

# ANNUAL REPORT

Fiscal Year 2019-2020

into heaven  
right hand of  
er Almighty.

He ascended into heaven  
and sits at the right hand of  
God the Father Almighty.

He ascended into heaven  
and sits at the right hand of  
God the Father Almighty.

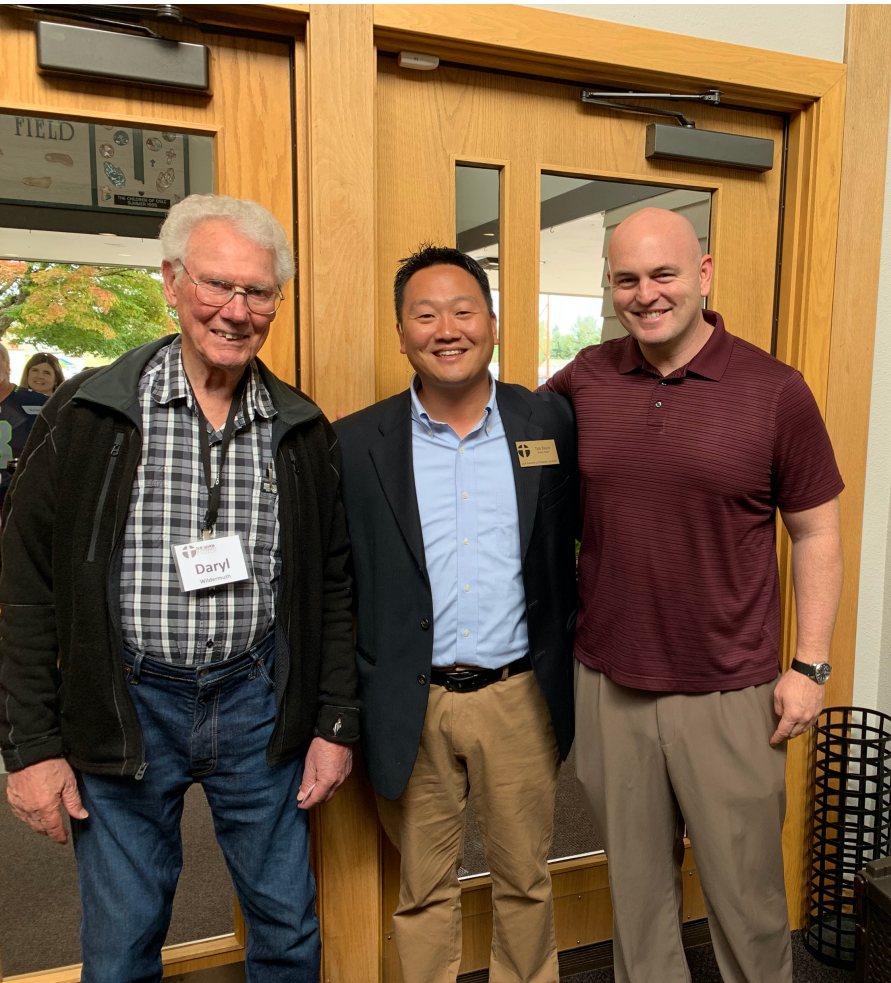


“

Our mission remains the same...  
to make disciples who love God,  
love people, and live like Jesus.

”

## FROM PASTOR TIM



Our Savior Family,

No doubt, COVID-19 has disrupted, disoriented, and dissolved our ministry plans. Our team continues to pivot and lead with great wisdom, discernment, and bold faith.

I love this picture. It illustrates the faithfulness of God and His work in every season of Jesus' church.

I'm reminded of Psalm 100:5: **"For the Lord is good. His unfailing love continues forever, and his faithfulness continues to each generation."**

From the outside looking in, that sums up where God has taken us over this last decade.

- Relationships have been reconciled and strengthened.
- Some dreams have been dashed... others realized.
- Projects have been completed.

- New people have come to faith and been baptized.
- Our local gospel influence has multiplied.
- We have grown in both size and maturity.
- Arson tested our resolve and brought us together.
- Pastors and staff have come and gone
- And, through it all, God has been glorified!

I'm excited to share this annual ministry report with you. As you reflect on this past year with me, let's give thanks to God for He is good and his unfailing love continues forever and his faithfulness continues to each generation.

Our future is exciting and bright (even with COVID-19!). God has positioned us and is leading us into a new decade filled with new opportunities to make disciples who love God, love people, and live like Jesus.

*Pastor Tim Bayer*  
John 3:30  
**Tim Bayer**  
Lead Pastor



## MEET ALLAN

A Life Forever Changed by an Invitation

### Meet Allan.

"I was still in prison (Angola State Penitentiary) in Louisiana when I accepted Jesus Christ, was baptized, and decided to change my life.

16 years later after serving 41 years straight, I was released, came to Washington, and met Lesta who gave me a place to stay.

*She (Lesta) brought me to Our Savior my first Sunday...*

I listened to the sermon and was electrified by it. I've been coming to OSLC for just over three years now.

I've changed a lot.

I've gotten off parole, completed a book which is about to be published, and I've met a wonderful Christian lady who I am about to marry. Jesus Christ has had a tremendous impact on my life and my transition wouldn't have happened without him in my life."

This is one of the hundreds of countless stories of life change that result from inviting others to join us in our walk with Jesus. It's the fruit of making disciples who love God, love people, and live like Jesus right where we are.

## OSLC 2020 Recap

Our vision was to become disciples sent by Jesus to connect the unchanging God with a changing world. We planned to accomplish this through lifting and bringing life to our community beginning with the Franklin Pierce School District.

### Discipling All Ages

- 75% of regular attendees are connected to a Life Group and/or a ministry.
- We invest heavily in children, family, and youth ministry.

### Gathering in Multiple Contexts

- People will experience a genuine sense of welcome
- People have clear and simple opportunities to connect on multiple levels.

### Bridging to our Community

- OSLC is seen as a force of good in our community.
- A growing number of unchurched people are connecting in relationships through ministry programming.

## Discipling All Ages

The past year in discipleship is best described by the word “new”. Last March, God added Cary (Youth Minister) and Dereem (Kids & Women’s Minister) to our Discipleship Team. Our team doubled in an instant and grew in capacity far beyond what it had been in years. Summer 2019 included Pastor Brian’s final Sunday, my ordination, and Pastor Tim’s first Sunday. The fall brought fresh events and retreats with the additions of new staff. And this March, brought COVID19 requiring everyone to do what they do in a new way for the first time.

Amid all of the “newness” of this past year, one thing has grown and strengthened as the priority in discipleship. We are

“for” people. Whether in Life Groups, Bible Studies, men’s and women’s events, or family programs, relationships with people have remained the priority. Designing spaces and dedicating time to listen and walk alongside people is something that hasn’t only remained unchanged in all these changes, but it has strengthened. We walk daily with people encouraging and equipping them to know Jesus, become more like him, and join Jesus on his mission. The methods are changing, but this goal of making disciples drives everything everyday.

Matt Cario  
Discipleship Pastor



## Kids & Women's

We LOVE kids at OSLC Kids' Ministry! Nursery attendants cuddle babies and toddlers while their parents are being spiritually fed. On a weekly basis, 30+ volunteers take turns sharing Jesus with children during Sunday School, which has continued via online Zoom gatherings during the pandemic. Weekly Children's Messages have been incorporated into Sunday online worship since services moved from church and into people's homes. Events such as the Fall Carnival (October), Family Dance (January), and Vacation Bible School (June/July) strengthen families and bring them together with the community around us.

Women are vital to our church family. This past year, OSLC women and friends gathered together in community to learn, support, and encourage each other. Many met new ladies and formed new friendships through OSLC events. The Women's Brunch (September), Women's Retreat (November), and Living Way Bible Study (Tuesdays) are among the means through which God is growing faith as well as the network of support for the women of our church. The IF:Gathering (March) was postponed due to the pandemic.

Dereem Hoff  
Kids & Women's Minister



# ANNUAL REPORT

## Youth

July of 2019 marked the true beginning of my new ministry at OSLC. Up until then, I was just the “new guy” with only a few short months’ worth of facetime with students and families. However, a week of VBS, a week at Lutherhaven, and a week-long student mission trip to Neah Bay affords you more than enough facetime. Students and families were able to discover more of who I am, what I am about, and where I see the future taking us and vice versa. I moved from the “new guy” to “the guy”! This momentum spring boarded us into an amazing season of Fall ministry. Relationships were growing, deepening, and strengthening not only in youth ministry, but also with

the greater OSLC community. 2020 rolled around and while I was dreaming and preparing for what the year ahead would hold for our students and families a curve ball came out of nowhere called Covid-19! I will not argue that God has continued to immensely bless OSLC during this huge shift, however, it has not come without its share of growing pains. It has caused me to reevaluate what is important and to think about how can we move forward by returning to the basics. We are still in the midst of this shift, but I am confident God will continue to lead us with His grace and truth.

Cary Hoff  
Youth Minister





## Gathering in Multiple Contexts

The past year for Worship Arts can be summed up in one word, adaptable. This year saw an increase in volunteer recruiting and training as the AVL department ramped up their volunteer core to 13 or so dedicated people trained to serve in different capacities. We began streaming our entire 9:30 service later in 2019 and that has paid huge dividends as we moved into a total digital platform during the pandemic. We completed our second community musical which has created some incredible relationships that continue to thrive and a few have taken next steps to be more integrated within the OSLC community. Worship Arts has worked seamlessly to provide worship opportunities for Women's Ministry (IF Gathering) Men's Ministry (Men's Retreat), Youth Ministry (Various youth retreats) and Kidmin (VBS and Lutherhaven). We also held our first two "Nights of Worship".

In March of 2020, we shifted our worship services completely online while creatively coming up with new content to engage families intergenerationally through this digital platform. Through all these changes and shifting of focus, Worship Arts has remained grounded in the vision of "Connecting people in worship to help them experience Christ" no matter what that may look like. We have been blessed with some of the most gifted, servant-hearted people at OSLC who together make this all possible. We are excited about the future and what God has in store as we creatively work together to communicate the Gospel and help people experience the love that God has for them whether that is in the same room or miles apart.

Gerod Bass  
Director of Worship Arts

## Technical Arts

The AVL Ministry at OSLC has gone through quite a few changes in the last year. Our roster has grown some as we've added some new responsibilities with streaming our entire service, which we began doing last fall. It was fortuitous that we began doing this back then as it gave us a head start once the Stay Home order came down.

We were blessed to have RD Willis join our team during this time as well. RD works for NBC Sports and has more knowledge of video in his pinky than the rest of us combined. The AVL team was also a blessing for him as he continues to mourn the loss of his wife Jeni late last year.

As a result of the Stay Home Order, we have been upgrading our video production system so that we can maintain a high level of excellence once we 'return' and at which time, much of the gear will need to return with RD as he returns to work with Sunday Night Football. We will be increasing the size of our Sunday morning team to include a 3 person video crew, and a 3 person FOH crew.

The video upgrade included a unique network just for the video system, which may still need some help from a fiber optic ISP in the future.

We have also been working on improving our digital delivery through our website. Creating easy to find content during the Stay Home Order.

As we move forward, Media and Technical Arts will continue to support each ministry with deliverables, both images and video.

Matt Kees  
Media + Technical Arts Minister

## Bridging to our Community

- **Back to School Fair** served 450 kids with school supplies and winter coats.
- **Faith in Action** met each month to repair cars, prepare meals, and employ community action teams. Most of our beneficiaries are low income and/or senior citizens. We saw an increase in the number of members using FIA for personal outreach.
- We raised enough money to sustain 15 babies and their mothers in the **Child Survival Program in Nicaragua** through pie sales.
- **Abundance Garden** provided over 750 pounds of fresh produce to the local Nourish Food Bank and forged a new relationship with the Puyallup Tribe.
- **Giving Tree** supported close to 40 families with extra demands of the holiday season. Most families were recommended by school counselors so we know they live in our neighborhood - very local.
- **Elder tithes** reached close to 27 organizations/ministries with much needed resources. Some examples of recipients include organizations that address homelessness, hunger, youth spiritual development, and missions.
- **Backpacks 4 Kids** continues to serve 240 kids per week with weekend food bags. These bags go to Pierce County's largest population of ALICE households - Asset Limited Income Constrained Employed (aka: working poor).
- **Backpacks 4 Kids** added hygiene pantries to all secondary schools and sustained all 5 food pantries.

## Outreach

All outreach programs adapted immediately to the COVID epidemic and found new ways to get resources to families in need - non of our resources were underutilized. Some examples include: a displaced family living in a motel, terminally ill mother who lost her job when the epidemic hit, and a mother and son living in their car.

The pandemic strengthened our reach into the community as we were invited onto response teams with the Franklin Pierce School District and Pierce County Hunger Partners.

OSLC has been invited into the Franklin Pierce 2-Generation Collaboration Design Team, a group focused on responding to the most pressing needs of the Franklin Pierce community. As a key partner, we have been invited to serve as thought leaders and champions for our community.

Tracy Schlatter | Kristi Kellogg  
Outreach + Connections Director



## Connections

In November 2019, we welcomed in 28 New Members. We currently have over 30 individuals on our list for our next membership class. Our hope is to put together an online class in the near future for those interested.

Christmas 2019 we welcomed 100 guests to our campus.

Our Frontlines teams were going strong with 70+ volunteers prior to COVID. With the current Stay at Home order, the shift of Frontlines has gone completely online with brand new teams.

Currently we have Online Hosts for both of our Facebook page and website at all three of our services. We are looking into online prayer teams, and virtual Hospitality for Sunday mornings and training many of our current Frontlines volunteers for these positions as we anticipate a long-term permanent online presence.

First Impressions continues to welcome visitors each and every Sunday.

We were able to make a shift and still celebrate Mother's Day Father's Day. Rather than handing out gifts in person, we sent gifts through traditional mail.

I am looking forward to working with our new Director of Outreach and Connections, Kristi Kellogg! She is a gift to our ministry and I can't wait to see what God has in store for us!

Shelly Lindow  
Outreach + Connections Minister



Hallelujah  
Hallelujah to my King

## Equipping Disciples, Leaders, and Congregations

Equipping people for Jesus' ministry is never-ending work. Here are some highlights from 2019!

- Matt Cario was ordained as a pastor in July 2019 (he is continuing his seminary course work throughout 2020 and into 2021).
- Brain Banke went to start LINC SeaTac in July 2019.
- The Discipleship Team hosted their fall equipping night in August 2019.
- In September 2019, the Puget Sound Mission Leaders Group (formerly 52 Local) were invited to identify at least one new person within each participating congregation who can be equipped to lead out in community outreach.
- Two Leadership Summits gathered and equipped leaders to share their stories of what God is doing in their lives with others.
- We continue to share (and learn from others!) how best to pivot ministry during the global pandemic.

- As Tracy Schlatter and Sue Bratz retired in 2020, we hired Nora Gass (Operations) and Kristi Kellogg (Outreach + Conenctions).
- Larry McCallum, Juanita Nirider, and Randy Rochester completed their terms on the Board of Directors in June 2020.
- Erin Pyle, George Shook, and Wayne Flood were elected to the Board of Directors in June 2020.
- Bryan Besteman, Spencer Blanks, Nathan Williams, and Dan Wood began serving as elders in June 2020.

Additionally, facility safety and security measures were completed in 2019-2020, including the installation of limited access systems and additional monitoring cameras, securing a golf cart for easier parking lot mobility and presence, and we began a review and revision of our operational ministry policies/procedures.

Tim Bayer  
Lead Pastor

## Operations

My reflections on the previous year could involve a lot of statistics, fund balances, income and expense ratios, board reports, call meetings, policy development, facility upkeep, and working through the many changes that it seems OSLC is always going through.

My year has included a lot of transitions with new employees, new software, a pandemic, and deciding to retire.

I am thankful and excited about the leadership and the members in our church and where God is taking us.

I just want to say that it has been a privilege serving on our staff in the role of Director of Operations. I look forward to joining the amazing army of retired friends at OSLC and finding new ways to make a difference for Jesus. Thank you, I love you all!

Sue Bratz | Nora Gass  
Director of Operations



## Staff Transitions

2020 was a year of change and transition.

**Cary Hoff** arrived in Spring 2019 as our new Youth Minister.

**Dereem Hoff** arrived in Spring 2019 as our new Youth Minister.

**Tim Bayer** was called to serve as Our Savior's next Lead Pastor at our June 2019 Annual Voters' Meeting.

In July 2019, **Brian Banke** transitioned to his new full-time role as Executive Director at LINC SeaTac.

**Tim Bayer** was installed on August 26, 2019 as Our Savior's next Lead Pastor.

In January 2020, **Sue Bratz** announced her June 2020 retirement.

In February 2020, **Tracy Schlatter** announced her mid-2020 retirement.

**Kristi Kellogg** became our next Director of Outreach + Connections in May 2020.

**Nora Gass** became our next Director of Operations in June 2020.

**Tammy Luchsinger** retired as our from being our Nursery Director in June 2020.





## 2019-2020 Financial REPORT

	2019-2020	2018-2019	2017-2018
General Fund Income	1,709,692	1,555,308	1,438,657
Other Income	85,069	66,524	86,155
<b>Total Income</b>	<b>1,794,761</b>	<b>1,621,832</b>	<b>1,524,812</b>
<b>Total Expenses</b>	<b>1,671,248</b>	<b>1,533,383</b>	<b>1,475,860</b>
+/-	123,423	88,449	48,952
Restricted Funds (designated funds)	404,942	363,426	184,044
Current Liabilities (none past due)	26,129	12,401	14,323
Elder Tithes (balance of allocations)	60,727	83,460	65,636
Unrestricted Funds (including cash reserves)	974,008	714,541	661,289
<b>Total Cash Balance</b>	<b>1,465,806</b>	<b>1,173,828</b>	<b>925,292</b>

## Our Ministry Team

Brian Banke, Lead Pastor (through July 2019)

Dawn Banke, Preschool Teacher

Larry Bond, Custodian

Tim Bayer, Lead Pastor (beginning August 2019)

Gerod Bass, Worship Arts Director

Sue Bratz, Operations (through June 2020)

Matt Cario, Discipleship Pastor

Deb Coles, Receptionist

Randi Ehli, Outreach + Connections Assistant

Louise Ferguson, Bookkeeper

Nora Gass, Operations (beginning June 2020)

Lisa Grant, Lead Pastor's Assistant

Cary Hoff, Youth Minister

Dereem Hoff, Kids + Women's Minister

Robin Holm, Preschool Director

Matt Kees, Media + Technical Arts Minister

Kristi Kellogg, Outreach + Connections Director  
(beginning May 2020)

Shelly Lindow, Outreach + Connections Minister

Tammy Luchsinger, Nursery Director

John B. Merz, Care Minister

(through September 2019)

Bruce Robel, Facilities Manager

Pam Schoenholtz, Office Manager

Tracy Schlatter, Outreach + Connections Director  
(through May 2020)

Kirk VanNatta, Care Minister

Susan Wakeman, Receptionist

Angela Wolf, Discipleship Assistant

Diane Zimmermann, Choir Director

## Our Board of Directors & Elders

### Board of Directors

Randall Rochester, Chairperson/President  
Jim Grant, Vice President  
Jan Mauk, Treasurer/Secretary  
Shawn Adgie  
David Barber  
Barbara Illman  
Lawrence McCollum  
Juanita Nirider  
Murray Rouse  
Brian Banke, Lead Pastor (through July 2019)  
Tim Bayer, Lead Pastor (beginning August 2019)  
Sue Bratz, Operations

### Elders

Brian Banke (through July 2019)  
Tim Bayer (beginning August 2019)  
Matt Cario  
Dan Clemens  
Dennis Devlin  
Phil Eggman  
Cal Ehli  
Larry Forschler  
John B. Merz  
Joe Newman  
Joe Price  
Steve Pyle  
Kirk VanNatta  
Dennis Zimmermann



[www.oslc.com](http://www.oslc.com)