



INDEPENDENT BIBLE CHURCH

ANNUAL CELEBRATION – 10/10/2021

Lead Pastor - Aaron Bacon

The summer has come to an end. And what an incredible summer we had, right? Not only did we experience record consecutive days of sun, but we did not have to endure weeks of smoke-filled skies (which seems to be the norm for hot, dry summers). Along with the blessing of clear, warm days was the blessing of some degree of pandemic normalcy. Yes, political & social unrest seems to be a reality that we must all live with and faithfully navigate through. But for gospel embassies (the church), we were able to experience a little reprieve from the struggles—both from outside and within—that has marked this past year and a half.

But as is true of so many facets of life, transition is upon us as we enter into another season of life and ministry. Vacations have ended. School has begun. Sports have reconvened. Music lessons have resumed. Diets have reset. The gym membership has been...reconsidered. And as I ponder the numerous extra-curricular activities we consider participating in, especially in Western culture, I am reminded once again that there is no shortage of activities that consume our time, attention, affection, and finances. On one hand, I am incredibly grateful for the opportunities that exist for ourselves and our children. But there is an unfortunate reality that *can* also follow – sabotage - the blessing these opportunities bring: busyness and weariness

to name a few (see the book of Judges for what normally follows periods of blessing).

I still recall from last year (as I'm sure you can too) when our normal routines and plans and extracurricular activities were shut down due to this new virus called Covid. And while there was a lot of confusion and differing opinions as to what was really going on, there was one unexpected, but fortunate, blessing that served to be a welcomed friend: REST! The numerous activities you and I were so used to pursuing (or barely keeping up with) were no longer an option. And as uncomfortable as this forced stop was for many of us, it was also an opportunity to reset and reevaluate our routines as we recovered from our weariness.

As I reflect back on all that has transpired this past year, and as I look ahead to a new fall season when many activities resume, I cannot help but wonder if now might be a good time to reexamine our use of time again (priorities, values). Would we be doing ourselves a service by pressing the “reset button” on our commitments for the purpose of simplifying our daily/weekly/annual routine? I believe so.

In light of this proposal, I'm reminded of God's command in Leviticus 25 to observe a Sabbath year every seventh year, so that the land could rest. In addition, every fiftieth year (called the year of Jubilee), God

commanded that same rest for the land, as well as reset of all property and employee arrangements. The purpose of God's rhythm of rest was so that the land, and the people, would do just that: REST! But Israel did not observe God's commands to rest. And as a result, God caused His people to be taken into captivity by foreign nations until every ignored Jubilee year was accounted for. *Why would God do this?* One, God cares that we obey His commands. But, two, that we would understand the spirit of this command: which is that our cessation of work (i.e. rest) and our worship of God go hand-in-hand. Yes, we are called to worship and glorify God in our work. But there is a quality of worship that ensues from a rhythm of rest.

So let me ask you: *Do you practice a healthy rhythm of rest? Does your personal or family schedule reflect the importance of rest? Are you exhausted already from the numerous responsibilities and commitments on your plate?*

What I'd like to propose to you (us) is to consider a "year of jubilee" of sorts. Perhaps you don't carve out an entire year, but instead identify a month (or evaluate month by month) that you will take an intentional step back from your typical routines. This doesn't mean that every family's "jubilee" will look the same. But I'd like to challenge you to pursue a year of simplification in your commitments so that your year might be marked by another kind of blessing: REST. Please understand: I am not proposing (necessarily) that you quit everything you've already committed to. But I am encouraging you to strongly consider three specific disciplines that will be nonnegotiable:

PRAYER, BIBLE READING, and SERVING YOUR CHURCH (in some way). Let me elaborate very briefly:

In prayer, I am proposing that you spend a few moments EVERY day to listen to what God may want to say to you. Yes, I believe that God speaks to us through the Scriptures first and foremost. But as is often the case, our prayer life is limited to what we bring to God (a wish list of sorts). But prayer is reciprocal. Prayer includes both our requests to God as well as His response to us. So praying to God with the intent to listen for what He wants to say is my first proposal.

In Bible reading, I am proposing that you take this year (or commit at least an entire month) to read only your Bible for spiritual nourishment. Yes, you did read that correctly. And I get it. This sounds very unorthodox coming from a pastor who likes to read and endorse books. But even though I consult numerous resources in my preparation of sermons, I am going to take on this challenge with you and only read the Bible for my own soul formation. That's it! Blogs, podcasts, sermons, books, magazines, etc. all have their benefit and no doubt have enriched your spiritual life. But I also believe that they can easily become poor substitutes for what is best: which is THE ETERNAL & INSPIRED WORD OF GOD. I'm convinced that if you were to listen to the voice of God primarily through His Word and secondarily through prayer, that these commitments would have life changing implications for healthier rhythms.

In serving your church, we will be discussing this in the sermon series we are currently preaching through. In short, however, a

healthy Christian is a serving Christian. This proposal in no way seeks to condone serving to the point of burn out or serving because God will love you more. Quite the opposite, in fact. But it does beg the question: *How is the Spirit of God compelling you to edify His church in the way He has gifted you?*

Well, this annual report turned into more of a sermon than a report. But this is what God has laid on my heart to give you. I pray that as we navigate this year together, that we could do so in a less hectic, more simplified, vertically oriented posture of listening to the One who is has the words of eternal life (John 6:68).

To God be the glory!

Associate Pastor - Tom Lotz

While the year 2021, very much like 2020, will always be remembered for COVID-19, we refuse to let it define us. The pandemic played a significant role in presenting challenges, but those same challenges gave us ample opportunity to become even more steadfast in our faith, trust, and confidence in our great and sovereign God. I love what Tami Manley testified in her baptism back in April: *"This past year was the best year of my life!"* May this declaration be the same for IBC as we bask in the privilege of being a part of what God is doing locally and globally, regardless of the circumstances around us. Some of the events where God's hand was wonderfully evident were baptisms, an amazing VBS, Life Group training, visiting missionaries, and the discipling of children through IBC Kids Children's Church. How blessed we are! To God be all Glory!

Student Ministries Pastor - Corey Durbin

The IBC Student Ministry has had a great year even despite the challenges that Covid-19 has brought. We can confidently say that students have continued to hear and learn about the gospel of Jesus and we have seen much spiritual growth in many of our students. We had at least 12 students put their trust and faith in Jesus this last year, and at least 6 students were baptized. This year we sent a group of 6 students to Denver, Colorado to participate in a missions and evangelism intensive experience. Those 6 students were equipped to share their faith and gained real world experience by going out into the city of Denver and initiating Gospel conversations with strangers. The effects of this event are still felt as the new year begins and these students are now hosting their own trainings for students and adults alike. They are very passionate about getting the message of Jesus out into Port Angeles.

Pastor Emeritus - Mike Jones

It has been my delight to serve as Pastor Emeritus for the past year. This position that I serve in actually looks backward to things I was able to do, with God's help, over the past forty plus years and also allows me to look forward. My schedule is obviously different and my place of service is no longer at the IBC Administration Building.

However, it is my delight to report to the Lord on a daily basis as His servant. Many of the things the Lord asks me to do are similar to what I have done for years. I still teach, pray, counsel, visit and encourage the

members of IBC. Of course, all of this is on a much-reduced level and without the position of authority. This year has been an unusual year which has been difficult for the leadership and the members of IBC. I set in my heart this past year to pray daily for all of IBC. I have particularly made it my focus to encourage the pastoral staff, especially our Lead Pastor Aaron, during these uncharted days. I believe God is at work today in His church and this has been a unique opportunity for us all to trust in the sovereignty of God, after all He is the Alpha and the Omega. Thank you for allowing me to enjoy continued fellowship at IBC. I will continue to serve our Lord at IBC as long as He gives me health and opportunity. Jan and I love you and be assured we will be praying for you this coming year and will seek to make ourselves available to you.

Administrator - Kim Sutton

The role of IBC Administrator is managing church finance and business administration including oversight of staff and facilities under the direction of the Elder Board, Pastors, and with the Deacon Board and their specialty team-the Finance Committee.

My commitment is to support you, and the ministries of the church and the school. God has placed a deep love in my heart for the church. My work here is made easy by your kindness and the Goodness of God that is evident in you, this church family. Thank you for your continued generosity and partnership in Kingdom work here at IBC.

You crown the year with a bountiful harvest; even the hard pathways overflow with abundance. Psalm 65:11 (NLT)

The IBC Budget set for Fiscal Year 2020-21 was prepared conservatively, and PRAISE GOD, the year ended in a strong financial condition. We ended in the black! The budgeted need for the year was \$1,166,923.04 with an income of \$1,191,549.13 (101%) thus leaving a balance of \$24,626.09. However, expenses were carefully monitored and the final expenditures came in at only 90%. This left an income over expense of \$122,901.78.

Budget 2020-21:

FY 2020-21 Undesignated Income:

\$1,170,000.00

(Tithes for General Budget)

FY 2020-21 Designated Gifts Income:

\$ 33,750.00

Total IBC FY 2020-21 Budgeted Income:

\$1,203,750.00

IBC Family, you have given above and beyond and are generous also to the designated gifts income. An additional gifts income total of \$99,977.50 was donated to Benevolence, Missions, Olympic Christian School and the Facilities. Again, this year, I am grateful to God to report to you that not only did the fiscal year end well, BUT GOD also provided abundantly more than hoped! So, what did we do this year?

During the course of the year, IBC was able to provide funding above budgeted income that went towards our mission's

partnerships with Embrace Liberia, SonRise Community Church (Dennis & Celesta Richardson of Anchorage, Alaska) COTN and ZZG. The totals of these gifts toward these mission's endeavors was \$87,000! IBC funded large projects and necessary building maintenance during the course of this fiscal year. These include all new skylights, interior remodeling in the Choir rooms, and the setting aside of funding toward a landscaping "facelift" which will begin in the fall and be completed, with new beautification in the spring. While church family were not meeting in person, the time was not wasted. Funding was available, and this time was redeemed to complete a makeover of our library into what we see today: the Connect Room! Thank you, remodel team! The total for this remodel: \$25,588.06. When the church reopened, the Connect Team had revamped and collaborated with all church hospitality to create a revitalized welcome ministry! The Connect Team encourages an atmosphere of warm fellowship, welcoming visitors intentionally to worship with us and interact with church family. Thank you, to all who are a part of this vital ministry! We ARE growing. Another area of tremendous growth is at IBC's school ministry, the Olympic Christian School. Enrollment is up. The growth caused a 111% income! With a frugal mindset, expenditures were kept at 94%. The school also ended the Fiscal Year with an income over expense that is praiseworthy! Total income over expense: \$143,974.05. The school is in strong financial health. This is a huge praise to God!

Two major projects that are in the completion stages were funded this year.

IBC thinned the trees on the upper or "Rose" property. These trees were removed for safety, as many were diseased. Thinning would also provide an added layer of security. Forester, Don Hansen, advised IBC to thin and harvest trees of market value. After thinning, a crew headed up by Jay Loucks and Rob Hooker have continued to clean and buck up the wood on the ground for the deacon firewood ministry.

Green Crow - Harvested Trees Income:
\$32,924.00

Gary Priest Logging - Contractor Expense:
\$16,462.00

A big thank you to you teams who were part of this project! Proceeds from this harvest offset costs to continue the cleanup on the Rose property, and to fund the following 'trees' property project. The Leland Cypress trees along the northeast end of the Worship Center were professionally removed. These trees had grown quite large and were beginning to cause issue with the neighboring homes. The cost of removing the trees: \$7,028.00. The initial planting of those trees in 1988 were part of a Conditional Use permit in the building the Worship Center, with the City of Port Angeles. Replanting is also required and is under review with the City planning department. IBC is taking all of the necessary steps to work with the City of Port Angeles, and most importantly, to be a good neighbor. The last project I will mention is in the beginning stages...and set for completion next Fiscal Year. The remodel of the IBC Worship Center Fellowship Hall into IBC Administration Offices. The implementation started when we set out to

discover what it costs to operate each one of our buildings. Engineer, John McNutt, assisted in calculating annual operational costs for each building down to an hourly breakdown. With this came a building use percentage. The Administration building is not often being used for ministry. As an older building, major upgrades and maintenance is currently desperately needed. These are in addition to the annual operational costs of \$46,000 annually (2019). In short, it did not fare well in keeping with good stewardship of IBC buildings. The unanimous conclusion was to move forward towards maximizing our resources, to remodel for offices, and sell the Administration Building. You may ask, how is this remodel project funded?

- IBC is not budgeting this remodel. Funding is coming from previously matured Certificates of deposit. \$250,000.00 is deposited in IBC Money Market at Kitsap Bank.
 - An additional \$100,000.00 has been set aside for a partial upgrade on the heating and cooling system.
- If IBC realizes a full market value sale of the Administration Building, the remodel funding would be replenished. Market Value (2019) \$454,000.00

You may ask, why I am telling you all of these details regarding the Administration Building. There is a reason!

According to our Bylaws, in Section 9 item D: Real Property Transactions must be voted on by ballot to authorize the selling or purchasing of any Real Property. At our

annual meeting this October 10, 2021, we will offer and collect a ballot for the sale of the IBC Administration Building. The ballot will ask you to mark “approve sale” or “disapprove sale”. If you are a voting member of IBC (defined as one who has completed the IBC Membership Class), please be present and vote! Ballots will only be accepted in person. Well, that is a whole bunch of God’s abundance! And this, during an ever changing climate and culture for believers. As of yet, I haven’t mentioned that we have been enduring the Covid- 19 pandemic this entire year. In mentioning Covid, it is for the cause to give even more praise to God! It has been a difficult year. But God! God is building His Kingdom right here at IBC!

Thank you IBC Family for your faithful financial support and participation in the fulfilling of IBC’s Mission and Vision in doing so! The Lord bless you. Included on the last pages is a graph overview and divisions of expenses for this year, and the next budgeted year. Please feel free to contact me at the church office if you have further questions: 360-452-3351

Deacon Board Chair - Steve Tucker

The Deacons are a group of men united in their 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, landscaping, 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 Co-Chairs - Sonja Brown & Karen Yancy

We, as Deaconesses, are a group of Christ loving women who serve the body of Independent Bible Church. It is our longing to minister to those in need and, in doing so, we desire to glorify God. Our opportunities to serve include preparing communion, reaching out to individuals and/or families who are experiencing health issues by coordinating meals for them, and also assisting with baptisms. We regularly prepare for fellowship at Memorials by providing light refreshments and serving the family and friends in attendance. It is also a blessing to keep in contact with our IBC shut-ins via cards of encouragement and/or visitations. Our hearts are full of joy when we serve the Lord by serving others.

*"Serve the Lord with gladness: Come before His a presence with joyful singing!"
Psalm 100:2*

Worship Ministry - Steve Kennedy

I am grateful to have been involved the past six months with some 20 amazing people who make up the IBC Worship Ministry Team. They manage sound, lights, online streaming, music, and many complex technical issues for the services at IBC. Week-in and week-out their servant hearts

are evident as they pray, plan, prepare, and work to edify the body of Christ, leading this congregation in Christ-centered praise and worship of God.

Covid restrictions like masks, distancing, and plexiglass barriers marked the past year, causing our Sound & Tech team servants to just get more creative. The result? Sunday musical praise and teaching that continued in person and online almost seamlessly!

Looking ahead to the Fall and new year, our Worship Ministry will continue to prayerfully ask the Holy Spirit to guide us. With weekly coordination with the Pastors, we will endeavor to choose music that honors God, edifies the congregation, and that is grounded in the Spirit (God) and in Truth (His Word). We also hope to encourage the growth and development of new worship servants, young and old at IBC.

In our services, the timeless words of Psalm 100 provide guidance:

"Make a joyful noise to the LORD, all the lands!

Come into His presence with singing! Know that the LORD is God!

It is He that made us, and we are His; we are His people, and the sheep of His pasture.

Enter His gates with thanksgiving, and His courts with praise!

Give thanks to Him, bless His name!

For the LORD is good;

His steadfast love endures forever, and His faithfulness to all generations."

Connect Team Ministry - Abigail Bacon

By the grace of God we continue to have the opportunity to serve our church family faithfully every Sunday with new faces added to the Connect Team. We, as a team, delight in welcoming and reaching out to both newcomers as well as our regular church family for the purpose of being a first encounter with a welcoming smile and hand shake. We also provide information on ministries, directions to newcomers, and seek to show hospitality to those coming to IBC to worship our Lord and Savior.

We also are setting up various connection points and showing hospitality throughout the year with coordinating the Newcomer Luncheons, Potlucks and the Church Picnic.

If anyone would like to join the team we have many different opportunities within this ministry where you can serve. Whether at the Connect Counter, visiting newcomers, greeting and welcoming on Sunday, making cookies, or serving in the hospitality room, we would love to have you join us!

Parish Nurse - Kathy Craven

The Parish Nurse Ministry has required continued adjustment and increased flexibility due to the ongoing COVID-19 pandemic resulting in more telephone visits and participation with web medical appointments, as well as more text messaging and cards. However, in-person visits also increased in frequency and I was able to occasionally accompany people to in-person doctor appointments. Most commonly these interactions centered on

hospital transitions, long term care needs, hospice, and medical resource needs/questions/facilitation. Each of these unique encounters provided me with opportunities to share prayer and Jesus.

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

Christmas House is a ministry of Independent Bible Church. The purpose of this ministry is to: 1) Glorify God through sharing His love, 2) Make known the glory and grace of God to the community of Port Angeles by living the Christian life, 3) Reach out to the community, especially those that are financially disadvantaged, to make their Christmas celebration a joyous one. It is an opportunity for the congregation to share the love of Christ by donating new gifts, time, and services. Christmas House took on a different look in 2020. In compliance with the governmental mandates, food servicing, masks, and social distancing forced a reconfiguration of procedures. Some of the changes included: registering out-of-doors, regulating entry and flow, offering meals to go, take home crafts, and a remote pick up station. Some amenities were set aside this year: Christmas photos, stuffed animal and free ornament giveaways. The event was a huge success in accomplishing our purpose despite the many difficulties.

**Olympic Christian School - Tiffany Gillespie,
Principal**

God has been so gracious to Olympic Christian School this past year. We ended last school year with 57 preschool students and 135 students in K-9th grade. God protected OCS from any COVID-19 outbreaks and allowed us to have in-person education the whole school year - praise Him! We know at least six students came to know Jesus as their Savior!

We are looking forward to how God is moving in 2021-2022. God has grown His school and the OCS Admin Staff was hard at work over the summer to prepare for the new year. We've started with 52 preschool students and 196 students in K-10th grade. Our theme for the school year is "The Body of Christ." 1 Corinthians 12:27 says "Now you are the body of Christ, and each one of you is a part of it." Thank you, IBC family for being part of what God is doing at OCS! Your prayers and financial gifts have been greatly appreciated this past year! Please continue to pray with us that God will move in wonderful ways at OCS to bring Him glory!

**VBS/IBC Kids Co-Directors - Sue Lotz &
Racheal Alton**

As Co-Directors of IBC Kids Children's Church during the school year and Vacation Bible School during the summer, we have been blessed and amazed at all God is doing in and through these ministries to families. We value Jesus and we value children. We believe that families and children are a gift from God and we are committed to partnering with parents/guardians as we

encourage and teach our IBC Kids to be followers of Jesus. May God continue to be Glorified!

IBC Kids Children's Church exists to support families and caregivers in reaching the children in their lives, ages 4-8, and helping them to grow into devoted followers of Christ. After corporate worship time with the congregation, the children are taught the Bible lessons at age-appropriate levels and then participate in more singing, praying, crafts, memorizing Scripture, and hands-on activities that create a holistic approach to spiritual formation. The Bible was taught chronologically over the past year and now we are focusing on Biblical Foundations for Children and teaching the basics of Christianity.

We consider it a privilege and joy to invest in the lives of children and to support what is being taught at home; to be part of impressing a love for God on the hearts of children. A large group of faithful, multi-generational volunteers are equipped to lead each week and to make a positive impact on the spiritual lives of kids. We encourage families to serve together in this ministry.

Vacation Bible School was held on July 26-30, 2021. The IBC sanctuary and facilities were transformed into *The Mystery Island by Answers in Genesis*. About 225 children attended VBS throughout the week. These kids brought in \$4,000.00 for our mission project and will be set aside for local outreach block parties hosted by our Student Ministries youth. Due to a generous donor, the amount raised was matched bringing that total to \$8,000.00. About 90

volunteers gave selflessly of their time and talents. With so many servants, it allowed us to build strong teams at each grade level. A large portion of our volunteers were teenagers as this outreach ministry was a part of their youth camp week. It was amazing to see them step up into leadership roles and discover their giftings. Each day we had leaders sharing stories of kids asking Jesus into their hearts. It was simply beautiful to see our IBC family come together and serve for a common purpose.

Safety Ministry - Neil Penso

The Security Team continues to be a small but dedicated group of volunteers. We are present at live services and special events to help with the safety and security of the church body. We love serving God and helping others, and are open to new volunteers who feel called to serve. This past year has been a blessing to me as chairman of the Safety Ministry. I've been able to meet and grow in relationship with all the great people in this amazing church.



INDEPENDENT BIBLE CHURCH

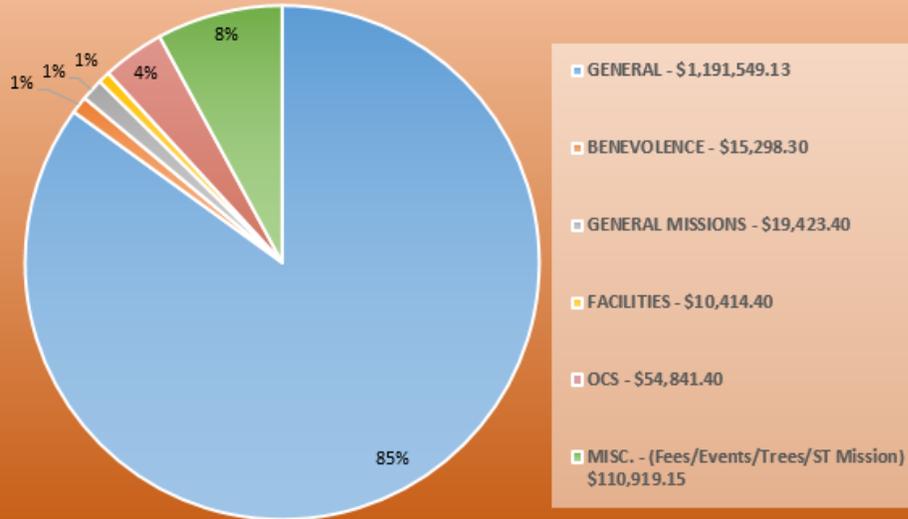
ANNUAL CELEBRATION – 10/10/2021

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	\$68,761.81
Employee Benefits - Pastor	\$155,881.93
Employee Benefits - Staff	\$47,810.00
Administration	\$51,300.00
Pastoral Ministries	\$6,500.00
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	\$102,355.00
Home Missions Pledge	\$21,913.00
Bldg. – Maint. & Utilities	\$82,950.00
Vehicles	\$7,000.00
Total Ministry Budget	\$1,193,899.18
Total Undesignated Income	\$1,170,000.00
Total Budgeted Income	\$33,750.00
Total Income	\$1,203,750.00

IBC Fiscal Year 21-22 Budget	
Salaries - Pastoral	\$195,438.97
Housing - Pastoral	\$83,928.50
Ministry Staff Comp	\$53,840.60
Office Staff Comp	\$167,248.00
Custodial Staff Comp	\$83,264.00
Employee Benefits - Pastor	\$147,108.05
Employee Benefits - Staff	\$64,110.00
Administration	\$60,250.00
Pastoral Ministries	\$12,500.00
Office Expenses	\$45,075.00
Children's Ministry	\$16,540.00
Nursery	\$1,420.00
Student Ministries	\$15,800.00
Elders/Deacons	\$1,300.00
Deaconess	\$1,000.00
Men's Ministries	\$10,000.00
Women's Ministry	\$800.00
Worship	\$5,200.00
Technical Ministry	\$8,310.00
Outreach	\$8,212.00
Connect Ministry	\$16,000.00
Equipping & Training	\$3,100.00
Assoc. Ministries	\$3,504.00
General Missions	\$13,300.00
Foreign Missions Pledge	\$112,065.20
Home Missions Pledge	\$22,789.52
Bldg. – Maint. & Utilities	\$82,950.00
Vehicles	\$2,000.00
Total Ministry Budget	\$1,237,053.84
Total Undesignated Income	\$1,228,500.00
Total Budgeted Income	\$33,750.00
Total Income	\$1,262,250.00

Fiscal Year 20-21 Overview

September 1, 2020 - August 31, 2021 Giving Overview



Budgeted Income vs. Actual Income



Average Weekly Attendance



You crown the year with a bountiful harvest; even the hard pathways overflow with abundance.
Psalm 65:11 (NLT)