



INDEPENDENT BIBLE CHURCH

ANNUAL CELEBRATION – 10/11/2020

Lead Pastor - Aaron Bacon

Hello IBC family! I trust and pray this annual report finds you depending on Jesus more than you every have and celebrating His goodness despite the circumstances that surround us all. Recently I was flipping through one of those books that highlights all the major events that took place in our world each year. As I reflect on this past year, I cannot help but wonder how the year 2020 will be remembered. No doubt, a later edition of that book will include the Covid-19 pandemic, Black Lives Matters (BLM), the most volatile election year to date, and our religious devotion to sports being altered just to name a few. But I also wonder how *you* will look back and remember this year. You may recall from this past Spring, when very little was known about Covid-19 and how it would affect our lives, I asked: *How will you look back on this season? Did you focus on Christ or the crisis (Hebrews 12:2)? Did you represent Jesus well? What was revealed about your heart? How did God grow you spiritually?*

No doubt, every one of us has been, and is, being stretched this year in ways we could not have anticipated nor wished. Many situations you and I have encountered have challenged our comfort and control (as if we really had control in the first place). But when we look to Scripture for answers, we

discover God has much to say about difficult seasons of life. **James 1:2-4**, for example, exhorts us to “Count it all joy, my brothers, when you meet trials of *various kinds*, for you know that the testing of your faith produces steadfastness. And let steadfastness have its full effect, that you may be perfect and complete, lacking in nothing.” In short, there is much to be gained by persevering through difficult seasons. This is why Paul is able to twice say that he does not lose heart in spite of all the hardships associated with his ministry: “Though our outer self is wasting away, our inner self is being renewed day by day. For this light momentary affliction is preparing for us an eternal weight of glory beyond all comparison, as we look not to the things that are seen but to the things that are unseen. For the things that are seen are transient, but the things that are unseen are eternal” (**2 Corinthians 4:16-18**).

But another truth that strengthens our confidence is the promise that Jesus will build His church and the gates of hell will not prevail against it (**Matthew 16:18**). This means that Jesus has continued to build His church despite horizontal obstacles (i.e. global pandemic, violent protests, economic recession). God is not running around heaven frantically trying to figure out how to respond. On the contrary, He is working through all these trials to carry out His

purposes and to glorify His name. What people may intend for evil, God actually uses for good (**Genesis 50:20, Romans 8:28**). So even though it might seem that things are falling apart in our world, the fact is, everything is falling into place. And because of this truth IBC family, you and I have many reasons to give thanks. The question is: *Are you giving thanks? Are you countering global chaos and personal struggle with worship?* After all, it is through our response of worship that mourning is turned to gladness (**Psalm 30**).

Let me conclude by highlighting two verses that I have clung to this year and that have served to be an anchor for my soul (**Hebrews 6:19**):

Therefore, my beloved brothers, be steadfast, immovable, always abounding in the work of the Lord, knowing that in the Lord your labor is not in vain. (1 Corinthians 15:58)

And let us not grow weary of doing good, for in due season we will reap, if we do not give up. So then, as we have opportunity, let us do good to everyone, and especially to those who are of the household of faith. (Galatians 6:9-10)

So in the words of the Lord to Moses through Aaron:

The LORD bless you and keep you; the LORD make his face to shine upon you and be gracious to you; the LORD lift up his countenance upon you and give you peace. (Numbers 6:24-26)

To God be the Glory!

Associate Pastor - Tom Lotz

What is Covid to our Great God?! It is an opportunity to do a new thing! This past year contained new ways in which IBC had the privilege to be a part of what God is doing globally. Through financial gifts sent to Monte Olivos (Spain), Liberia, and ZimZam Global (Kenya and India), God used those gifts to expand the reach of the Gospel in a new way: Through the ministry of purchasing vital food staples, needy people were ministered to and relationships were established in increasing numbers. Even before Covid hit, Pastor Aaron and I were able to participate in training approximately 300 national leaders in India and in Liberia. How I praise God for using His little IBC church to have a role in His Great Rescue Mission! All Glory to our Great King!

Student Ministries Pastor - Corey Durbin

What a year it has been! Our year within the student ministry started great! We came off a summer of incredible camps and then went into a rich season of growth numerically and spiritually. Two major things that happened early on were the establishment of First Priority at the High School and hosting the Dare2ShareLive Conference. First Priority is a student-led Christian club that meets on the High School campus that equips and trains Christian students to share the Gospel with others. Then every month First Priority hosts an event in which students get invited to and hear a presentation of the Gospel and personal testimony from one of their peers. Another great accomplishment was that our student ministry hosted Dare2ShareLive in our community. Many in our congregation

were involved with that event and it was so impactful! Students were equipped and sent out into the community to share the Gospel and pray for those they had contact with, and not only that, but we had five students make decisions to follow Christ that day as well!

Then Covid-19 happened and our ministry model had to change drastically and quickly! Two things rose to the surface as essentials in the youth ministry; the role the parents play in the spiritual development of their students, and the vital role relationship/mentorship plays when all other things get stripped away. This season has us rethinking our program, not because it was bad (it was actually quite fruitful) but because there may be something even better in reaching and discipling this next generation. We are working on coming alongside parents more intentionally to support them in raising and discipling their students as the primary influencer in their lives. We are also working on a youth group model that, if the “youth program” were ever sidelined due to pandemic or any other circumstance, the ministry would largely be unaffected because students would already be plugged in with mentors and supported well at home.

If this sounds exciting to you, I'd like to invite you to join the team! Many, when thinking about working with teenagers, are intimidated at the thought, but you do not have to be some hip, young, cool person to be effective in Youth Ministry. What you do need to be is someone who has a genuine walk with Jesus and genuinely cares for the next generation. Teenagers are looking for the authentic because everything else

around them can be so manufactured and made up. So maybe you are a grandparent, parent, college student, young adult, mid-life crisis age or wiser - please consider joining this ministry because “the harvest is bountiful, but the workers are few.”

Administrator - Kim Sutton

Whatever you do work at it with all your heart as working for the LORD. (Colossians 3:23)

This year at IBC has been like none other. Looking back, the year began ‘normally’ with all of the fall events and ministries up and running. Thanksgiving and Christmastime at the church was rich and full! IBC, its ministries, outreach ministries, and missionaries entered the fiscal year thriving.

The beginning of this fiscal year feels more like several years have passed. But, in fact, it was only six months since the Covid-19 pandemic reached Port Angeles. When the pandemic started, our elders and pastoral staff sought out and pursued ways to reach out to you personally.

As part of the Finance Committee, we began to look at financial strategies and reserves. After all, church was cancelled. There was no longer an offering being taken and administrated to provide for the budgetary needs of the church. A report of financial ‘worst case scenarios’ was developed to keep a very close eye on income and expenses. In April, the budget was cut just over \$65,000, and a PPP Loan was obtained with the possibility of this budgetary fiscal year realizing a financial crisis.

To date, the financial worst case scenario has not been the outcome for either the church or its ministries. In fact, there is much to rejoice over! There is much praise to lift up to the LORD!

God was not surprised by the pandemic in spite of the magnitude of its impact on all of us this year. IBC observed many blessings and so much good has come from this most unusual time in history. God went before us and prepared the way by wisely instructing our elders, pastoral staff and our technical team to install a new and powerful camera and updated recording equipment at the Worship Center. As a result, IBC was prepared and ready to provide live-streaming services to the church family. I am reminded of **Isaiah 52:12**:

But you will not leave in haste or go in flight; for the Lord will go before you, the God of Israel will be your rear guard.

Let me give a review on what took place administratively. Like other offices, our church office had to close. IBC Office Staff pivoted and moved into action. Remote work began and communication was almost all done via internet, emails and responding to messages on the telephone. We all experienced missing each other's fellowship at church and at places of employment. Staff were ready to open back up to the church family in June! Staff continue to pray for those who are effected by the Covid 19 virus.

The IBC Technical team literally soared to new heights as they maneuvered amazingly through all of the challenges to bring weekly worship to your home during the 'stay at home' season. Thank you, team! The fruit of their labor increased viewership of IBC services from an average of 550 per week in

person to an amazing 3,277 live streaming viewers that included both Facebook and YouTube! The Word of God reached near and far, more than any of us could ever have imagined!

You, the church family, reached out to one another. This happened individually as well as through IBC Committees of elders, deacons and deaconesses. Teams and Bible studies discovered Zoom meetings and every ministry team moved into action to minister to their people in creative ways.

So many IBC'ers stepped up to offer gifts of service during this challenging time and we have tasted and seen that the Lord is good. This was our good portion in Covid-time, to come along side one another and serve each other and the community wherever the Spirit called us. I am so grateful to be a part of this church with all of you committed believers. Thank you IBC Family.

You, church family, increased use of online giving, and the mail started pouring into the church office with your tithes and offerings.

There is no way to adequately express what has taken place as an expression of your faithfulness to God and the church during this time in the financial realm. The word that has continually come to my mind is 'astonished'. I am astonished at what God is doing, and has done. Praise His Holy name!

IBC, including the ministry of OCS, has ended this fiscal year in the positive, income over expenses. Though we continue in a time of pandemic, we are hopeful, trusting in our Great God, who is our rear guard.

I invite you to look over the details in the charts provided in this report as a review of

this year. Also included is a breakdown of next year's budget that began on September 1, 2020.

Please feel free to call me at the Church Office at any time, should you have questions: 360-452-3351

Deacon Board Chair - Steve Tucker

The Deacons are a group of men united in the desire to serve God through works of service. We are willing and eager to be used as His hands ministering to the body with the gifts God has given us.

We are comprised of nine committees: benevolence, facilities and special projects, finance, firewood, moves, repairs, safety ministry, transportation and ushers. We also are responsible for helping families by providing and distributing Thanksgiving and Christmas food baskets.

We are grateful for the opportunity to serve and want to thank those who come along side to assist us with so many of our projects.

Deaconess Board Chair - Kathy Tucker

As Deaconesses of Independent Bible Church, we are united in our desire to glorify God. We minister to the body and show compassion for the physical and spiritual needs of others through our service. We help the Board of Elders and Pastoral Staff by preparing communion and assisting in baptism services. We coordinate meals for the ill, oversee the fellowship time at

memorials, and visit the elderly. It is a joy to serve the Lord by caring for the body.

Because Your lovingkindness is better than life, My lips shall praise You. (Psalm 63:3)

Peninsula Fellowship at Clallam Bay Corrections Center - Steve Blakeman

The WA Department of Corrections closed to visitors and volunteers in February due to Covid19. They continue to have active cases among the inmates and staff at most of the facilities. Clallam Bay Corrections Center church services have been limited in size and inmate led. This speaks to the foundation that the IBC Prison Ministry has set. There is no date or time frame for opening up the volunteer ministry at CBCC at this time. As they come to mind please pray for the inmates and staff at CBCC that they may have supernatural joy and peace in a difficult place and time.

Parish Nurse - Kathy Craven

The Parish Nurse Ministry altered some due to COVID with increased phone visits, texts and cards. There were still general visits, phone calls and texts related to medical concerns; including hospital transitions, long term care needs, hospice, and medical resource needs/questions/facilitation. All of these provided opportunities to share prayer and Jesus.

Christmas House - Jim & Dianna Sisk, Jeff Scott, Mary Davison

Christmas House continued to prove its self a blessing to the community and all those that donated time, finances, gifts, prayers and Gods love. Again we ministered to 120 families, and almost 500 persons.

Olympic Christian School - Tiffany Gillespie, Principal

God is so good! He has been faithful to continue to grow OCS, even through this unusual time of COVID-19. We ended the 2019-2020 school year with 136 students in Preschool-8th grade. I am aware of at least 3 students who made Jesus their Savior last school year - praise Him! In the Spring, God provided ways for us to continue teaching His goodness online despite the pandemic. Now, we are following COVID-19 precautions and having school in-person. We have grown to 172 students in Preschool-9th Grade. We have added 9th grade to start our high school growth over the next four years. Please pray with us that 1) God will keep everyone healthy this year, and 2) that we will all grow in our identity in God to give Him glory (Imago Dei is our theme this year). Thank you, IBC family!

VBS/IBC Kids - Sue Lotz, Racheal Alton

VBS: Due to Covid-19 restrictions VBS was cancelled for 2020. Since curriculum and materials have already been purchased the 2020 theme will be used for 2021.

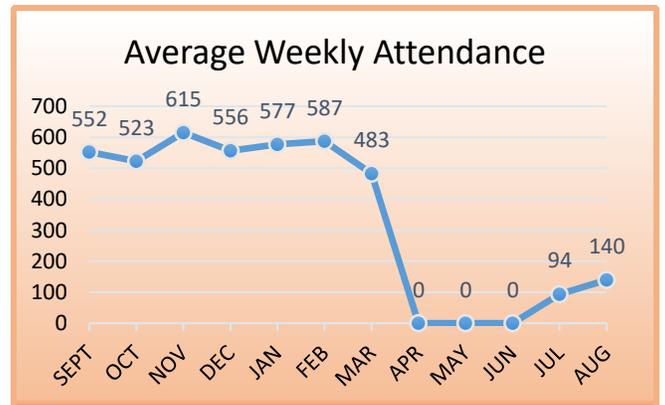
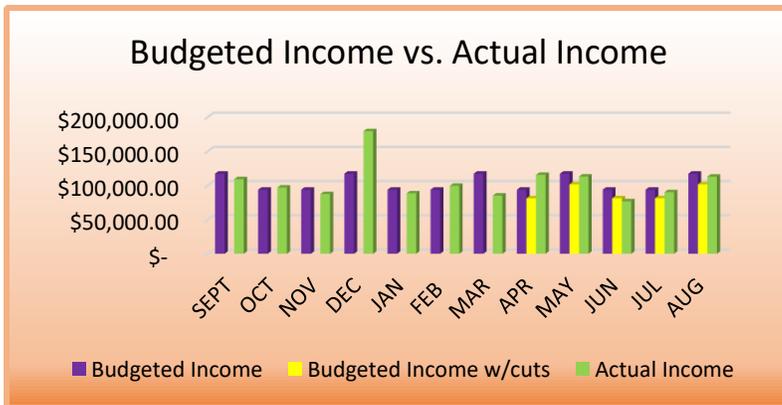
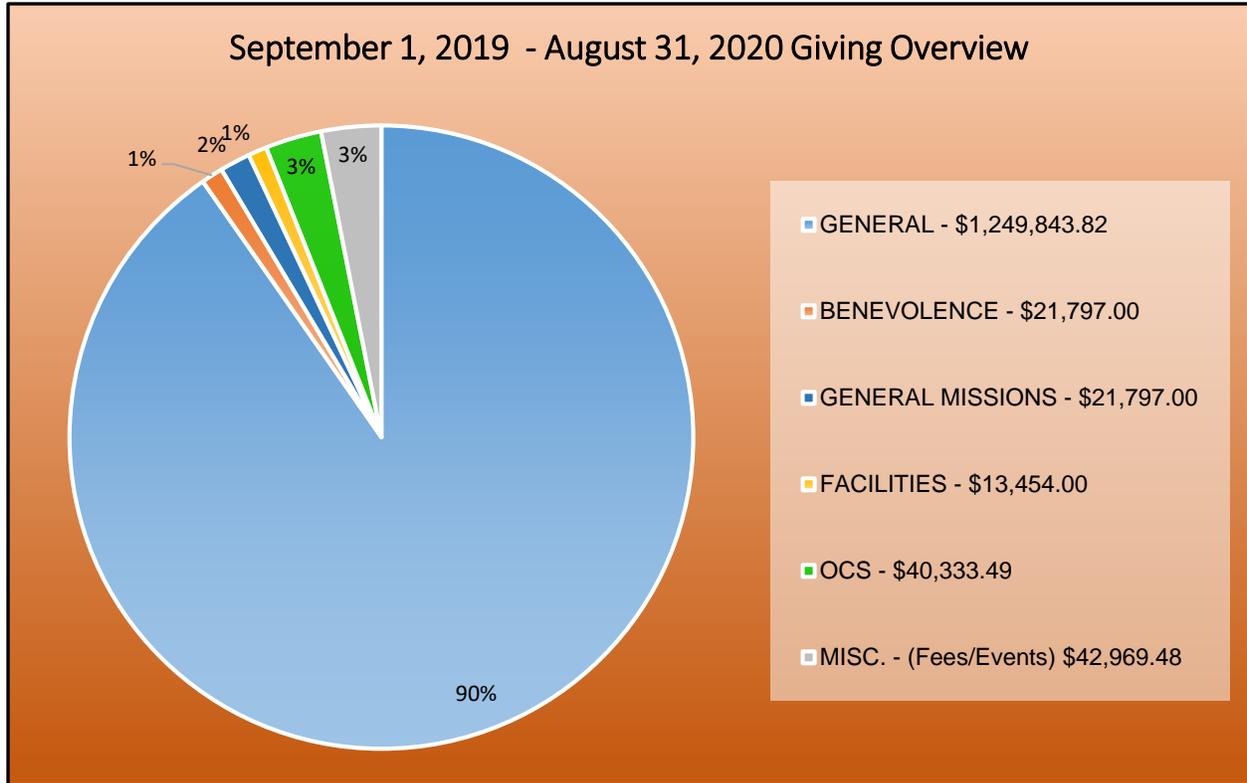
IBC Kids: Children's Church continues for children ages 4-8 for both services. Family resources and ideas are posted on the IBC website. A new IBC Kids Facebook page was started during Covid-19 and the Family Friday posts will continue. We have been teaching through the Bible chronologically and continue to have a growing, faithful team of over 50 inter-generational helpers. This is a ministry the whole family can participate in.

Safety Ministry - Joe Fors

The year has been quite uneventful which is a great thing when it comes to safety and security. We have been serving every live service since Covid regulations allowed us to begin meeting again.

Neil Penso has officially accepted the reigns as Chairman of the ministry and we are truly thankful and blessed by his acceptance of the position. We are excited to watch the ministry continue to grow under his leadership.

Fiscal Year 19-20 Overview



For I am about to do something new. See, I have already begun! Do you not see it? I will make a pathway through the wilderness. I will create rivers in the dry wasteland.
Isaiah 43:19 (NLT)

IBC Fiscal Year 19-20 Budget

Budget		Budget Cuts
Salaries - Pastoral	\$205,486.36	
Housing - Pastoral	\$104,961.83	
Ministry Staff Comp	\$43,297.96	\$38,297.86
Office Staff Comp	\$150,200.00	
Custodial Staff Comp	\$68,714.81	\$55,714.81
Employee Benefits - Pastor	\$187,666.29	\$174,666.29
Employee Benefits - Staff	\$49,965.59	\$46,465.59
Administration	\$49,500.00	\$45,800.00
Pastoral Ministries	\$1,500.00	
Office Expenses	\$44,435.00	\$41,435.00
Children's Ministry	\$20,540.00	\$14,740.00
Nursery	\$1,250.00	\$625.00
Student Ministries	\$16,800.00	\$14,800.00
Elders/Deacons	\$1,500.00	\$1,300.00
Deaconess	\$1,800.00	\$900.00
Men's Ministries	\$10,000.00	
Worship	\$5,200.00	\$3,700.00
Technical Ministry	\$8,060.00	
Outreach	\$12,112.00	
Equipping & Training	\$7,450.00	\$6,450.00
Assoc. Ministries	\$24,504.00	
General Missions	\$18,000.00	\$9,000.00
Foreign Missions Pledge	\$106,793.00	
Home Missions Pledge	\$19,650.00	
Bldg - Maint. & Utilities	\$81,950.00	
Vehicles	\$7,000.00	\$3,500.00
Total Ministry Budget	\$1,248,336.84	\$1,182,611.74
Total Undesignated Income	\$1,218,000.00	
Total Budgeted Income	\$39,750.00	
Total Income	\$1,257,700.00	

IBC Fiscal Year 20-21 Budget

Salaries - Pastoral	\$207,268.24
Housing - Pastoral	\$107,623.56
Ministry Staff Comp	\$24,384.64
Office Staff Comp	\$155,200.00
Custodial Staff Comp	\$64,761.81
Employee Benefits - Pastor	\$162,481.93
Employee Benefits - Staff	\$47,810.00
Administration	\$51,800.00
Pastoral Ministries	\$1,500.00
Office Expenses	\$44,435.00
Children's Ministry	\$16,140.00
Nursery	\$1,250.00
Student Ministries	\$18,300.00
Elders/Deacons	\$1,300.00
Deaconess	\$1,000.00
Men's Ministries	\$10,000.00
Worship	\$5,200.00
Technical Ministry	\$8,060.00
Outreach	\$9,612.00
Equipping & Training	\$6,150.00
Assoc. Ministries	\$23,504.00
General Missions	\$10,000.00
Foreign Missions Pledge	\$105,055.00
Home Missions Pledge	\$21,913.00
Bldg - Maint. & Utilities	\$82,950.00
Vehicles	\$7,000.00
Total Ministry Budget	\$1,194,699.18
Total Undesignated Income	\$1,150,000.00
Total Budgeted Income	\$49,750.00
Total Income	\$1,199,750.00