report to learn more of their commitment and achievements.

We hold those we've lost close: Lee Larson, Tomio and Yoko Sakai, Dave Andresen, Jon Comen, and Jim Vaughan. They were, and always will be, woven into the fabric of NPUCC.

In closing, we are summoned to service and to be strong in a world that needs our commitment to justice more than ever. From the hymn "The Summons": *Let me turn and follow you and never be the same*. We turn, knowing God and our church family members walk alongside us.

With appreciation,

Stacie Latimer

## CALL AGREEMENT UPDATED JULY 2025

Per the Pacific Northwest Conference guidelines, congregations enter into a Call Agreement review process ideally every 3 years. (Covid was a disrupter of many things.) With thanks to the Personnel Committee, Church Council, and Rev. Amy, we updated our Call Agreement in July of this year. This careful process included reviewing and following the guidelines found within the Manual on Ministry of the UCC. The Call Agreement itself includes a review of our church's *faith foundations, scope of work, copyright agreement, terms of the agreement, salary and housing, financial benefits, time benefits, disability, and professional ministry expenses*. In a review of salary, housing, and financial benefits detailed in the Manual on Ministry (updated 2023), NPUCC is on an agreed upon 2.5-year trajectory to bring Rev. Amy's salary, housing and benefits into alignment with conference guidelines. These guidelines include size of congregation, years of experience of the clergy person, and location of the church (rural or urban so as to address cost of living). We are grateful for Rev. Amy's 8 years with us, and enter into our covenant with her prayerfully toward our future as a church.

## MUSIC ACCOMPANIST AND CHOIR DIRECTOR'S REPORT

Church members really enjoy music during Sunday worship, and it makes playing a pleasure. We have a small choir, but we are growing with two new recent members. Thank you, NPUCC Choir!

We've been blessed with many musicians providing special music this year: Michael M, Siobahn, Alice, Lynn, Mom/Dick, Stephanie, Gay, and Katriel Klein. We appreciate the music variety and their talents.

We hosted a very fun screening of the movie "Wicked" where many choir members and church members watched and sang along

We are back together for the fall and we'll begin singing on the 14th. Sadly, we lost ViAnn and Tess from the choir this year.

If anyone would like to join the choir, or try it out, you are always welcome, just let me know!

Submitted by: Cindy Dow

**CLERK’S REPORT**

**Reporting membership from July 30, 2024 -August 30, 2025**

Total NPUCC Membership as of July 30, 2024..... 76

**New Members: Joining on June 8, 2025**

Jennifer R. Willner ..... +2  
Rita Lynne Sorensen

**Church Members who passed away**

Tomio Sakai..... 12/2/2024  
Lee Kaufman Larson..... 12/30/2024 ..... -6  
Dave Andresen ..... 1/26/2025  
Yoko Sakai..... 2/23/2025  
Jon Comen..... 3/4/2025  
Jim Vaughan ..... 7/15/2025

**Removed (per request) by Council**

Rebecca Tiffany..... -1

**Total NPUCC Membership as of August 30, 2025 ..... 71**

## BUDGET AND FINANCE COMMITTEE REPORT - Annual Report 2024-2025

**Chairperson:** Vicki Nichols

**Committee Members:**

Peter Barton, Bob George (G.E.M.), Brian Russell, Lynn Zachow (Financial Secretary)

In November the congregation approved a budget of \$ 203,463. This budget was close to the 2024 revised budget. It has been closely monitored this year.

In April with the approval of the Council, a 4-month CD was purchased from Chase Bank at 3.5% interest rate. This allowed us to gain some interest money that was gaining no interest and give a little income. The CD was renewed in August for a 5-month period which will mature in January at 3.15% interest rate. The interest was revested with principal in the new CD.

Income from pledges has changed. It's not as easy to do budget forecasting as was in the past when it was given in weekly or monthly amounts. Now we see it come in some cases in the whole amount at different times of the year depending on the person. Or, it might come in ahead of the year in one sum. It may come in chunks throughout the year. So, we must have a bank account to cover expenses which means always keeping a healthy balance in it. We did have one more pledging unit this year.

We continue to have steady income from building use from two long-time renters, the Ole Malamalama o Jesu congregation and the Normandy Park City Preschool. We also have rental income from the Parsonage. Further other groups that use the church on a regular basis contribute, which is reflected in our room use line item.

With the church being used more by individuals and groups, we have completed, and council has approved, an updated rental agreement for building usage which includes a three-tier system, which includes an increase in rental fees on two of the tiers. We are aware that increased usage increases other costs hopefully this fee schedule will cover those costs.

The Endowment fund continues to grow at a steady rate with some ups and downs at the beginning of the year. The current value of the endowment fund is double the principal. We presently transfer the quarterly interest from the endowment fund into a special fund labeled endowment interest. This can be used as needed for projects with approval from Council.

The Finance Committee will continue to be fiscally responsible and provide oversight of the budget and expenses and make recommendations when needed.

Submitted by Vicki Nichols Finance Council Representative

	2024 Budget	Δ2024 -2025	2025 Budget
<b>EXPENSE TOTAL</b>	<b>\$204,436</b>	<b>\$ (973)</b>	<b>\$203,463</b>
COUNCIL	\$ 100	\$ -	\$ 100
CHRISTIAN EDUCATION	\$ 2,800	\$ (870)	\$ 1,930
OUTREACH & PARISH CARE	\$ 10,050	\$ 200	\$ 10,250
WORSHIP	\$ 5,354	\$ 266	\$ 5,620
FACILITIES	\$ 59,557	\$ (132)	\$ 59,425
PASTOR	\$ 73,236	\$ 2,660	\$ 75,896
MUSIC	\$ 15,390	\$ 865	\$ 16,255
PERSONNEL-OTHER	\$ 37,949	\$ (3,962)	\$ 33,987

	2023	2024	Thru 7/31/2025	
General Fund	\$ 138,311.97	\$ 132,094.80	\$ 65,147.17	
Room Use	\$ 46,567.50	\$ 51,850.70	\$ 37,801.95	
Facility Capital - Care, Share, Repair	\$ 13,702.50	\$ 2,285.30	\$ 2,619.05	
<b>TOTAL INCOME</b>	<b>\$ 198,581.97</b>	<b>\$ 186,230.80</b>	<b>\$ 105,568.17</b>	
Des Moines Food Bank	\$ 1,229.21	\$ 1,762.00	\$ 497.00	<i>Budgeted</i>
Hospitality House	\$ 2,214.00	\$ 2,014.00	\$ 1,169.00	<i>Budgeted</i>
Mary's Place	\$ 600.00	\$ 625.00	\$ 350.00	<i>Budgeted</i>
Immigration	\$ 600.00	\$ 600.00	\$ 300.00	<i>Budgeted</i>
Earth Ministry		\$ 250.00	\$ 250.00	<i>Budgeted</i>
Real Rent	\$ 500.00	\$ 500.00	\$ 500.00	<i>Budgeted</i>
Other Outreach	\$ 1,235.00	\$ 330.00	\$ 1,635.00	<i>Freewill</i>
		\$ 6,081.00	\$ 4,701.00	
Our Church's Wider Mission*	\$ 4,596.00	\$ 4,596.00	\$ 2,681.00	<i>Budgeted</i>
One Great Hour of Sharing*	\$ 575.00	\$ 455.00	\$ 575.00	<i>Easter - Freewill</i>
Strengthen The Church*	\$ 460.00	\$ 235.00	\$ 300.00	<i>Pentecost - Freewill</i>
Neighbors In Need*	\$ 575.00	\$ 410.00		<i>World Communion - Freewill</i>
Christmas Fund*	\$ 650.00	\$ 830.00		<i>Christmas - Freewill</i>
<b>TOTAL OUTREACH</b>	<b>\$ 13,234.21</b>	<b>\$ 12,607.00</b>	<b>\$ 8,257.00</b>	
<b>Number of Pledging Units</b>	<b>44</b>	<b>41</b>	<b>42</b>	
*NPUC is "Five for Five", participating in all five national UCC fund drives				



## CHRISTIAN EDUCATION COMMITTEE ANNUAL REPORT 2024-2025

### COMMITTEE MEMBERS

Nancy Allen, Dawn Elwell, Cathy Larson, Kirsten Pangelinan, Susan Sasis, Jill Tiffany, Shannon Thomas, Lynn Zachow (chairperson)

### ADVENT

- **Advent Workshop ~ Sunday, December 1, 2024**  
There was good attendance with cookie decorating/eating and ornament making led by Kirsten P. The Advent daily devotional "The Mess in the Messiah" was also given out.
- **Mary's Place Christmas Giving Tree ~ December 2024**  
Dawn E. led the youth in making and selling Christmas gift tags after church and then took them shopping with \$401 before church on Sunday, December 1 to buy gifts for the children 12 and under. We also put up a "gift card" giving tree in the narthex, for church members to purchase for the youth/teens and parents of Mary's Place. Enough funds were collected by the youth to purchase 15 \$25 gift cards.
- **Taproot Theatre ~ Saturday, December 7, 2024**  
This free performance of "Gift of the Magi" was held at Southminster, co-hosted with NPUCC. Canned donations were gladly accepted and cocoa and locally made treats were served afterwards.
- **Christmas Pageant ~ December 22, 2024**  
Kirsten P. did an excellent job directing our intergenerational interactive pageant. It was great to have Michael as our wanderer, but the even bigger surprise was our "unstable". We had a lot of attendees dress up, play their parts, and sing Christmas carols as the Christmas story unfolded.

### BIBLE & BREWS

- We studied the Gospel of Thomas using Beyond Belief written by Elaine Pagel.
- As our second study, we chose What God Has Joined Together: The Christian Case for Gay Marriage by David G. Myers (Author), Letha Dawson Scanzoni.
- We had a special bible study on Good Friday, April 18 to compare the crucifixion stories in each of the four Gospels: Matthew, Mark, Luke, and John.
- We are currently studying from Bad Girls of the Bible by Barbara Essex.
- Thank you to Pastor Amy and Shannon in helping us dig deep as we explored the Bible, both the Old and New Testaments.

## BOOK DISCUSSIONS

- Our 2024 fall book discussion was using Living Resistance - An Indigenous Vision for Seeking Wholeness Every Day by Kaitlin B Curtice. "In an era in which 'resistance' has become tokenized, popular Indigenous author Kaitlin Curtice reclaims it as a basic human calling. Resistance is for every human who longs to see their neighbors' holistic flourishing. We each have a role to play in the world right where we are, and our everyday acts of resistance hold us all together."
- In the spring of 2025, members of NPUCC joined Saltwater UU in a series of five Zoom discussions of their common read Authentic Selves: Celebrating Trans and Nonbinary People and Their Families by Peggy Gillespie, Jazz Jennings , et al. "The compelling stories in Authentic Selves provide a glimpse into the real lives, both the challenges and the triumphs, of these remarkable people and their families, all of whom are working to create a more, diverse, and compassionate world."
- For our 2025 summer read, we used The Serviceberry: Abundance and Reciprocity in the Natural World by Robin Wall Kimmerer. "As Indigenous scientist and author of Braiding Sweetgrass Robin Wall Kimmerer harvests serviceberries alongside the birds, she considers the ethic of reciprocity that lies at the heart of the gift economy. How, she asks, can we learn from Indigenous wisdom and the plant world to reimagine what we value most? Our economy is rooted in scarcity, competition, and the hoarding of resources, and we have surrendered our values to a system that actively harms what we love."

## ENNEAGRAM

- We finished spending time with The Enneagram Guide to Waking Up: Find Your Path, Face Your Shadow, Discover Your True Self by Beatrice Chestnut PhD (Author), Uranio Paes MM (Author), Daniel J. Siegel MD (Foreword).
- After it we have returned to the book that we used in 2018 The Path Between Us: An Enneagram Journey to Healthy Relationships by Suzanne Stabile.
- Participants were encouraged to come early to our meet ups and walk our labyrinth to settle their spirits and minds.

## PERIOD AND HYGIENE PACKS

After church on Sundays, February 2<sup>nd</sup>, May 25<sup>th</sup>, and August 10<sup>th</sup> an intergenerational group gathered to stuff hygiene and period packs. Thank you to Alice M. for busily sewing so many bags! We have stuffed 193 hygiene and 209 period packs since we started this project to distribute packs to our local middle/high schools in March, 2024.

## THURSDAY THOUGHTS

We contributed coloring pages to download and color, Sunday school lessons to ponder, and stimulating articles to read on climate change, black lives, and indigenous peoples.

## LUNCH BUNCH

In March we took a new approach by asking folks to sign up to host a monthly luncheon. Throughout the year we ate at Famous Dave's, Elliott Bay Brewery (Stacie L), Azteca (Stacie L), Bahama Breeze (Barbara G), Tuscany at Des Moines (Cathy Br), Lynn's deck, and Rose Pho (Madeleine W).

## MEETINGS

We had our fall CE Committee meeting after church Sunday, September 29, 2024. We made the decision to no longer offer Sunday school for our youth. Much was discussed as we looked ahead.

## SUNDAY SCHOOL

We decided to not offer Sunday school for the youth. We had teachers/helpers available if we had littles in attendance.

## OTHER

- **Christianity vs Christian Nationalism ~ October 6, 2024**  
We had a good turnout for the 2nd hour video on Christianity vs Christian Nationalism and the discussion that followed. CE provided a light lunch. Thank you to Dorine S. for setting up the coffee and beverages in the Fellowship Hall.
- **Mother's Day ~ May 11, 2025**  
Flowers were given to all members in celebration of Mother's Day.
- **Father's Day ~ June 15, 2025**  
Snacks were made available to all members in celebration of Father's Day.
- **Christian Education Appreciation ~ June 22, 2025**  
We showed appreciation to our CE volunteers by presenting them with a Starbucks gift card, a flower, and a prayer. We presented Kendra E. with an engraved bible and blessing in honor of her high school graduation.
- **Tacoma Rainier's Pride Night ~ July 1, 2025**  
This turned into a social event with Wayside UCC. Fun was had by all especially when the ticket included a hot dog, chips, and water plus the Tacoma Rainiers beat the Salt Lake Bees 10-1!

Submitted by: Lynn Zachow

## **FACILITIES COMMITTEE REPORT**

**Chairperson:** Lori Comen

**Committee members:**

Peter Barton, Bob George, Madeleine Wasson

### **2024-2025 accomplishments:**

- Ongoing Roof and gutter Maintenance.
- Ongoing alarm system issues.
- Ongoing furnace filters attention
- Applied ground clear to overflow parking.
- ANT PATROL
- Cleaning of carpets
- Windows and screens cleaned
- Outdoor work party to spruce up exterior grounds for Easter.
- Misc. repairs to aging facility: replace florescent lighting, repair blinds in fellowship hall, exit signs lit, table repair
- Parsonage roof was cleaned and safety harness installed.
- Kitchen hood was modified to fulfill fire dept requirements
- Cameras have been installed for security
- Ring camera was installed.

### **Issues on back burner due to no budget:**

- Flat roof over offices and library needs replacement
- Choir room needs plaster repair and painting
- Exit by choir room needs pipes covered with soil and a clear path for exit
- Fellowship gutter repair
- Basement toilets were not replaced while others were.
- Furnaces for fellowship hall should be replaced.

Submitted by: Lori Comen

## PARISH CARE AND OUTREACH COMMITTEE REPORT

**Chairperson:** Alice McGregor

**Committee Members:**

Belinda Allender, Joan Andresen, Cathy Brewer, Tess Fleener, Barbara Gregg, Dorine Seaquist, Jill Tiffany, Lee Weber, Rev. Amy Hitchens

*"I tell you the truth, whatever you did for one of the least of these siblings of mine, you did for me." ~ Matthew 25:40*

### 2024 – 2025 ACCOMPLISHMENTS:

The Parish Care Team, assisted by Pastor Amy and members of our congregation, supports our church family in times of crisis, illness, or bereavement. We send cards, emails, and texts. We make phone visits and in-person visits. We provide transportation to church and local doctor appointments when convenient. Each Sunday a Parish Care member connects with those who have lifted up their Joys & Concerns during worship.

We are called to care for the wider community and all creation. We are all interconnected. We appreciate the support of Pastor Amy and the congregation. NPUCC continues to be very compassionate and generous, giving their time, talent and treasure. We support 5 UCC Offerings each year: Neighbors in Need, the Christmas Fund, One Great Hour of Sharing, Our Church's Wider Mission (which is budgeted), and Strengthen the Church.

Through its budget NPUCC supports the Des Moines Area Food Bank, Hospitality House, Mary's Place, Earth Ministry, Real Rent for the Duwamish Tribe, and Immigrant causes. Each quarter the PC & O Committee selects an immigrant cause to fund. Since 2024's third quarter we have supported the Northwest Immigrant Rights Project and the International Rescue Committee (Welcome to Washinton) located in SeaTac. The Essentials Closet in the basement of the DMUMC collects children and baby clothes and household items for immigrants. The list of needs is in the office or check with Alice. We are grateful for Jeni & Max who lead a team who helps out at the DMAFB once a month. We do odd jobs for 60 to 90 minutes.

After Covid the Church Council and the PC & O Committee have put on a Community Dinner each quarter—the 4<sup>th</sup> Tuesday of July, October, January, and April. (Prince of Peace, Grace Lutheran, and Des Moines U Methodist prepare community dinners *each* month on a specific Tuesday.) We now cook for 70 people, Cathy Barton brings bouquets in season, and John, Beth & Friends bring their music. These are festive times: we have been delighted with Wenden's fresh homemade sour dough, Madeleine's yummy bread pudding and split pea soup, Michael's garlic bread plus

delicious cupcakes by Cathy L, Joan A and Madeleine. Kudos to Ben who prepared pulled pork and sauces for our July dinner. Many thanks to the cooks, servers, set up & clean up crews. It takes a village. Our next dinner is set for October 28, 2025. (Please note in 2026 we will have community dinners every other month starting in January.)

NPUCC cooks for Hospitality House 5 times a year. Since July of 2007 Alice has been coordinating the weekly meals for our church. She is most grateful for our dozen cooks who prepare dinner (for nine residents) at home and deliver to HH between 6:00 and 6:30 pm. HH is located in the west basement of Lake Burien Presbyterian Church. Please check with Alice if you feel called to serve these women with nourishing food. Thanks for your enthusiastic response to our donation months of August and February! We also appreciate your support for the annual Walk for Women (coming up September 13 this fall) and the Spring Fling !

### The Parish Care and Outreach Committee – The year at a glance

#### FALL:

HH Walk for Women – mid September

DMAFB – whole month of October is donation month – cash & in kind

All Saints` Sunday – first Sunday in November (honoring our members who have passed during the year

Nov 2024 – Georgette Valle

Nov 2025 – Lee Kaufman-Larson, Tomio & Yoko Sakai, Jon Comen, Dave Andresen, Jim Vaughan

**Thanksgiving Interfaith Service** – Wednesday evening at Southminster Presbyterian Church

Ruth & Fred, **the Christmas People**, blessing bag assembly; last year in FH at NPUCC

This year Sat, Nov 29, 2025 Highline College

#### DECEMBER:

Gifts for Mary's Place/Youth shop for Mary's Place

Warm clothing drive for Jenny's Severe Weather Shelter at HUMC

Caroling to Jette/family and Sue B in 2024

Collection for the Severe Weather Shelter - food bought & delivered by Nancy A

#### FEBRUARY:

**Souper Bowl of Caring/Tackle Hunger**      Cash donations for the DMAFB plus food & non-food items

*paper sacks, egg cartons, heavy plastic bags (like Fred Meyer deliveries)*

Donation month for hospitality House

## MID MARCH

HH Spring Fling dinner & auction, then a whole week of online auction

Raised over \$78,000 in 2025 ! *Thank you, NPUCC for your active participation!*

## MAY:

Des Moines/Highline CROP Hunger Walk total raised \$11,153, includes a very late gift of \$1,000

*NPUCC brought in \$4,536!*

NPUCC Burien Pride booth 2025 was our 2<sup>nd</sup> year – thanks to Stacie, Allens, Cindy & NPUCCers

## AUGUST:

Donation month for Hospitality House

The Christmas People, Fred & Ruth – hygiene kit assembly at Highline College this year

Sat Aug 23, 2025 Building 21, Room 116

## **OTHER OUTREACH ACTIVITIES AND EVENTS:**

PC & O applauds the outreach passions of individuals and other committees at NPUCC: Bob George's Mission Mile Friday night slot car races, Fred & Ruth's Christmas People serve the poor. CE's period and hygiene kits for local middle & high schools involve teens and elders. Jeni & Max help out the Des Moines Area Food Bank one Wednesday evening a month. Check in with Jeni to see which date it is & join them at the DMUMC at 6:15 pm. Check in with Nancy A for the Burien Pride booth the end of May or early June. The NPUCC Green Team has been fostering baby Douglas firs for Grow It Forward and planted a vegetable garden this spring.

---

## **BURIEN PRIDE CELEBRATION - MAY 31, 2025**

Although the clouds were abundant so were the people and volunteers gathered in Burien to celebrate pride month. NPUCC had over 20 volunteers to staff our booth where we had fun with a "Spinning Prize Wheel" giving out leis, buttons, Kind bars, book marks and water. The wheel help draw people in and was very family friendly as children loved to spin as well as the adults. Big thank yous to all the volunteers including the early arrivers to set up and those who stayed to the end to take down and put everything away for next year. I felt this was a great community event and also good for church members who had time to get to know each other a little better.

-Nancy Allen

## *UNIQUE OUTREACH AT THE MISSION MILE RACEWAY CONTINUES*

Greetings from the Race Track!!

VROOM VROOM!! And they're off....

As you all must know by now, the monthly racing has been going on since the pandemic ended. This event has continued to bring several people to the building regularly, and draws new people almost every month.

It's a little fascinating to learn what brought them (newcomers) in, on any given event. We hang a yellow banner, we advertise on social media, we publish on our website and we have regulars talking about it to many people in the outside world. In purposefully asking "what brought you in today?" I get lots of different replies.

The "media" that caught their attention has been spread pretty evenly, but the banner seems to be the most predominant. And the "what" that brought them in is also pretty evenly spread across several categories. The range is from "I had no idea what slot cars were" to "I haven't seen slot cars in 40 years!" And in the middle are "it sounded like fun", "I've been meaning to come and see who all is in here", "This is a great outreach". And there's more, but you're getting the idea.

One thing that we do not offer in this event is food. While several people do bring something to eat, since they plan to be here through the dinner hour, we've not considered making it a meal time event. But, that might be something to consider since we do call it community night, it's an open invitation to everyone.

At any rate, we put out a donations can, and it's received some generous offering over the span. Helping keep the lights on, as we say.

We have a few of our own congregation who come participate regularly, but mostly it's people from outside. We sure enjoy the time, and the competition can get pretty tough too. During the first three hours we provide everything needed to participate. After 10pm, the personal use equipment comes out and the adrenaline flows. Truly a great outlet for all who drive. Great entertainment for spectators too!

We hope to see you at a race sometime soon!

Submitted by your Race Director: Bob George



## GREEN TEAM ANNUAL REPORT 2024-2025

### TEAM MEMBERS

Jill Tiffany, Rev. Amy Hitchens, Connie Clark, Alice McGregor, Cathy Brewer, Tess Fleener, Barbara Gregg, Lynn Zachow

Genesis 1:3a: *God saw all that God had made, and it was very good.*

*"We do not inherit the Earth from our ancestors, we borrow it from our children."*

–Chief Sealh

Since the spring of 2023 when we connected with Brooks Berndt, our UCC Minister of Environmental Justice, we have been working to become a UCC Creation Justice Church.

We have kept our "Grow It Forward" baby Douglas firs an extra year as there was a change in leadership and they will be picked up this next fall. The finished seedlings will be planted at sites to restore damaged habitat to a more natural forest. Barbara has been our contact with "Grow it Forward" to keep our firs happy. We started with 99 seedlings and are now down to a good robust 50 that are nearly overflowing the original enclosure! Because there was a group that was unable to keep their seedlings an additional year, we picked up 50 more that we are nurturing on a platform near the labyrinth.

Because of the invasiveness of ivy in Nature Lane we decided to approach removing it differently... by hiring a goat team. Lynn is working on this but has not been successful in making contact yet.

The Green Team teamed with Pastor Amy on Mother Earth Day in leading the service with the focus on Mother Earth and Creation.

Connie continues as the lead for Ridwell collections. There is a 3-tier container in the cloak room for orange medicine bottles (labels removed), small jar lids, and corks.

In the kitchen we are using washable utensils and dishes whenever possible, otherwise, we use compostable ones.

Very definitive signs have been put up in the Fellowship Hall so that folks will compost and recycle correctly.

Lynn has continued to chart our accomplishments, so we have the data to apply to be a UCC "Creation Justice" church.

Although our church re-joined Earth Ministry (now Earth Ministry/Interfaith Power & Light), we are sad to say that they have had to close their ministry.

This summer we – Cathy L, Cathy B, Lynn, Alice, and Jill T - spent the morning of Saturday, May 24 re-invigorating the three raised beds behind the parsonage. After weeding, we added compost and planted starts and seeds – tomatoes, beans, basil, zucchini, summer squash, cucumber, corn, pumpkins, marigolds, and strawberries. We also added a short fence around the garden to discourage pilfering from our little neighbors and a soaker hose on a timer. We will assess our success at the end of the summer.

We gathered on Wednesday, August 13 and drafted a Creation Justice covenant to take to our church members to approve at our annual meeting. We started with a shortened re-write by Alice of a sample UCC covenant and reviewed the words and phrases received from the congregation at our breakfast church on Sunday, June 15 to write a draft. Once the covenant has been approved, we will submit an application to the UCC to be called a “Creation Justice” church.

---

Submitted by: Lynn Zachow, Alice McGregor, and Rev. Amy Hitchens

## NPUCC ANNUAL WORSHIP COMMITTEE REPORT - 2024/25

**Chairperson:** Connie Clark

**Committee Members:** Steve Allen, Belinda Allender (current LOA), Nancy Knudsen, Cathy Larson, Stacie Latimer, Michael Moser, Siobhan Van Bergh, Denene Wright (stepping down)

**Also Attended:** Cindy Dow (*Worship Accompanist*) and Rev. Amy Hitchens

### Summary of 2024-25

I have thoroughly enjoyed the creativity, thoughtful planning and teamwork of the worship committee this year. The creativity inspired things like: a new prayer table in the sanctuary, sing-a-longs, decorating the cross for Easter, and a future Easter banner. The thoughtful planning produced a great line up of Pulpit Supply to include Rev. Bruce Wilson, Rev. Carol Shellenberger, Rev. Allysa DeWolf and our own members, Nancy Knudsen and Connie Clark, Kirsten Pangelinan, Max Watson, Stacie Latimer and Lynn Zachow. We also heard from a former client of Hospitality House. Teamwork meant that we always had a volunteer workforce to help with communion, with set-up and take down for “breakfast church” and outdoor worship, and with Christmas decor and organizing the parament closet.

During Christmas and Epiphany, we expanded our understanding of courage with applications in the world. We took a pause with the Psalms during Lent. In the summer months the theme was rest and renewal.

An important realization from our visioning event this year was the significance of the role of greeter/connector to help make every guest (members or not) feel welcome and connected.

We have had good representation on the worship committee this year with returning members and new members. With some recent changes we lost two members but also gained two members for 2025/26. Welcome Shannon Thomas and Max Watson! It isn't a significant time commitment, but we definitely need diversity of thought, creativity and a commitment to a successful worship service each week. In addition to a monthly 1-hour meeting, we like to see worship committee members commit to being responsible for approximately 2 months annually to serve as deacon for the month. Deacon responsibilities include setting up and cleaning up for communion that month as well as securing volunteers for lay leader, greeter, flowers, etc. Many of our members volunteer to serve in these roles on a regular basis, and we appreciate you very much! I want to give a big thank you to Nancy Knudsen who took over as Worship Committee Secretary when Stacie assumed the Moderator role.

I would be remiss if I didn't thank the following volunteers who aren't on the Worship Committee, but have a big impact on our worship services by helping out with technology on a regular basis:

Megan Fairweather, Sue Janke, Vicki Nichols, and Jeni Watson. This role is so important because it allows members and guests to join worship virtually.

I also want to give a very special shout out to Dorine Seaquist who faithfully volunteers to provide all of us with coffee and goodies after worship. She comes early to prepare and she stays late to clean up. Dorine, we are so grateful!!!

Finally, I want to thank everyone who has shared their time and talent as part of the Worship Committee this past 12 months. It really does take a team to ensure we have everyone and everything we need in order to provide a welcoming, productive and meaningful worship every Sunday. This has been an amazing team. I am grateful to be a part of it, and to serve in this capacity.

*"Lord prepare me to be a sanctuary,  
Pure and holy, tried and true.  
With thanksgiving  
I'll be a living sanctuary for you."*

Respectfully submitted by Connie Clark, NPUCC Worship Committee Chair

---

## PASTORAL RELATIONS

**Committee Members:** Cathy Brewer, Lee Larson

No Report this year.

---

## PERSONNEL REPORT

**Committee Members:** Wenden George, Jill Tiffany

This past year our personnel committee blessed the hiring of our office Manager, Robbie Gilchrist. We also worked with our moderator, pastor, and council in drafting an updated call agreement for our pastor, utilizing the conference guidelines from Committee on Ministry for the Pacific Northwest Conference of the United Church of Christ and the newer Manual on Ministry for Authorized Ministry of the United Church of Christ.



## Normandy Park United Church of Christ (NPUCC)

At Normandy Park United Church of Christ, we believe in a God that is still speaking, a God that is all-loving, and a God of extravagant welcome that is inclusive of all people.

We are a church where your mind and soul are nourished through word, music, fellowship, education, and service. We are a community of people seeking to follow Jesus' teaching in our daily lives.

### Purpose

*God calls Normandy Park United Church of Christ to make a spiritual difference in people's lives through Fellowship, Worship and Service*

### Mission

*To create a vibrant church community that serves our neighborhood and world*

### Vision

*A loving faith community where all are nurtured and people's lives are changed*

### Core Values

*Relevant worship and learning*

*Respect, support and working together*

*Open and affirming*

*Genuine hospitality*

*Celebrating diversity*

*Service*

*Peace and justice*