



NorthCreek  
PRESBYTERIAN CHURCH

2025

# ANNUAL REPORT

*LIFE. LOVE. HOPE. IN CHRIST*

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## **Pastoral Staff and Program Staff**

Kurt Helmcke, Lead Pastor

Brian Armes, Worship and Music Director

Isaiah Esterline, Family Ministry Assistant

## **Support Staff**

James Kwon, Facilities Maintenance Coordinator

Johnson Pham, Custodian

Kate West, Media Supervisor

Kcristell Peña, Administrative Manager

Kristi Wiant, Choir Accompanist

## CONTENTS

Staff	2
Table of Contents	3
Report from Pastor Kurt	4
Report from Clerk of Session	6
Strategic Planning	7
<b>Disciple Formation</b>	
Discipleship Formation Ministry	9
Small Group Ministry	10
Women's Bible Study	11
Older Adult Ministry: Joyful Life	12
Family Ministry	13
<b>Worship and Mission</b>	
Worship and Arts	16/
Music Ministry	18
A Year of Preaching	20
Welcoming Ministry	22
Fellowship Ministry	23
Deacon Ministry	24
Stephen Ministry	25
Mission Strategy Team	26
Mission Budget	27
Prayer Ministry	29
<b>Church Administration</b>	
Facilities and Grounds	30
Personnel Team	31
Finance Team	32
Leadership	33
Budget Summary	34
Pastor's Compensation	35
2025 Statistical Report	36
Notes	37

## REPORT FROM PASTOR KURT HELMCKE

It has been an honor to serve as your senior pastor in 2025. In our Presbyterian tradition, the calling to the pastoral vocation is often called the Ministry of Word and Sacrament. At the heart of the work of a pastor is God's word, and I continue to enjoy preparing sermons and preaching them, seeking to lift up God's promises and purposes for our lives. This year my preaching ministry extended into the new satellite worship service on Sunday evenings at the Quail Park Senior Living Community. I treasure the opportunity to serve the Lord at His table as we participate in the sacrament of communion, grateful for the many servants who make this possible both in our sanctuary and in the homes of those unable to join us. I consider it a great privilege to administer the sacrament of baptism, where we celebrate and claim by faith the covenant promises of Jesus. Our worship services are the result of a collaboration of many dedicated, talented, and creative servants, and it is a joy to witness what the Holy Spirit brings to life through their faithful efforts. One worship highlight of 2025 was the day we hosted the meeting of the Northwest Coast Presbytery, where we provided an uplifting worship service as well as the warm hospitality of a dinner for all the delegates.

Some worship services are practical extensions of love and care to the congregation and community. Memorial services function in this way, and we hosted several of them this past year. There is something deeply sacred about these gatherings, where we are reminded of both God's comfort in the midst of our grief and the promises of eternal life in Christ. The reception provides us the opportunity to express the love of Jesus, and a great many of us participate in this ministry of hospitality. I continue to appreciate the pastoral care moments I have with congregation members and friends as I partner with our Deacons and Stephen Ministers to share the love and care of Christ. Weddings are also worship services that are an expression of the care of the congregation, and I was honored to officiate at several among our church family this past year.

Closely connected with the Ministry of the Word is teaching the Bible and guiding others along the path of discipleship. One of my highlights of 2025 was collaborating with fellow teachers in leading the congregation through Healthy Boundaries training. While issues such as sexual harassment are challenging, I was impressed by the willingness of the congregation to participate in this training that will help us extend God's love to others in healthy ways. Another teaching highlight was the Practicing the Way dinner study on Sunday evenings in the spring, where many gathered around a meal and mutual encouragement toward faithful apprenticeship to Jesus. In another instance of pastoral teaching, last year brought the launch of the Biblical Travel Tour to Greece I will be leading in the coming year with two dozen members of the church. My teaching ministry also extended in a youthful direction through the Confirmation Class, Summer Bible Camp, and more personal involvement in youth ministry in the fall as we responded to the gift of growing numbers of Middle Schoolers in our midst!

The word "pastor" is related to "pasture," as in being a shepherd of God's flock. This involves activities of discernment, guidance, and spiritual leadership. I am grateful for another year of serving with our session elders in the ministry of church governance. I also had the privilege of moderating the session of Friday Harbor Presbyterian Church for three months while their pastor was on sabbatical. Starting with our session retreat in March, we launched a five-year strategic project to pursue our church's vision of reaching young families in our community. It is called Project 50 – our goal is to have 50% of our membership under the age of 50 by the time our congregation turns 50 in 2031. We started by hosting several public forums in June, then having our ministry team leaders read the book *Future Focused Church*. From the "Café Conversations" we had throughout the summer we're in the process of forming a Transformation Team that will continue guiding us toward this goal. Stay tuned for more information and look forward to finding your part in this grand adventure! If you want a snapshot of what it looks like for our congregation to be engaging the families of our community, there's no better view than September's annual Back to School BBQ – another amazing event!

I enjoyed leading the church staff, encouraging and equipping them to use their gifts for God's glory. We are truly blessed by the contributions of Brian Armes, Kris Green, Jim Kwon, Johnson Pham, Kcristell Peña, Kate West, and Kristi Wiant. Chris Chang began the year as our Associate Pastor and served the congregation well. His new counseling practice grew so much that he wasn't able to continue serving in his pastoral role, departing mid-year. Around this time God brought us Isaiah Esterline as Family Ministry Assistant, and he has been so important to the revival of our youth ministry this fall. And last but not least, Tiegan Anderson brought skills honed on the mission field to help us with our website and social media during the summer.

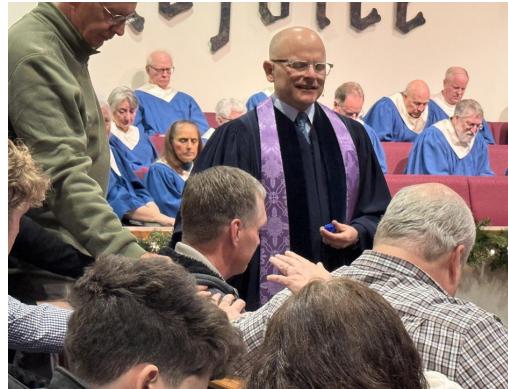
## REPORT FROM PASTOR KURT HELMCKE

Looking ahead to 2026, I envision discovering more of the eternal treasures of God's word through preaching and teaching and continuing to provide pastoral care alongside the many who serve in ministries of compassion. I hope that we will be able to take the next faithful steps in following Jesus as we pursue the vision for our church that He revealed to us through our congregational mission study not long ago, which means a firm foundation for beginning to build "Project 50." Together, we will continue to cultivate a thriving community of faithful Christ-followers who grow deep spiritual roots in a life-giving relationship with Jesus, extend God's love by serving others with Christlike compassion, and share Christ's hope by making him known near and far.

Together in Christ,



Pastor Kurt



## 2026 Pastoral Sabbatical

In the upcoming year, Pastor Kurt will take a three-month sabbatical for rest, renewal, and study from June 1 – August 31, 2026. During this time the session will provide for the pastoral and leadership needs of the congregation, arranging to fill the pulpit each Sunday, providing for a session moderator, and calling our caregiving ministries to share the load. The hope is to employ Rev. Scott Anthony, a regular summer pastoral vacation replacement in recent years, for at least two months this summer.

Pastoral sabbaticals are a benefit required by the Northwest Coast Presbytery in minimum terms of call for installed pastors: *"A sabbatical during the seventh year of service, unless otherwise arranged by the pastor. Subsequent sabbaticals occur every seventh year of the call. The sabbatical term shall be at least three months in one continuous period or in shorter leave periods, as determined by the pastor..."*

North Creek had a strong tradition of pastoral sabbaticals every seventh year prior to 2010, when the most recent sabbatical was taken. It has been 19 years since Pastor Kurt took a sabbatical (as an Associate Pastor in 2007), and his sabbatical in 2026 will bring North Creek into compliance with presbytery requirements.

Stay tuned for more information as we approach the sabbatical launch date of June 1, 2026!

## REPORT FROM OUR CLERK OF SESSION

### CLERK OF SESSION REPORT

With the completion of our visioning phase in 2024, where we developed our mission statement and the vision behind it, and with the completion of our pastoral search and installation, Session was ready to hit the ground running in 2025. Part of Session's role is to manage the facility, personnel, finances, ministry support, and polity questions, much of which is done at our monthly Session meetings. At the beginning of 2025, we were also excited to put legs to our vision and continue to prayerfully develop the dream.

During 2025, Pastor Kurt led our Session and Ministry Team Leaders through a study of the book *Future Focused Church*, which led to strategic sessions where we began envisioning and planning for what we are calling Project 50, focusing on new ministries and growth over the next five years. Stay tuned as the plans are developing!

The leadership also engaged in healthy boundary training in 2025, promoting healthy boundaries for our congregation. Session members and ministry leaders attended a workshop to learn together how we can best bless one another with healthy behaviors and boundaries.

Part of the role of Clerk of Session is record keeping, particularly membership records. I am happy to report that during 2025, North Creek welcomed 15 new members, including 5 teens through our confirmation class. Each of these new members enriches our congregation and blesses us as their involvement grows in our faith community. Sadly, we also lost six of our members as they moved on toward their heavenly homecoming. We miss and thank God for each of them.

Grace and Peace,

**Karen Butler**

Clerk of Session



Your elders during 2025 have included: Linda Berkompas, Karen Butler, Craig Carlson, Vic Chaloupka, Dan Clark, Steve Giboney, Craig Kastelle (as of July), Cindy Little (through June), Eric Oyster, Dave Phippen (as of July), and LeAnn Venn (through June).

## STRATEGIC PLANNING

In 2023 we completed a congregational mission study that resulted in a new mission statement for the congregation, as well as a statement of vision and values. These statements guide our current and future ministry activities.

### Mission

***What we focus on to follow God's unique call and express our core identity***

We are cultivating a thriving community of faithful Christ-followers who

- Grow deep spiritual roots in a life-giving relationship with Jesus
- Extend God's love by serving others with Christlike compassion
- Share Christ's hope by making him known near and far

### Vision

***A picture drawing us into the future, what faithful ministry looks like***

NCPC is a healthy congregation of Christ-followers who authentically experience life, love, & hope in Christ.

People of various life stages & diverse cultural backgrounds reflected in the local community discover a place of belonging as they love one another, worship together, and grow deep roots in God's word by engaging in spiritual practices. Their spiritual growth equips them to serve with their gifts and propels them into the community to shine the light of Christ, sharing the gospel through conversation and compassion.

### Values

***Concepts that express our shared sense of what is most important for our life together***

- **Christ centered** – All paths & programs lead to Jesus; Christ is our unity.
- **Scripture rooted** – We study and apply the Bible to life, engaging in biblical spiritual practices; Difficult issues are faced with biblical guidance.
- **Servant equipping** – Disciples are trained for Christian service through the ministry and mission of the congregation; Leaders are developed; Every member is a minister.
- **Interpersonally healthy** – The church is a safe space, patience is applied generously, healthy accountability is present among members and leadership.
- **Community reflective** – Stages of life and cultural backgrounds in the community are present in the membership.

## STRATEGIC PLANNING

### Strategy

*Our five-year strategic plan with a primary goal of congregational development*

**Project 50:** By the end of the year 2031, when our congregation turns 50, North Creek will have as many active participants under the age of 50 as we have over the age of 50.

Currently, approximately 75% of our active participants are over the age of 50. Project 50 calls us to develop and support ministry initiatives that lead to a significant infusion into our congregational life of adults under 50, along with children and youth.

This goal helps us to make progress toward the strongest hope revealed by our 2023 congregational mission study: To strengthen an ongoing outreach to children, youth, and parents in our community that restores a significant presence of younger generations in our church membership.

We will continue to nurture a vital congregational life for all and enthusiastically receive new members regardless of age. Project 50 simply invites all North Creek members to support sustained efforts that help us reach our younger neighbors in the community.

In September 2025 we hosted our second annual **Back-to-School BBQ** for families in the community. While this popular event is only the beginning, it prepares the way for Project 50 in that it involves a wide range of North Creek members in an effort that creates connections with significant numbers of younger adults, children, and youth in our local community.

### Moving Forward

*The group called to guide us in getting to our goal*

### The Transformation Team

The Session is in the process of putting together a team to serve as a spiritual catalyst for renovating church ministry activities and resources toward our Project 50 goal, guided by the book *Future Focused Church* (Baker, 2025). The definition of a future focused church aligns well with NCPC's mission, vision, and values: "*a group of Jesus followers who seek God's direction together—especially in relationally discipling young people, modeling kingdom diversity, and tangibly loving our neighbors.*"

The Transformation Team will assist the congregation in prioritizing and empathizing with people younger than the average age of our congregation, modeling the ethnic and cultural diversity of God's kingdom, and discovering ways to tangibly love our neighbors.

## DISCIPLESHIP FORMATION

**Elder:** Eric Oyster**Co-chairs:** Rae Stephenson and Jill Thomas**Team Members:** Don Litchty, Gail Everett, Sandy Waller, Forrest and Mary Dill**Purpose of this ministry**

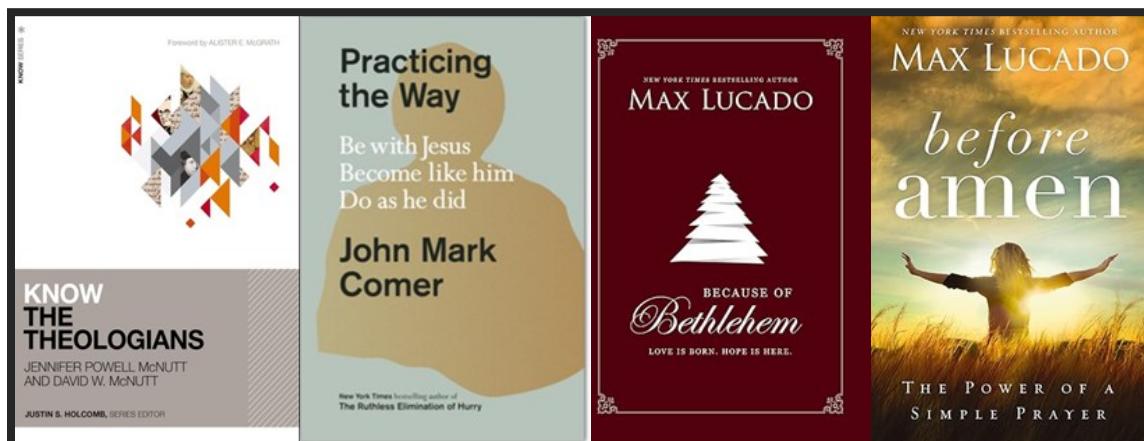
Our purpose is to help our church family connect to a life-giving relationship with Jesus through discipleship and faith formation, where we develop a greater understanding of the Gospel story and scripture, basic theology, spiritual practices, and Christian community.

**Highlights from 2025:**

- January and February: *Know the Theologians*, Part 1
- March and April: *Jesus' Seven Sayings From the Cross* - A compilation of scholarly reflections from the book "The Savior Speaks".
- May and June: *Practicing The Way* - book-based video course and 8 dinner sessions on Sunday evenings.
- July: *The Scripture Practice*
- September and October: *Know The Theologians*, Part 2
- November: Max Lucado's *Before Amen - The Power of a Simple Prayer*
- December: Max Lucado's *Because of Bethlehem*

**F3: Faith, Food and Fellowship**

- June: Professor Bob Marks, Baylor University, offered a Zoom presentation on *Exploring the Mind-Brain Relationship*
- July: John Wagenveld of Multiplication Network presented on *Crossing Cultural Barriers*
- August: Hebron Academy update with Liliya Valihun and Ihor Bula



## SMALL GROUP MINISTRY

**Elder:** Eric Oyster

**Coordinator:** Dave Berkompas

**Advisory Team:** Rae Stephenson, Leslie Kastelle, Sarah Sundin, Mary Oakley

### **Purpose of this ministry:**

To help facilitate a deeper community of faith outside of church worship and programs by supporting learning, spirituality, Christian fellowship, care for one another and discipleship among small groups of committed Christians.

### **Highlights from 2025:**

Our long time chair, Joan Eble, has retired from the service of small group care. We are all very grateful for her and her team's dedication to continuing and supporting small groups over the last several years.

Dave Berkompas has assumed the responsibility of small group coordinator as of this past October. He has assembled an advisory team, listed above, to advise on any major decisions or initiatives that may be undertaken and provide suggestions and encouragement.

If anyone wishes to join or be part of a new small group, you can sign up on the church website using this link: <https://northcreekpres.org/ministries/small-groups>

Even if you have signed up before, please use this link to do it again. You can also contact the small group coordinator directly on that website with any questions or concerns.

### **Goals for 2026:**

To increase the number of small groups in 2026, with possible emphasis during the season of Lent.

To increase small group information and support online, including suggested study materials, training information for leaders and new small group formation and procedures. This will be completed in the months after the updated church website is introduced.

To communicate quarterly with existing small groups and advise them of any new information or suggestions for improvement.

## WOMEN'S BIBLE STUDY

**Acting Elder:** Eric Oyster

**Chairs:** Linda Roundhill and Liz Marshall

### Purpose of this ministry:

To provide women an opportunity to increase their understanding and appreciation of scripture, deepen their relationship with God and build stronger relationships with other women of faith.

### Typical Class Activities:

- Open in Prayer
- Sing hymns or other praise songs
- Study the Bible with the help of various study guides, breaking into small group discussions as necessary. Study sessions are typically 6-12 weeks in length. Attendance for full study session is encouraged but not required.
- Sharing of personal praises and petitions and praying together as a group
- Zoom participation is available whenever possible

### Yearly Overview:

- We meet almost every Tuesday morning at 10am- 12 noon with the exception of holiday weeks and snow-days.
- Occasional speakers are invited to share in-depth information or updates on mission work that we support.
- We also enjoy more informal fellowship two or three times a year including our Christmas potluck and a summer picnic.

**All are always welcome, including community members seeking Bible-based study.**

### Highlights from 2025:

- To start off 2025, we viewed a video series and studied relevant Bible Passages from The Rock, The Road and The Rabbi.
- Our Spring session was spent studying the entire Book of Revelation aided by N.T. Wright's study materials.
- Our summer schedule was more relaxed, continuing to view the TV series The Chosen (Season 3) while studying relevant Bible stories and Judean history. We also had a short review of recent biblical archaeological discoveries presented online by Joel Kramer.
- Our Fall Study was another video series and Bible Study called Vanishing Grace by Philip Yancy.
- During December we studied selected chapters from "Praise God: Worship Through the Year", published by Presbyterian Women. This study added to our understanding of the roles that our Presbyterian church calendar, the Lectionary and our treasured holiday symbols play in our worship during the Christmas season.



### Hopes for 2026:

- Paul's Letter to the Philippians will be our first study of the year.
- Future books of the Bible may include Ecclesiastes, the Gospel of Mark and/or various topical focus studies.

## OLDER ADULT MINISTRY: JOYFUL LIFE

**Elder:** Linda Berkompas

**Chair:** Minna Dimmick

**Team Members:** Lois Anderson, Penny Evans, Kathy Hulet, Kay Nickel, and Mary Oakley

### Purpose of this Ministry:

To connect our older adults to provide fellowship on a monthly basis during daylight hours; an opportunity to visit, deepen relationships and attend structured events, programs, and outings together.

### Highlights from 2024:

- Joyful Life (Older Adult Ministries) in 2024 has the privilege of representing our congregants, who are a bit older than middle-age.
- We meet on an average of once a month and plan some months out in the future for our occasions.
- Joyful Life has sponsored some Fellowship times, just for folks to meet at church during the week or for lunch for conversation and to learn more about each other. We go at least once or twice a year to the Schack Art Museum in Everett to enjoy the well presented exhibits, and then go to lunch at Sisters. Anyone is most welcome to accompany the group.
- We even had a most delicious lunch at the Sundins as well as to see and appreciate one of the best maritime art collections in the country, Ken Sundin's.
- To pay attention to the request from the Session and our minister to represent our ministry in various other areas, for example, we sponsored a Parents Morning Out in December. We worked closely with Family Ministries and wonderful elder, Cindy Little, to make sure the families with children were invited and notified of the free morning out for parents. Each of the amazing people who played with and loved the children were trained to qualify for the task.
- Joyful Life also contributed to the Board of Deacons project of December gift bags for those home-bound members. We make every effort to reach across to other ministries and help or include others in our occasions and events.

### Hopes for 2025

- Continue to offer and host information sharing and fellowship opportunities for seniors and any age individuals who are interested in our events.
- Provide new quarterly programs on topics especially pertaining to seniors.
- Continue to partner and work with other ministry teams on intergenerational projects.

Respectfully submitted,

Minna Dimmick, Chair



## FAMILY MINISTRY

**Elder:** Craig Kastelle

**Chair:** Susan Stansberry

**Team Members:** Susan Mays, Amy Summe, Cindy Little, and Isaiah Esterline

### Purpose of This Ministry:

NCPC's Mission Statement (concise version) is "Growing Deep in the Life of Jesus, Extending God's Love, Sharing the Hope of the Gospel." To further this mission, Family Ministry's goal is to serve families, both NCPC members and families in our greater community, by teaching and discipling children and youth so that they may grow in their knowledge of a loving God, develop a personal life-giving relationship with Jesus Christ, and become part of a like-minded faith community. This ministry spans many areas:

- Supporting parents in the nurturing of faith in their children and youth.
- Providing a safe and fun nursery for pre-kindergarten children while their families participate in the life of NCPC.
- Offering an engaging Sunday school program for kindergarten through 5th grade.
- Providing a welcoming and fun opportunity for middle school and high school students to build a personal relationship with Jesus Christ.
- Organizing events such as Summer Bible Camp, Back-To-School BBQ, and Advent Service Project care bags.

### 2025 Highlights:

**Whirlyball:** In January 2025 the youth and their families played whirly ball at a specialized venue in Lynnwood. This is a combination of old-fashioned bumper cars, basketball, and lacrosse. Everyone had a wild and fun time.

**Sticky Faith book discussion:** In spring of 2025 the parents of children and youth finished a study of the book *Sticky Faith* by Kara E. Powell and Chap Clark. The focus being research and resources that families and churches can utilize to plant seeds of faith in kids that will "stick" with them into their college years and beyond.

**Sunday school:** This fall Sunday school continued with the *Biggest Story* curriculum from Crossway Publishing. The curriculum has 104 lessons which follow the story line of the Bible, going through the Old Testament and then through the New Testament. It is engaging for the students and a good guide for the teachers. The curriculum uses eye-catching artwork; examples can be seen in the hallway by the classrooms.

**Nursery:** The Family Ministry provided a safe and fun nursery for pre-kindergarten children while their families attended worship services. The attendance increased in 2025 with occasionally up to nine kids.

**Confirmation:** In March 2025, five youth were confirmed. They led the worship service for their confirmation.

**Graduation celebration:** Two NCPC youth, Ian Stansberry and Hailey Summe, who were graduating from high school were celebrated in June 2025.

**Artwork in hallway:** The Sunday school curriculum we use contains artwork by Don Clark who has a studio in Seattle. This artwork, one picture for each lesson, along with pictures of NCPC kids were put up in the hallway by the classrooms.

**Summer Bible Camp:** In July 2025, 55 kids attended the camp; many of whom were not from NCPC member families. There were 35 volunteers from NCPC, of which 13 were youth, that made this camp a success. The camp theme was "The Lord your God is with you wherever you go" (Joshua 1:9). The week-long camp included music, Bible lessons, games, science, and crafts.

**BBQ at Dill's:** The children and youth had an end-of-summer BBQ with smash burgers and yard games at Mary and Forrest Dill's backyard.

## FAMILY MINISTRY – CONTINUED

**Back-to-School BBQ:** In September 2025 the Family Ministry Team participated in this community outreach event. It was an “all NCPC hands on deck” event and was a big success. At the BBQ there was live music, a bouncy house, a bouncy slide, crafts for kids, and of course lots of food and ice cream.

**Family Ministry Administrative Assistant:** In September NCPC hired an Administrative Assistant, Isaiah Esterline, to support and help with all of the wide-ranging activities the Family Ministry Team does.

**Family Insider:** A weekly family news email, *Family Insider*, was started this fall to make announcements and keep families informed about youth and children’s events at NCPC.

**Lights out game night:** The Youth had a well-attended game night in November. All the lights in the church building were turned off and the fun and games ensued.

**Family Advent service project:** In early December 2025 over 120 care bags containing food, winter socks, winter gloves, warm hats, toothbrushes and toothpaste, and bottles of water were assembled. The bags were handed out to the whole congregation to give to unhoused individuals we may encounter.

### Hopes for 2026:

Discipleship for youth: This winter Pastor Kurt and the Family Ministry Team plan on including faith and discipleship building along with fun youth events.

**Volunteers:** Additional Sunday school teachers and nursery workers are needed to continue providing a safe and quality learning and environment for our children.



## FAMILY MINISTRY CONTINUED



## WORSHIP &amp; ARTS

**Elder:** Karen Butler

**Chair:** Callie Carmean

**Team members:** Brian Armes, Carol Dunham, Dick McGrath, Kate West, Kurt Helmcke, Linda Roundhill, Schy Gleason

**Sub-Ministries:** Audio and Visual Ministry led by Kate West (reported within Worship & Arts report) Music Ministry led by Brian Armes (reported separately in annual report)

### **Purpose of this ministry:**

Every Sunday, something sacred happens when we gather to worship—and our team works behind the scenes (and sometimes right up front) to make those moments feel alive, authentic, and welcoming to everyone.

From planning sermon series, designing visual elements, managing sound and livestreaming, we help to make sure worship connects whether you're in the sanctuary or watching from home. Our team brings together musicians, tech experts, artists, speakers, and creative thinkers who all share one goal: helping our community encounter God in powerful, personal ways.

From the songs we sing, to the images on the screen, to the light pole banners outside that say "you belong here", we're creating space for worship that reflects who we are: a church growing in Christ, extending love, and sharing hope.

### **W&A Highlights of 2025**

- Quail Park, an assisted living facility in Lynnwood, now has weekly worship. What started as a vision became reality in January when residents began gathering for their own service. The Mission Strategy Team, Worship and Arts, and generous donors all said yes to this opportunity—proof that when we follow Jesus, we go where people are.
- Every Communion Sunday, we now publicly commission the deacons who carry communion to members who can't make it to the sanctuary. It's a small moment that says: you matter, and so does this ministry.
- Lent took us into the shadows with Jesus. Our "Prayers in the Dark" series was raw and real, with chancel décor featuring the proverbial rock where Jesus poured out his hardest prayers. We didn't shy away from the struggle—we sat in it together.
- Palm Sunday reached beyond our walls. We made sure our homebound members could wave palms right along with us by delivering branches to their doors. Distance doesn't mean disconnection.
- We made it easier to reach out. New cards in the pews now give you a simple way to connect with us or share a prayer request. Sometimes the smallest invitation opens the biggest doors.

### **Media Report for 2025**

The NCPC Media Ministry has been busy this year. It's hard to believe that we've been live-streaming our services for almost 5 years now. There are some weeks when it feels like we really know what we're doing and everything runs perfectly and then there are the weeks when it feels like it's the first time and we still don't quite know what we're doing. But, with a faithful group of volunteers, we're honored to be able to share our worship services with you each week. Special thanks to Liz Marshall, Linda Roundhill and Schy for all of the hours that they put in to make this happen.

On the other end of things, we continue to try and bring a high-quality audio and visual experience with our worship services. We have added some new equipment, we had Isaiah Esterline work with us for part of the year and his help was critical for the Choir Christmas Concert. Thanks to Dick McGrath, Neil Pederson and Isaiah Esterline for helping out throughout the year.

Moving into 2026, we are looking at updating the lighting system in the sanctuary to not only be more energy efficient, but also allow for more creativity and flexibility in how we light the service.

As always, my best weeks are the ones when no one really knows that I'm there...it means that the service went off without a readily noticeable mistake. But, I'm grateful for those of you who do stop by before or after the service and share a word of encouragement.

Here's to a fun, creative and glitch-free 2026!!

### **Hopes for 2026**

2026 is about opening more doors. More barbecues. More faces on banners. More reasons for our neighbors to wonder, 'What's happening at that church?' Come help us answer that question.



## MUSIC MINISTRY

**Director:** Brian Armes

**Elder:** Karen Butler

**Additional Team members:** Callie Carmean, Kate West, Kristi Wiant (piano)

**Choir Officers for 2024-2025:** Cheryl Shaw, Personnel; Julie Gleason and Tina Kirk, Co-Chaplains; Mary Dill and Renae Robertson, Co-Social

**Purpose of this ministry**

The Music Ministry is a sub-ministry of the Worship & Arts team. Its focus and purpose is to plan and create music that supports our worship and arts ministry. While the “team” is noted to have only 4 members, the program is actively supported by **nearly 50 volunteers** who bring their vocal and instrumental skill sets weekly to our congregation and community. This is done by way of our adult choir, our rotating weekly Sunday music teams, and special music.

**Highlights from 2025:**

The Music Ministry of North Creek Presbyterian Church rejoiced at number of new musicians joining the choir and worship band throughout 2025; however, in January, **Kayla and Harrison King**, members of the choir and worship band, departed with blessings for Nashville, TN where Harrison pursues music producing at Blackbird Studios.



A **new pipe-organ emulator** was introduced into NCPC’s instrument set in February. NCPC’s new “pipe organ” operates through an app from the Jeux d’orgues project, emulations of French pipe organs. The app communicates with a keyboard via Bluetooth. Later in the year, the organ “grew” from a 10-stop console to a 26-stop console, exponentially increasing the combinations of instrument sounds.

Spring was a season of collaborations. For Good Friday, the NCPC choir presented a service of thematic choral selections focusing on God’s LOVE for us. Joining the choir were members of the **Revival Dance Team from Reflections School of Dance** in Mill Creek who added movement to two of the choir selections. Easter worship celebrations included a brass quintet from **Inglemoor High School**. The Music Ministry also led worship music at the **Northwest Coast Presbytery** annual in-person meeting on May 15.



Summer worship introduced NCPC to **Anna Eby and Isaiah Esterline**, recent graduates of Northwest University who started attending NCPC earlier in 2025. Anna and Isaiah joined in the music ministry life at NCPC playing a variety of instruments including bass, drums, keyboards, flute, and vocals. Isaiah also served on the NCPC staff as a Worship and Media AV Tech summer intern. He provided invaluable assistance in enhancing the Music Ministry technology, instrument upgrades, and notation software data entry. NCPC also joined Voice of the Martyrs and Getty Music in recognizing **The Day of the Christian Martyr** on June 29 by singing “Christus Victor” as part of our worship service, in unity with churches around the world.

The Music Ministry again partnered with Family Ministries to lead music **during Summer Bible Camp**. Many members of the regular worship band taught the campers SBC songs and songs used in regular worship at NCPC.

In September, Brian attended the **Sing! Conference** in Nashville. This Getty Music event provides opportunities for resourcing, networking, and worshiping, bearing immediate and on-going influence on the ensembles and worship at NCPC. This year's conference centered around the release of *The Sing! Hymnal* published by Getty Music and Crossway. This volume collects hundreds of songs from church history and the modern hymn writing movement and was immediately implemented in the worship at NCPC. He was also able to visit with the Kings and learn about God's work in their new home.



The NCPC Choir's October Workshop emphasized preparations for the Christmas Concert, *Great Joy* as well as a session to try on our **new choir robes**. These new to us robes were a gift from First Presbyterian Church of Snohomish (thanks to Kate West) and made their NCPC debut during Advent.



In December the choir presented their **annual Christmas Concert** with orchestra at NCPC and an abridged version at Quail Park Senior Living. This year's concert was titled *Great Joy* and featured familiar carols and Christmas songs, along with scripture readings telling the Christmas Story. An 18-piece orchestra complemented the 24-voice choir that evening.

The music ministry also supported both **Christmas Eve services** with volunteers leading music at both services and the choir singing at the 8PM service.



In addition to NCPC volunteers, **guest musicians** Olivia Stall (French horn), Kuvalvir Parhar (trumpet), Danny Hughes (trumpet), Johanna Bote (trombone), Cord Wisler (trombone), Laura Hendrickson (piano), Leanne Riddle (cello), and Michelle Rhee (violin) provided additional instrumental music for worship.

Music Ministry has also continued a partnership with Family Ministries to include singing as part of Sunday School and Sunday Nursery. The aim of this time is to familiarize the children with music from worship for their faith foundation and for them to be more engaged worshipers. To aid these goals, two-octave set of "**Kidsplay**" **Handbells** were purchased as a teaching instrument. These bells debuted at the Christmas Concert.

As Music Ministries teams lead worship together, opportunities are taken to unite the ministry teams on pieces and develop skills within the teams. Choir pieces and programs have featured members of the worship band. Instrumentalists are also encouraged to try different instruments as interests develop, increasing the team's ability to incorporate a variety of musical selections into the worship services. Beyond music, rehearsals for each ensemble conclude with a shared devotion and prayer, and all service musicians gather pre-service for prayer and devotional together. These times continue to build a sense of unity and purpose among the groups and with God as we prepare to lead the congregation in worship.



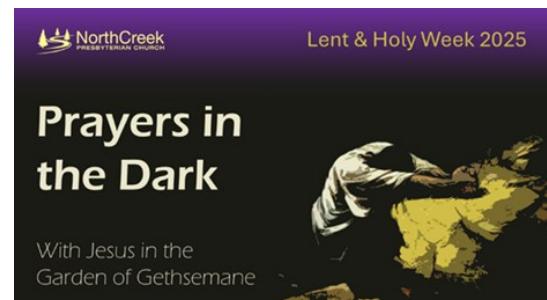
## 2025 - A SUMMARY OF SERMONS

*Winter***SUFFICIENT STRENGTH****Gospel Empowerment in 2nd Corinthians**

In Paul's second letter to the Corinthian church, he gets honest about human vulnerability, comparing us to fragile clay jars. Yet he's convinced that it is precisely in the middle of our greatest need that Jesus' power is present to bring transformation. We explored the idea that God gives us sufficient strength in Christ and sought to welcome it into our daily lives.

*Lent & Easter***PRAYERS IN THE DARK****With Jesus in the Garden of Gethsemane**

Jesus' experience in the garden is pivotal to the story of salvation as the place where he found the loving & courageous resolve to move forward to the cross. His prayers spoken there are filled with raw emotion and a sense of deep vulnerability, reminding us that Jesus understands us when we offer our own "prayers in the dark."

*Spring***HEART & MIND ALIVE!****Following the Risen Lord into the Old Testament**

Among the many good reasons for Christians to read the Old Testament is the simple fact that this is what Jesus did with his disciples in the forty days between his resurrection and ascension. During the Easter season we followed Jesus into the Old Testament, where he revealed insights that brought our hearts and minds alive!

*Summer***JONAH: The Travel Podcast**

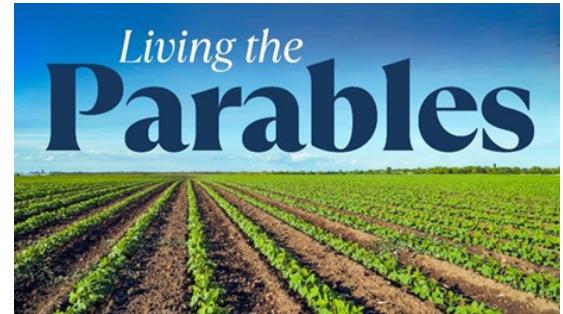
Following up on the prior year's popular "Summer Podcast" sermon series on the Old Testament book of Esther, this summer we did the same with the book of Jonah. Traveling with Jonah by sea and by land, we learned important faith lessons about running from and responding to God's call. We learned that we, too, can be redirected by the "God of second chances" to be faithful emissaries of God's grace and mercy.



## 2025 - A SUMMARY OF SERMONS

*Fall***LIVING THE PARABLES****Invited by Jesus into the Revolutionary Reality of God's Reign**

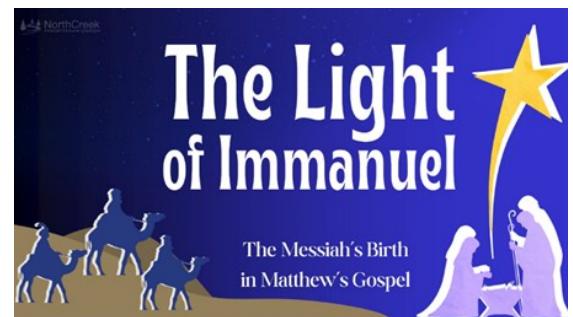
What does life look like in God's Kingdom, where "God's will is done, on earth, as it is in heaven?" We look to the parables Jesus told, stories that have the potential to turn our assumptions upside down and empower us to live new lives in Christ. We studied the parables along with Dallas Willard's new book, *The Scandal of the Kingdom: How the Parables of Jesus Revolutionize Life with God*.

*Stewardship***THE (JESUS) WAY TO INVEST****Faithful Stewardship Provoked by Jesus' Parables**

In his parables, Jesus has much to say about investing time, talent, and treasure. Through The Rich Fool, The Persistent Widow, The Good Samaritan, and The Sheep & The Goats, Jesus inspired us to invest wisely & generously in God's kingdom.

*Advent***THE LIGHT OF IMMANUEL****The Messiah's Birth in Matthew's Gospel**

Our season of Advent preparation followed the contours of Matthew's version of the Christmas story. We braved a serious look at Jesus' genealogy and discovered an ancestral surprise. The presence of gentile women whose lives were no stranger to controversy helped us better appreciate the two unique stories Matthew tells about Jesus' birth: Joseph's dream and the Magi's visit to the Christ child.



## WELCOME MINISTRY TEAM

**Elder:** Linda Berkompas

**Chair:** Mary Dill

**The Core Planning Team:** Diana Hunt, Judi Little, Julie Chittenden, Ron Swafford, Minna Dimmick, Sandy Waller

**Purpose of this ministry:**

The Welcome Team has the joy of being a large team that focuses on meeting, greeting and welcoming new people who come to North Creek in search of God and a community of believers. Each week these dedicated teams pour out their love and hospitality to new guests and our church family and invite them into deeper fellowship and relationship with the Lord. I continue to be amazed at the blessings God has showered on NCPC as He grows our church.

- **Greeters:** **Judi Little** coordinates our 30+ Sunday morning greeters and other special services throughout the year.
- **Coffee Teams:** 4 different teams rotate each week to serve you in the Fellowship Hall after worship. 12 wonderful people keep the coffee/tea & cookies flowing.
- **New guests:** **Minna Dimmick** keeps record of Sunday attendance and passes first and second time guest information on to the Welcome Team. Team members follow up with greetings and words of welcome, inviting them to come back and make NCPC their church home.
- **3<sup>rd</sup> Sunday Guest Reception:** **Ron Swafford** welcomes new guests into the library who have been visiting NCPC and have questions or want conversations in a quieter space.
- **New Members Class Coordinator:** **Julie Chittenden** organizes our Winter, Spring and Fall classes. We welcomed 15 new members to NCPC in 2025 and they are already involved in different ministries.
- **Kitchen coordinator:** We are so blessed that **Sandy Waller** keeps the kitchen so incredibly organized! She keeps all the supplies stocked for Sunday morning coffee, coordinates with other ministry teams as to their program needs, and I'm sure other things that she silently and quietly does to keep the kitchen running so well.

It's been exciting to see all God has accomplished through these ministry teams. Each team member shows the love of Christ to everyone they meet and we are blessed by their faithfulness and care for everyone.

In Christ,

Mary Dill



## FELLOWSHIP

**Elder:** Linda Berkompas

**Chair:** Diana Hunt

**Team Members:** Jim & Evie Armstrong, Rod & Adi Blume, Meg Cooper, Forrest & Mary Dill, Renee & Larry Dittman, Gary & Suzi Harrod, David Heia, Adrienne McGruder, Jill Thomas, LeAnn Venn, Sandy Waller

*Many additional NCPC members helped with the following events during 2025*

**Purpose of this ministry**

Provide opportunities for the NCPC congregation to gather, visit, strengthen old relationships and make new ones. To support special events of congregation and Presbytery when requested by Senior Pastor.

**Highlights from 2025:**

- May 4<sup>th</sup> hosted the Mosaic Choir & Orchestra in a fundraising concert for Hebron IT Academy in Ukraine. The Fellowship Team provided meals for the 100 musicians before the concert, and team members assisted throughout the event. The concert was well attended and raised \$7,200 for the Academy.
- The Fellowship Team provided a dinner for 160 members of the NW Presbytery on May 15<sup>th</sup>.
- July 20<sup>th</sup> we held our annual backyard picnic following worship and the week of Summer Bible Camp. Approximately 195 NCPC worshippers, including SBC families enjoyed food, fellowship & treats from Kool Kidz Ice Cream Truck.
- September 6<sup>th</sup> North Creek welcomed the community with our 2<sup>nd</sup> Annual Back to School BBQ held in our front parking lot, with additional activities for kids in the Narthex & Fellowship Hall. The members of the Fellowship Team were among the 69 volunteers who made the event a success. Food was prepared by team members in the kitchen & over the barbecues. Music was provided by Golden Hart and Yay Big, Yay High, Yay Ice Cream joined us again this year. We served approximately 130 people.
- Our annual Pie & Praise celebration was held on November 9<sup>th</sup> following worship on Pledge Sunday. As has become tradition, several of our youth assisted with the event. Those helping this year were Roisin McGuigan, Ben & Hannah Summe, Alex & Emily Ward. Adrienne McGruder was our emcee and Isaiah Esterline & Anna Eby treated the 140 guests to a couple of songs. Table decorations were created by Carol Dunham. Members who wished to take one of the silk arrangements home donated over \$200 which was given to the Snohomish County Food Bank.
- At the request of long-time NCPC member, Dave Little, 6 members of the Fellowship Team planned the menu and prepared a luncheon and the Fellowship Hall to celebrate Judi Little's 80<sup>th</sup> birthday. There were approximately 80 friends and family present. As a thank you, David & Judi made a generous donation to the NCPC Memorial Fund which is used to purchase needed items for our building and programs.

## DEACON MINISTRY

**Elder:** Steve Giboney**Deacon Moderator:** Mary Oakley**Ministry Team Members:**

Active Care: Jill Johnson

Semi-Active Care: Beth Carlson

Homebound/Memory Care: Kathy Hulet, Penny Evans &amp; Robin Chaloupka

Quail Park Deacon: Diana Hunt

Finance: Gordy Jaenson

Meal Coordinator: Lana Kemppainen

Card Coordinator: Cynthia Phiri

Communion Coordinator: Christina Wu

Transportation Coordinator: Jen &amp; Joe Hirman

Home Communion Coordinator: Karen Giboney

## DEACON CARE

**Purpose of this ministry**

The purpose of this ministry is to provide loving assistance to the sick, needy and elderly at North Creek Presbyterian Church.

**2025 Highlights**

- **Our Unhoused neighbors:** To address the immediate needs of our neighbors struggling to find shelter, the deacon board authorized the front office to use their monthly deacon budget to package shelf stable food, & water for those who we see spending a moment of rest in the safety of the church grounds.
- **EBT card scare:** In November, when the federal funds for EBT food cards were threatened with cutoff, the deacon board asked our office manager to prepare for new requests for assistance by purchasing grocery store gift cards for those in need. Pastor Kurt also arranged for an impromptu food drive to support the Mill Creek Food Bank, the response from the congregation was amazing! Thank you to everyone who brought a bag of food!
- **Southern California Wildfire Donation:** The Deacon Board approved \$1000 seed money to start off a fundraiser to go to Southern California for a Wildfire Relief Fund. The congregation matched it and then some! Our final donation total was \$2536.
- **A Large Deacon Board:** Three faithful deacons retired off the board, and we welcomed 6 new deacons in June.
- **Homebound Deacons:** We were able to maintain our three Deacons to serve our homebound and memory care members. Each homebound member continues to get a call each month from two deacons in an effort to maintain a connection with NCPC.
- **Quail Park Deacon:** The Deacon Board is excited to have a Deacon, Diana Hunt, who is serving as a deacon liaison between Quail Park Retirement Community and NCPC. This deacon ministry is a work in progress as we determine the needs of this sister community, and a growing prayer ministry within the community has already taken root at Quail Park! NCPC also takes part, once a month, in leading their well-attended Sunday evening worship services. Thank you to Diana for being the trailblazer in this new deacon ministry.
- **Warm Quilts for our Homebound:** Silver Thimbles quilt group mourned the passing of one of its longtime members, Doris Noll. Doris's daughter gifted many of her quilts to the group, and the group passed the quilts on to the Deacons. Each of our homebound received one of these lovingly handmade quilts as a Christmas gift this year.
- **Congregational Support:** We rely on congregation members who, though not officially deacons, act in the capacity of deacons to support others. We love our volunteers and are incredibly grateful for your contributions. We couldn't do it without you! Thank you for all the cards, meals, transportation, & home communion help!

Respectfully submitted,

**Mary Oakley**

## STEPHEN MINISTRY

**Elder:** Steve Giboney

**Stephen Leaders:** Dave Swanson & LeAnn Venn

**Stephen Ministers:** Linda Cray, Tisha Mitrovich, Sarah Sundin, and Lynn Willett

### Purpose of the Ministry

The Stephen Minister logo below symbolizes the healing from brokenness to wholeness that comes with God as the cure-giver and the Stephen Minister as a care-giver. Stephen Ministers assist members of the NCPC community as well as people from the surrounding community as they go through life's trials. Care is given in one-on-one situations honoring the confidentiality and leaning on the cure-giver, Jesus Christ, to help remediate the situation.

The continuing education portion of Stephen Ministry monthly meetings focused on topics to enhance our knowledge of issues our caregivers might face. This year our topics included divorce, depression, and how to tell the message of Jesus. Speakers, Pastor Chris Chung and Stephanie Armes, PHD and LMFT (licensed marriage and family therapist), presented messages to enhance our understanding of the topic of divorce from a pastor's and a therapist's point of view.

Stephen Ministers offer support by giving booklets dealing with the journey of grief at four times during the year. These booklets focus on what the person is likely experiencing at that point in grief—offering understanding, empathy, compassion, and hope. We also provide books, *Cancer Now What?*, as a way to offer help and hope to those dealing with cancer.

It is our hope that in the coming year we can increase the number of Stephen Ministers so that we can serve more people from NCPC and the community.

If anyone is interested in becoming a Stephen Minister, or in need of help please call LeAnn Venn, 425-239-8144, speak to Kcristell in the office, or Pastor Kurt. If you are interested in acquiring any of the above resources, contact a Stephen Leader or Stephen Minister.



## MISSION STRATEGY TEAM

**Elder:** Craig Carlson**Chair:** Steve Chittenden**Team members:** Gary Turner, Pete Down, and Tal Anderson**Purpose of this Ministry:**

The purpose of Christian mission is to share the Good News of Jesus through relationships with non-believers and through service to those in need. This has the dual effect of spreading the Gospel as we are called to do by the Great Commission, while also providing spiritual growth opportunities and use of spiritual gifts for those serving in any level of mission. The Mission Strategy Team (MST) helps to identify, evaluate, and coordinate mission opportunities through the equipping of Mission Action Teams (MATs). These teams are the relational connection between NCPC and those they serve. These teams help align people's spiritual gifts with mission opportunities both locally and globally. In addition to MATs, we also partner with established local ministries including food banks, Eagle Wings Ministry, and Renewal Ministries.

**Highlights from 2025:**

The Mission Strategy Team (MST) had a great year in supporting many different organizations and ministries and we are grateful for the confidence that the congregation places in us to use your giving to the highest level of effectiveness and efficiency possible. Highlights for the year 2025 include:

- Hosting a fundraising visit from Rehan Ali
- Hosting a fundraising visit from Jona and Juska Lazarre (God's Vision for Haiti)
- Hosting the Mosaic Choir and Orchestra to raise funds for Hebron Academy.
- Assistance to Kabbubu to help build classrooms.
- Assistance to GVFH to support vocation skill training.
- Donation to Mill Creek food bank for capital improvement.
- Support for Texas flood relief
- Support for Gaza relief
- Support for Young Life

It has been a great joy to work with these men who have so much passion for missions and that the Lord is glorified in all that we say and do. During our missions' meetings we have important discussions regarding who we fund and the amounts. Our committee members have reviewed, and we have discussed a number of books related to effective distribution of dollars, that will bring a high level of ministry results. But I also have to say that we have fun doing the ministry as well. Please receive financial reports of our work.



## MISSION BUDGET

Mission Catagories and Sub Catagories	2025 Operating Budget	Monthly/Quarterly Donations	Total Spent	2025 Budget Remaining
<b>Action Teams:</b>				
Abundant Life / Support Life	\$2,500	Quarterly 625.00	\$2,500.00	\$0.00
Amigos de Honduras	\$5,000	Quarterly 1,250.00	\$5,000.00	\$0.00
Doulos (Kasana)	\$3,000	Monthly 250.00	\$3,000.00	\$0.00
Frontier Ventures (Jeff Kwon Support)	\$5,400	Monthly 450.00	\$5,400.00	\$0.00
Gods Vision for Haiti	\$10,050	Quarterly 2,512.50	\$10,050.00	\$0.00
Greater Trinity/Racial Justice	\$3,000	Monthly 250.00	\$3,000.00	\$0.00
Healing Hearts (Stephen)	\$2,400	Monthly 200.00	\$2,400.00	\$0.00
Hebron	\$3,000	Monthly 250.00	\$3,000.00	\$0.00
Multiplication Network	\$4,000	Monthly 333.33	\$4,000.00	\$0.00
Operation Nightwatch (Reimbursable Fund)	\$2,500	Check Req ??	\$2,395.12	\$104.88
Operation Nightwatch (Operating Fund)	\$5,000	Monthly 416.67	\$5,000.00	\$0.00
Merida Special Projects	\$6,000	Monthly 308.00	\$5,991.50	\$8.50
Rehan	\$3,000	Monthly 250.00	\$3,000.00	\$0.00
Kabubbu Church/School (Tiffany)	\$6,500	Check Req ??	\$6,500.00	\$0.00
Young Life - NCPC Youth	\$3,000	Monthly 250.00	\$3,000.00	\$0.00
Young Life - Braelynn Cooper (Support Life)	\$2,500	Monthly 208.33	\$2,500.00	\$0.00
Good News Team				
Kazakhstan	\$10,500	Quarterly 2,625.00	\$10,500.00	\$0.00
<b>Subtotal</b>	<b>\$77,350</b>		<b>\$77,236.62</b>	<b>\$113.38</b>
<b>Covenant Relationships:</b>				
NWC Presbytery (Eagle	\$1,800	Quarterly 450.00	\$1,800.00	\$0.00
NWC Presbytery (Renewal Ministries)	\$4,600	Quarterly 1,150.00	\$4,600.00	\$0.00
Renewal Ministries NW	\$4,400	Monthly 366.67	\$4,400.00	\$0.00
NWC Presbytery (Samaritan Counseling NPS)	\$1,000	Quarterly 250.00	\$1,000.00	\$0.00
<b>Subtotal</b>	<b>\$11,800</b>		<b>\$11,800.00</b>	<b>\$0.00</b>
<b>Mini-Grants:</b>				
Mini-Grants	\$5,500			\$0.00
	<i>\$5,000 in over draft forgiveness</i>	<i>\$5,000</i>		
<b>Subtotal</b>	<b>\$10,500</b>		<b>\$10,500.00</b>	<b>\$0.00</b>
	<b>Total</b>	<b>\$99,650</b>		<b>\$99,536.62</b>
				<b>\$113.38</b>

## NCPC DONATIONS & MST DISTRIBUTIONS

In 2025 the congregation donated approximately \$36,000 to the 16 different Mission Action Teams and the Missions account. These donations are above and beyond the 2025 Missions budget. These funds went into the appropriate Restricted Accounts and were distributed by the MST as needed based on requests and a lot of Prayer. The attached spreadsheet shows the budget and distribution for the different MAT accounts. I've added a separate breakdown for the Missions Restricted Account below. I have also added a breakdown of the Mini Grants account.

### **Missions Restricted Donations 2025:**

\$2,250 - Kabubbu  
\$6,000 – Haiti  
\$5,000 – Bibles for China  
\$3,500 – Rehan Ali  
\$1,000 – Frontier Ventures  
\$1,000 – Gaza Relief  
\$1,000 – Texas Flood Relief  
\$2,000 – Young Life  
\$1,000 – Cascade Women’s Health  
\$4,000 – Hebron  
\$600 – Merida  
\$350 – Missions Fest  
\$250 – True Charity  
\$500 – Hope Creek

### **Mini Grants 2025:**

\$4,000 - Hebron  
\$2,000 - Texas Floods  
\$1,000 – Haiti  
\$1,000 – Healing Hearts  
\$1,500 – Jamaca Hurricane  
\$1,000 – Rehan Ali

## PRAYER MINISTRY

**Elder:** Steve Giboney

**Team members:** Liz Marshall, Kate Gibbs, Tiffany Anderson, Joan Eble, and Mary Dirkse

### Purpose of this Ministry

The purpose of the prayer ministry is to unite people in prayer for the world, our country, our church, and one another. We want NCPC to be and be known as a praying church.

### 2025 Highlights

- The NCPC Prayer team meets every Monday at 10 am via Zoom and the contact information is in the weekly bulletin. The Monday morning team activities typically begin with a brief scripture or devotional reading, followed with a combination of both personal and corporate prayer and often ends with songs or hymns - all with a small group atmosphere.
- Prayer Chain is still going strong and is a powerful way for individuals to continually lift up prayer needs throughout the week.
- The focus on prayer during Sunday services and also post-service opportunities to pray with designated prayer partners continues to be a wonderful blessing.

### Hopes for 2026

- For our church members to pray continually and effectively while making prayer a part of everything they do.

Respectfully Submitted,

Prayer Team

*"For where two or three come together in my name, there am I with them." — Matthew 18:20*

## FACILITIES & GROUNDS

**Elder:** Dan Clark

**Chairman:** Don Ellis

**Secretary:** Jeremy Keating

**Team members:** Forrest Dill, Minna Dimmick, Neil Pederson, Rich Robertson, Rod Blume, Staff member Jim Kwon.

### Purpose of this ministry

This committee exercises stewardship of the physical resources at NCPC in Mill Creek. This includes the buildings and grounds, the cleaning and environmental services and the utilities. Stewardship includes future planning in the area of capital investments, end of life cycle for equipment, inspection services by authorities having jurisdiction along with satisfying insurance regulations, state laws and safety requirements. We also control over the Solar Panel Project.

### Highlights from 2025

- The Ministry Team for Facilities had a very busy 2025 but thanks to God and great members, much was accomplished.
- One of the 3 HVAC units in the CE wing failed and was replaced, 22 yrs old.
- Parking lot entry lights were added out by 164<sup>th</sup> st to aid in safe site entry.
- There was a WIFI switch added to the water fountains to schedule the on/off times.
- The roof over the CE wing was cleaned of moss to aid in longevity.
- New first aid kits were purchased to replace the 4 existing kits that had many expired contents.
- An Emergency Preparedness plan was placed at the welcome station to give direction on many utility and life safety issues. This needs annual review.
- QR code was posted in the kitchen area so that volunteers may access the electronic work order system called Maintain X that is used by the Facilities team to track issues.
- Repairs were completed to our Fire Alarm and Sprinkler Systems to keep our life safety systems in compliance. New Smoke detectors will be needed soon.
- The north parking lot received crack sealant to protect from degradation and erosion.
- The choir room was repainted and new cabinets from Jim and Mark were added.
- The sale of a sliver of land that was part of our property but separated from us by the creek was sold to the office building adjacent.

### The Solar Panel Project.

2025 marked completion of the 6-year plan that financed our roof top panel project. It was the 2<sup>nd</sup> largest in Snohomish County and thanks to those whose vision and expertise made it happen, 2026 will see great reduction in PUD bills. A larger more detailed report will be presented to you soon.

### Hopes for 2026

In 2026, we know that as we continue to be good stewards there will be many reasons to seek wisdom for Capital and fixed asset replacements. A five-year plan is needed for advising Session as we move forward to support the Mission and Vision of NCPC.



## PERSONNEL TEAM

**Elders:** LeAnn Venn (Jan-Jun) and David Phippen (Jul-Dec)

**Chair:** Nannette Howard-Westlake

**Team Members:** Sarah Sundin (Jan-Jun), Lynn Willett, and Kristofer Davies (Sept-Dec)

The Personnel Ministry Team seeks to serve Christ and His church by supporting, guiding, and caring for all staff and volunteers in their callings. Rooted in Presbyterian principles of shared ministry and stewardship, we strive to:

- **Affirm and nurture** the gifts of those who serve, recognizing their work as vital to the mission of the church.
- **Support** other ministry teams in hiring new staff, reviewing training documents, and advising on all personnel matters.
- **Provide oversight and accountability** that is fair, transparent, and grounded in Christian compassion.
- **Encourage professional and spiritual growth** by seeking and providing opportunities for all staff.
- **Foster a healthy, collaborative** environment where staff and volunteers can thrive in service to God's people.

### Highlights for 2025

- We have continued to support our pastors and staff
- Staffing changes this year:
  - Hired Isaiah Esterline as Family Ministry Assistant
  - Kris Green is departing as Bookkeeper at the end of December 2025, but will help train the new Bookkeeper
- Updated staff job descriptions
- Workplace security policy approved by Session
- Employee Handbook updated
- Harassment policy training for elders, deacons, ministry teams and church members
- Career fairs at Northwest University

### Hopes and Goals for 2026

- Review and update required policies and procedures for staff and volunteers.
- Hire new and welcome our new Bookkeeper.

**FINANCE TEAM****Elder:** Vic Chaloupka**Chair:** Greg Thomas**Team members:** Brian Jonas, Kay Nickel, Rick Wilson, Rod Blume, and Scott Mitchell**Purpose of this ministry**

The Finance Ministry Team (FMT) monitors the church's financial condition throughout the year. The FMT meets monthly (usually the third Tuesday) to monitor both sides (income and expense) of the budget, to address special requests from ministry teams, and prepare a report to Session. The FMT compares actual income & expenses against our budgeted income & expenses, investigates the reasons for variances, and then alerts Session where corrective action is recommended to assure a sound financial position for the church while making best use of the resources God entrusts to us. The FMT also assists Session in creating the annual budget for the next year and provides support to the stewardship campaign in the fall. The Finance Team reviews all fundraiser requests to make sure each fundraising group has the maximum chance of succeeding. In addition, the team coordinates volunteers to help count the giving from each Sunday.

**Top Highlights from 2025**

During the year, the Finance Team supported the Facilities Team, Session, in strengthening external and internal financial security controls, and with current interest rates invested our reserves for higher returns. We also worked with Personnel to help fill the vacant bookkeeping position and aid with facilities on a small boundary line adjustment east of the NGPA.

**Hopes for 2026**

We joyously look forward to supporting Session and all of the teams with their ministries in 2026.

## LEADERSHIP 2025

**Ruling Elders:****Class of 2026**

Dan Clark	Facility & Grounds
Eric Oyster	Discipleship
Steve Giboney	Congregational Care

**Class of 2027**

Craig Carlson	Missions
Linda Berkompas	Connections
Vic Chaloupka	Finance

**Class of 2028**

Craig Kastelle	Family Ministry
Dave Phippen	Personnel
Karen Butler	Worship & Arts and Clerk of Session

**Board of Deacons****Acting Moderator: Mary Oakley**

Active Care: Jill Johnson

Semi-Active Care: Beth Carlson

Homebound/Memory Care: Robin Chaloupka, Penny Evans, and Kathy Hulet

Finance: Gordy Jaenson

Meal Coordinator: Lana Kemppainen

Card Coordinator: Cynthia Phiri

Communion Coordinator: Christina Wu

Transportation Coordinator: Joe & Jen Hirman

Communion Coordinator: Jack Oakley

Home Communion Coordinator: Karen Giboney

Prayer Deacon: Joe Bohnen

Membership: Jerry & Marie Justice

Quail Park: Diana Hunt

**2024–2025 NORTH CREEK BUDGET SUMMARY**

*This Version of the Annual Report Does Not Include Financial Information*

**2024-2026 PASTORAL COMPENSATION**

*This Version of the Annual Report Does Not Include Financial Information*

## 2025 STATISTICAL REPORT

**Members**

Started January 2025 with **435**

**2025 Membership Gains**

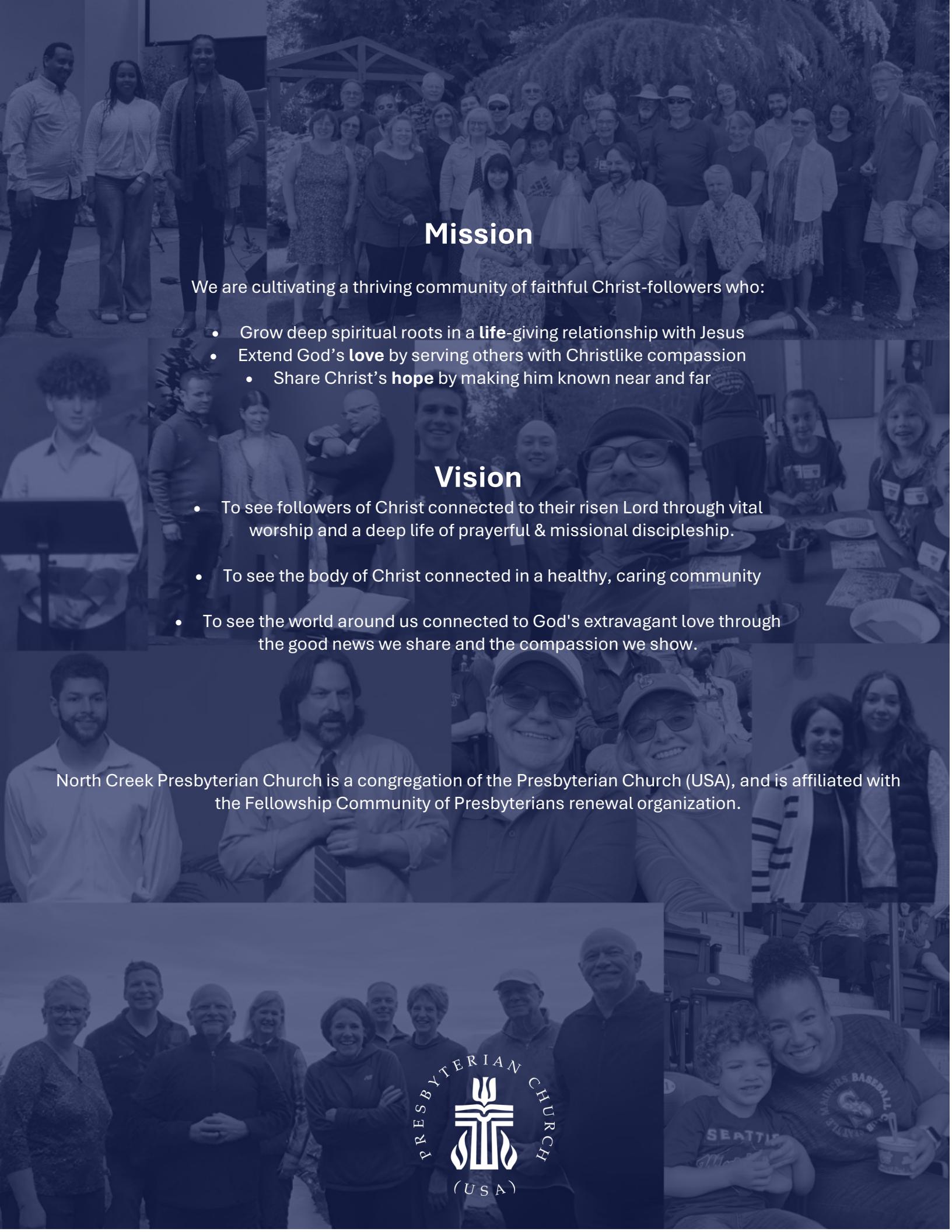
Profession of Faith	5
Reaffirmation of Faith	5
Certificate of Transfer	5
<b>Total Gains</b>	<b>15</b>

**2025 Membership Losses**

Certificate of Transfer	2
Deaths	6
Membership Rescinded	0
<b>Total Losses</b>	<b>8</b>

Ended December 2025 with **442**

## NOTES



## Mission

We are cultivating a thriving community of faithful Christ-followers who:

- Grow deep spiritual roots in a **life**-giving relationship with Jesus
- Extend God's **love** by serving others with Christlike compassion
  - Share Christ's **hope** by making him known near and far

## Vision

- To see followers of Christ connected to their risen Lord through vital worship and a deep life of prayerful & missional discipleship.
- To see the body of Christ connected in a healthy, caring community
- To see the world around us connected to God's extravagant love through the good news we share and the compassion we show.

North Creek Presbyterian Church is a congregation of the Presbyterian Church (USA), and is affiliated with the Fellowship Community of Presbyterians renewal organization.

