



**ANNUAL VOTERS' MEETING
AGENDA**
May 18, 2025 // 12:00 p.m.
Tacoma Campus - Worship Center

12:00 GATHERING

Call to Order

Opening Prayer

Overview of Today's Meeting

12:05 CELEBRATION

Ministry and Financial Update

Tacoma Campus Master Planning Update

Mission Endowment Grants

12:30 ACTION ITEMS

Resolution 25-3: To Revise Bylaw 5 for an Odd-Number of Board Members

Election: Board of Directors, Elders, and Mission Endowment Committee

Resolution 25-4: 2025-2026 Ministry and Financial Operating Plan

Resolution 25-5: To Extend a Divine Call - Kids Minister

1:00 ADJOURNMENT

Closing Prayer

Resolution 25-3

To Revise Bylaw 5 for an Odd-Number of Board Members

Rationale: The Board of Directors wishes to compose the Board with an odd number of members while maintaining flexibility with a range rather than a set number.

Process: According to Bylaw 9, a copy of this proposed amendment shall be made available to voting members upon publication of the notification of the Voters Assemblies. Amendments to the Bylaws shall be approved by a simple majority of the Voters Assemblies. The date of adoption shall be included in the amendment. Upon adoption, such amendments shall be submitted to the Board of Directors of the Northwest District of the Lutheran Church Missouri Synod for review and approval prior to being placed into practice by the congregation.

An electronic communication dated 10 March 2025 from Rev. Mark Hoelter states that “the NOW Constitution Committee “approves” this [proposed] bylaw amendment and will forward them to the NOW Board of Directors April 10 meeting for approval. You may safely proceed with plans for the May 18 meeting.”

Result: As a result, should this amendment be approved by the Voters Assembly on 18 May 2025, the bylaw will take effect immediately upon an affirmative vote.

CURRENT

BYLAW 5: BOARD OF DIRECTORS

Terms of Office - The Board of Directors shall be composed of no less than six (6) and no more than ten (10) members. The term of office for each member shall be for three (3) years, with one-third (1/3) of the members being elected each year. Members may serve a maximum of three (3) consecutive terms, but may serve again after a one (1) year hiatus from the Board. Every term of office shall begin on the first day of the month immediately following the Annual Voters Assembly. During the first meeting of the new Board of Directors, the Board shall elect from among its members the President, the Vice President, and the Secretary/Treasurer.

PROPOSED

BYLAW 5: BOARD OF DIRECTORS

Terms of Office - The Board of Directors shall be composed of no less than ~~six (6)~~ **seven (7)** and no more than ~~ten (10)~~ **eleven (11)** members. The term of office for each member shall be for three (3) years, with **approximately** one-third (1/3) of the members being elected each year. Members may serve a maximum of three (3) consecutive terms, but may serve again after a one (1) year hiatus from the Board. Every term of office shall begin on the first day of the month immediately following the Annual Voters Assembly. During the first meeting of the new Board of Directors, the Board shall elect from among its members the President, the Vice President, and the Secretary/Treasurer.

Adopted by the Board of Directors
20 March 2025



2025 JOINT NOMINATING COMMITTEE



2025
ELDERS



KEVIN ANDERSON

Jesus is my Lord and Savior. He has called me to be His child and I am forever grateful! I am continually learning how to imitate Jesus in my daily life so when others see me, I reflect Christ to them. Jesus, my rock and redeemer!

Leadership, service, generosity, and hospitality are spiritual gifts and skills I believe I can share as an Elder.

I serve on the communion team regularly and my wife and I are trying to intentionally support the OSLC Puyallup campus transition.

I have a desire to serve where my gifts and talents can be best utilized.

I have the time and capacity to serve the 2 year term as an Elder.



ZAFAR DAS

I believe Christianity is more than a religion it is a way of life. It is a relationship with Jesus. God's goal for each one of us is to have intimate relationships with him. Proverbs 3:32 says. "He is intimate with the upright."

"My relationship with Jesus is not limited to going to church on Sundays or joining a bible study group or praying occasionally, but for me it is trusting in Him depending on Him in everything I do. Keeping Him in the midst of my decision with my actions. His purpose for me and for us all is to reveal Himself to us and use us for His mission. It involves praying, sharing faith with others and loving others and loving God. My relationship with Jesus is to seek the will of God which means listening to Him and making Him the center of my life. Acknowledging Him, talking to Him not just in prayer but all through the day in every little thing. Not just when I need something or when I'm in trouble but always. God's promise in Isaiah 41:10 "Fear not, for I am with you; be not dismayed, for I am your God; I will strengthen you, I will help you, I will uphold you with my righteous right hand." That is how He wants to have relationships with me and others.

ZAFAR DAS

God knows me and I am honest with Him in that relationship. God is love. I love the OSLC mission statement. "Love God Love people and live like Jesus. That is my relationship with Jesus. The Bible says that God so loved the world that He gave His only son that who believes in Him shall have eternal life. Relationship not just in this world but in eternity. And that is my relationship with JESUS.

The gift and skill I believe I can share as an Elder is helping others in need.

Currently, I am member of Backpack for kids and most Wednesdays of the week I schedule myself to help out. I have the time and capacity to serve the 2 year term.



LARRY FORSCHLER

I know Jesus loves me, and I love Him. I want to sit at His feet and learn from Him like Mary did. I want to follow Him and serve Him by loving and serving my neighbor.

The spiritual gifts and skills I can share are serving, apostleship, and giving. I currently serve as an Elder. I am also part of the visitation ministry. I lead one life group and co-lead another. I am also a Stephen Minister.

I have the capacity to serve as an Elder for the 2 year term.



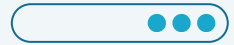
MIKE HEINZ

Jesus is my Savior. A refuge in times of trouble, grief and despair. Glorified in His love, joy, patience and kindness. He shows me daily His love and walking in alignment with Him. He breathes life into me with his love, atonement for my sin.

Jesus' grace and mercy lift me up and lead me down the narrow path of life. I am eternally grateful for the gift of service in Him. As a sinner Christ died for me and breathes life into me.

The spiritual gifts that I share as an elder are serving others in helpful and practical ways, and the gift to help others often behind the scenes. In leadership I have the ability to lead and guide in a common purpose. In Faith I have a strong belief in God and His promises. I also have Administration gifts to organize, manage and inspire others to a common purpose. As a current Elder I am serving in weekly Sunday worship services. I am using my gifts and skills to support our church family in prayer by receiving and following up personally on weekly prayer requests. The Lord has led me to lead in the weekly Lenten prayer time on Tuesday evenings. I have been blessed to go into the homes of our members for prayer and support. I have been active in men's ministry and am currently attending with men of OSLC in two bible studies. Our presence and witness are the greatest gifts in serving others with a willing heart. The Lord has led me to continue the work of serving Pastors Tim and Matt, Vicar Cary, the staff and congregants of OSLC. I am humbly honored and blessed to serve.

Elders



MIKE HEMMINGER

I was born and raised in the LCMS attending and going through confirmation at Zion Lutheran Church in Annandale, MN. While attending North Dakota State University I attended Immanuel Lutheran Church and participated in their campus ministry

This ministry was huge as many of my peers stopped going to church once they left home. This ministry kept me rooted in faith. I moved to Bremerton, WA in 2009 and was surprised at the culture of Washington and how few churches there were. I attended Peace Lutheran Church and met some of my best friends there - which again helped me stay grounded in faith at a time when I had no other peers that attended church. I had struggled for years to meet someone who shared my faith, and I trusted God that there was someone and my patience would be worth it. After 9 years I met my wife. She and I have been members of OSLC since 2021 and have been so excited to be part of a congregation with families and children our age. Jesus kept strong when I was lonely and guided my conscience when I had no one else to turn to who understood my struggles. Spiritual gifts and skills I believe I can share as an Elder are strong leadership skills, a stout work ethic, and I am an excellent communicator.

MIKE HEMMINGER

Right now, I support my wife so that she can participate in women's Bible study and worship team practice. We live 45 minutes from church and our boys are very young. I make sure she can break away and have as much time as she needs.

Likewise, I would like to become more active in the church and she wants to reciprocate and watch the kids so I can make it to OSLC during the week after work.

I became motivated to consider becoming an Elder because I want to get to know the people of the church better and share my thoughts on service.

I have the time capacity to serve the 2 year term as an Elder.



DAVID KERNAN

I've been following Jesus for 50 years. I am His servant and am grateful for the loving kindness that He has shown me. I am looking forward to more years of serving Him in what He calls me to do.

The spiritual gifts and skills I can share are serving, teaching and helping. I am currently in my second term as an Elder, in addition to singing in our church choir, serving on the AVL team and being involved in a life group. I have the time and capacity to serve the 2 year term as an Elder. I have enjoyed serving as an elder and would like to continue to do so.



MIKE TURNER

Jesus has been an important part of my entire life. I was baptized as an infant at Immanuel Lutheran Church in Puyallup shortly after birth. Early on, my family occasionally attended church,

but we still learned His teachings, prayed, and did our best to follow His ways in the home and community. Around sixth grade, my family began attending church regularly. I was heavily involved in confirmation and youth ministry during my teenage years at Immanuel. As a young adult, I volunteered in the youth ministry program. I enjoyed sharing the love of Jesus with others so much that I went to school and got a degree in Youth and Family ministry. I spent a few years as a church youth director. I have continued to volunteer by working with kids and youth ever since. Most recently, I have served as a shepherd in OSLC's kids ministry program. Christ has used events in my life to shape my character and values. Even when I fail to hear Him, I know He is there to find ways to show me ways to live more like Him. Regardless of the setting (home, church, work) and with God's leading, I aim to do my best to share His love, grace, and forgiveness in a way that will lead others to know Him better.

MIKE TURNER

I believe I have the gift of Service. I can often identify and fill gaps when the need arises in many different areas. It can be in a variety of different areas: teaching, leading, serving, caring, etc.

I was approached with the opportunity to serve and after prayerful consideration I decided it would be a great way to serve God and my OSLC family.

I have the time and capacity to serve the 2 year term as an Elder



RD WILLIS

I was raised in the Presbyterian Church as a child. As a teen I accepted Jesus in my life through Young Life and Malibu Club in Canada. I moved to Celebration Lutheran Church when my wife and I married.

She grew up in Peace Lutheran downtown Puyallup. It was an easy transition for me. We moved to OSLC in the late 1900's when our kids became teenagers so they could be a part of the youth programs here. My walk has grown since my wife passed away. I have joined the men's group, Bible studies, and work AVL during services. I have been blessed with the fellowship in those groups.

I am blessed to be a part of AVL. I am so thankful to be a part of that service. I see myself as a good teacher of those broadcast production skills to others in the group. Mentoring the younger members serves them too. I pray I am a positive influence for their spiritual growth as well.

I was asked to consider becoming an Elder and the Design Class had an impact on my considering the call.

I have the time and capacity to serve the 2 year term as an Elder.

BOARD OF DIRECTORS



SPENCER BLANKS

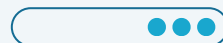
I was born in Oakland CA, then adopted at a young age and was raised in Fresno CA. During my childhood, my family and I did a lot of church/religion hopping, eventually settling into what was our home church in 2003.

In 2006 my relationship with God started to evolve into its own form, and I started becoming more involved with the church. Then in 2007 my father and I went on my first mission trip to Mexico, in partnership with YUGO ministries we built houses for families in need. Since that 2007 trip I was able to return yearly before relocating to Washington in 2013.

In 2015 I started my career at Boeing and my wife Marissa and I were married, bringing us to Puyallup.

In 2016, we became members of OSLC, and remain very involved with the youth ministry here as a Life Group Leader. Since then, Marissa and I have added two children to our family - Beau and Levi.

Board of Directors



JERRY DURIS

I was very Blessed being able to have been raised in a Christian family and now married to Debbie, a strong Christian woman. I'm trying to live the best version of Christ that I can and often times fall way short.

I ask for forgiveness when I fall down. I stand up and keep trying again. This last 12 month process of moving through the merger twists and turns has been a huge learning process of trying to discern God's plans. Pastor Tim has been an inspiration to me with his rock solid faith and calmness in the face of multiple obstacles. The spiritual gift I can share is the God-given ability to listen to other opinions and come to the best decision that fits with God's purpose. I have been very blessed being able to be part of the ILC BOD during the 12 month merger process. I learned a lot about prayer and faith working between the ILC and OSLC groups. God works in mysterious ways. I hope to use my gifts to further God's kingdom being a Board member at OSLC and the Immanuel Campus. I'm beyond excited about the possibilities and challenges that face all of us. I want to be part of the bright exciting future I see when OSLC and ILC can work together to promote God's plans for our communities. I have the time capacity to serve the 3 year term as a Board Member.

Board of Directors



CRIS HOLLINGSWORTH

My wife Leslie and I have been married for 18 years. We have 3 beautiful children Savannah, Grady and Ian along with the blessing of my son Forrest and his wife Gemma. We joined Our Savior in 2012.

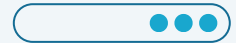
Church during childhood primarily consisted of Easter and Christmas. These services always drew me close to the Lord and instilled a desire to know more that has always remained in me. College and Wall Street took me far from the Lord. God challenged me with a major medical crisis as a great blessing in my life, through this forced pause God allowed me the time to realize how the Lord was the only unchanging and constant eternal truth. God blesses us with spiritual, personal and professional talents. I feel God calling me to use all of these blessings to support the mission of OSLC as we seek to bring the message of Christ to all of those we touch in our daily lives. Board of Directors for 2 terms at Pilgrim Lutheran. Have assisted my family with Backpacks for Kids, VBS participation and numerous family-oriented events within OSLC. My wife Leslie and our daughter Savannah serve as leaders in the Sunday Children's Ministry (KidConnect). employees.

CRIS HOLLINGSWORTH

Community service in my life has ranged from serving as a Director, The Nature Conservancy to various roles with local charities. These service events have taught me to better embrace the diversity of people in how they are all uniquely blessed by the Lord to serve in their God given capacities. God has blessed me with professional gifts in finance, economics and business. Throughout my career these blessings have been foundational in my professional endeavors and career growth that I hope will benefit the mission of OSLC.

I currently enjoy a Servant Leadership role as the President & CEO of B & R Automotive.

Board of Directors

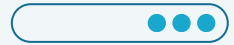


SHELLEY MOMAN

I have loved Jesus since I was a little girl and I grew up with a firm faith foundation. As an adult, my faith has continued to grow stronger. Jesus is my confidante, my comforter, my rock.

The spiritual gift and skill I believe I can share as a Board Member is Leadership. I took a one year hiatus after serving on the Board for three years. I am currently an active member of a life group and my husband and I volunteer in the nursery. I was convicted during the design series and in the last several weeks during Worship that I should become a Board Member. I have the time and capacity to serve the 3 year term as a Board Member.

Board of Directors



VIVIENNE SWAI

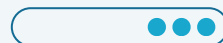
Jesus Christ is my personal savior. My relationship with Jesus has been a foundational part of my life from an early age. I grew up in a Christian household, with my paternal

grandmother being a spiritual influence who encouraged us to read the Bible and pray regularly. She coordinated a Bible study every Thursday evening at our home. I participated in Sunday School activities growing up, attended Christian schools, and later went to a Christian college which deeply shaped my understanding of faith. I strive every day to live out Jesus' teachings, especially in loving and caring for others, as He taught us to do. I believe that my actions should reflect His love and grace, and I aim to embody His example in my life. One of my favorite Bible verses that reflects this is: 'And we have come to know and to believe the love that God has for us. God is love. Whoever abides in love abides in God, and God abides in them.' (1 John 4:16,)" This verse reminds me that love is at the core of our relationship with God and how we should interact with others. I go to Jesus with everything; big or small, easy or hard, because I know that there is nothing in my life too insignificant or too overwhelming for Him to handle, and He has the power to do what humans cannot.

VIVIENNE SWAI

Through Christ, I have found healing, peace, and restoration in my most difficult times. My faith has been refined by these difficult situations, or sometimes a greater purpose has been revealed. My top three spiritual gifts that I am blessed with (from taking the Design class) are Wisdom, Discernment and Mercy – This combination I think provides me with the interpersonal skills and empathy to work in any team, but due to my personality, I work better behind the scenes. In recent years, I have not served much in the Church, mainly because I had a baby and moved away from my home church during the pandemic. Before I moved to Tacoma, I lived in Renton and attended King of Kings Lutheran Church. I worked as a volunteer at the food bank. A lot of people that came to the foodbank talked to me, either they needed someone to just hear them out, or interpret something, or guide them with where to find resources, and I was happy to do that. As an immigrant myself, I know it can be hard to adapt and adjust to a new country and culture. I also volunteered at a retirement community in Seattle, visiting once a week and either doing activities with the residents, or teaching English to a group of elderly residents from East Africa. Currently I just use my gifts at work I would say. I interact daily with people, and I find myself being a constant source of strength and encouragement. Someone saw potential and recommended me, but taking the Design Bible class and praying a lot has taught me more about myself and that I can be of service in this capacity. I have the time and capacity to serve the 3 year term as a Board Member.

Board of Directors

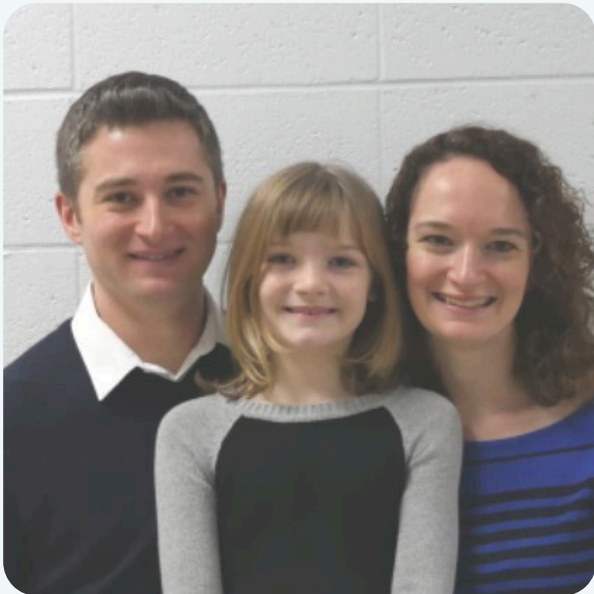


JODI TURCO

Jesus is my Lord, Savior, and friend. I strive to follow Him through obedience to His call and direction for me. The only way to recognize His voice is to spend time with Him.

I do this through Bible reading, studying, fellowship, and daily (more like minutely) prayer. My spiritual gifts of discernment, leadership, and faith will serve well in the board position. God has gifted me with skills and abilities to glorify Him. I just humbly pray for His insights. All of life is worship! I am grateful for God's many blessings. I adore Him and learn from other believers in church worship services. My Life Group is a group that is honest and encouraging. I love them all. We encourage one another as well as share different perspectives. We challenge each other to grow and serve. My main service to Jesus is the mission field where I work. I pray for my students and families. I build relationships with them and spend time caring for them. I also spend 2-3 hours daily visiting with my dad and the residents at his adult family home. I am honored to speak God's truths into them. I was asked to consider this, so I prayed and fasted over the opportunity. I also discussed the possibility with my husband and my brothers who know me best. After two weeks (and studying Design) I knew I was to accept. I have the time and capacity to serve the 3 year term as a Board Member.

Board of Directors



MARK WEAVER

I have been a follower of Jesus my entire life. My faith became my own in college when I really started to explore what it meant to be a Christian and what that would look like in my life.

From then on, I attended church because I wanted to, not because my parents told me to. Now that I have my own children it is important that I set an example of following Christ as my parents set an example for me.

The spiritual gifts and skills I believe I can share as a Board member are serving, leadership, and knowledge.

I have been serving on the Board of Directors for the last three years, helping in any way that I can. I am also part of a life group and occasionally serve at Faith in Action.

I was asked if I would want to serve on the board. After a lot of prayer and discussions with my wife we decided that it would be a great way to give back to our church.

I have the time capacity to serve the 3 year term as a Board Member.

2025 **ENDOWMENT COMMITTEE**



WAYNE FLOOD

Essentially, God offers me forgiveness and eternal life as a free gift because of Jesus Christ. As a practicing Lutheran who believes in the infallibility of scripture, I know that both testaments bear witness to Jesus Christ.

I firmly believe my relationship with Jesus is explained in the three solas: Grace alone, Faith alone, Scripture alone. A genuine experience might add clarity. Thirty months ago, I was undergoing chemotherapy for an aggressive but very treatable form of cancer. In those alone moments of prayer and thought, I remember frequently sharing with Jesus that whatever his will was to be, I was completely at ease of what the future might hold. I would miss my earthly life for sure but had a definitive peace with laying everything in the hands of Jesus, who through holy providence did provide all the necessities to see me through the crisis. So, as I look back, I think my faith was tested and now blessedly know my duty to pay forward for my "bonus time". The spiritual gifts and skills I can share for analysis and organization begin with my being part of a three member team that got this program off the ground with research, policy development and structure to have now completed our second full year. I also serve on the Cash Management team which has had positive results in asset management for future Kingdom work.

Endowment Committee



WAYNE FLOOD

My wife and I deeply value our long participation with the same special Life Group couples over these past years. It's been part of the OSLC special community of faith.

I have been a proponent of the Mission Endowment program since before inception. I think it has the power to grow and become a powerful form of contribution to the programs and needs of Our Savior.

I have the capacity to serve as a Mission Endowment Committee Member for the 3 yr term.

Endowment Committee



JOE NEWMAN

My relationship with Jesus began in 1987 when I was baptized, because I believe Jesus is my Lord and personal Savior. I try to live out our Church motto - Love God, Love People, Live like Jesus.

The spiritual gifts and skills I believe I can share as a Mission Endowment Committee Member are Leadership, Discernment and Generosity. I am currently using these gifts and skills through Worship, Life Groups, and serving as the Thursday morning men's bible study leader, participating in choir, as a Kid's Connect team leader, Bible Study Fellowship, Car Ministry, Christian Life Coach, and the Mission Endowment Committee. I was a financial planner for 12 years and feel called to use these talents on the Mission Endowment Committee and I have the time and capacity to serve the 3 year term as a member of this committee.

Resolution 25-4

To Adopt the 2025-2026 Ministry and Financial Operating Plan

Rationale: in alignment with Constitution Article IX.D.1, the Board of Directors recommends the presented Financial Operating Plan which supports ministry for the 2025-2026 fiscal year beginning July 1, 2025.

Process: At a special virtual Board meeting on Thursday, April 3, 2025, the Board of Directors reviewed and unanimously recommended the presented 2025-2026 Financial Operating Plan.

Result: The Board of Directors formally moves to adopt the 2025-2026 Financial Operating Plan as presented at the Annual Voters' Assembly on Sunday, May 18, 2025.

Adopted by the Board of Directors
3 April 2025

Income	Total
40000 INCOME GENERAL FUND	
41000 GENERAL FUND CONTRIBUTIONS	
41099 REGULAR MONTHLY CONTRIBUTIONS	
41100 Tacoma Envelope-Checks/Cash	\$1,989,113.00
41100 Puyallup Envelope-Checks/Cash	\$200,000.00
Total 41000 GENERAL FUND CONTRIBUTIONS	\$2,189,113.00
42000 MISCELLANEOUS	
42500 Puyallup Rental Income	\$74,400.00
42500 Puyallup Thr3e Income	\$225,000.00
42500 Tacoma Other Misc. Income	\$6,000.00
42500 Puyallup Other Misc. Income	\$40,000.00
Total 42000 MISCELLANEOUS	\$345,400.00
43000 PRESCHOOL	
43100 Tacoma Fee Income	\$100,000.00
43100 Puyallup Fee Income	\$260,000.00
Total 43000 PRESCHOOL	\$360,000.00
Total 40000 INCOME	\$2,894,513.00
Programs/Ministries Expenses	
Men's	NA
Women's	NA
Youth	\$15,800.00
Children's	\$20,750.00
Service/Worship/Music	\$13,000.00
Outreach & Connections	\$29,600.00
Leadership	\$248,286.00
Adult Discipleship	\$37,400.00
AVL/Communications	\$18,700.00

Coffee House	
Coffee House: Expenses	\$35,000.00
Coffee House: Wages	\$67,344.00
Coffee House: Benefits	\$625.51
Coffee House: Taxes	\$8,503.80
Preschool Puyallup	
Preschool Puyallup: Expenses	\$11,000.00
Preschool Puyallup: Wages	\$155,140.00
Preschool Puyallup: Benefits	\$5,134.57
Preschool Puyallup: Taxes	\$13,968.23
Preschool Tacoma	
Preschool Tacoma: Expenses	\$6,000.00
Preschool Tacoma: Wages	\$172,512.00
Preschool Tacoma: Benefits	\$14,007.38
Preschool Tacoma: Taxes	\$15,213.80
Schools Combined: Expenses/CCA Support	\$55,300.00
General & Administrative Expenses	
Facilities	\$200,000.00
Office	\$100,000.00
Tacoma Personnel Expenses	
Tacoma Wages	\$948,230.08
Tacoma Benefits	\$209,467.56
Tacoma Taxes	\$84,322.10
Immanuel Personnel Expenses	
Immanuel Wages	\$265,310.00
Immanuel Benefits	\$83,220.49
Immanuel Taxes	\$24,794.50
Deferred Maintenance	\$35,882.98

Total Expense Projection	\$2,894,513.00
Net Profit or Loss	\$0.00