

# PSBA ANNUAL MEETING 2025

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### Our Mission:

*Joining God to Catalyze Healthy,  
Fruitful Leaders and Churches*

# PSBA ANNUAL MEETING 2025 AGENDA

## **Sacrificial Ministry**

October 7, 6:10pm to 7:40pm

*Joining God to Catalyze Healthy, Fruitful Leaders and Churches*

**Call to Order**

**Andrew Fouché**, PSBA Moderator  
Sunset Community Church, Renton

Introduction of New Pastors and Staff  
Recognition of Guests

**Welcome & Prayer**

**Jonathan Lee**, Pastor  
Connections Church, Renton

**Executive Director's Report**

**Ron Shepard** (read by Andrew Fouché)

**Worship**

**Iglesia Vida**, Renton

**Message**

**Dave Elliff**, Pastor  
Roots Community Church, Seattle

**"10 Hard-Earned Lessons in Ministry"**

**Pastors Panel**

**Andrew Fouché**, facilitator  
**Leading an Immigrant Church within American Culture**

**Business Session**

*Leadership Elections*  
*List of Member Churches*  
*2026 Budget*

**Bob Lowe**, Operations Director

**Closing Prayer**

**Won Lee**, Impact Leader  
PSBA Admin Team

# EXECUTIVE DIRECTOR'S REPORT

Ron Shepard

Paying the Necessary Price to Bring People Back

***"For the grace of God has appeared, bringing salvation for all people...  
who gave himself for us to redeem us..." ~Titus 2:11, 14***

Titus endured ongoing opposition from the ungodly and from legalists within his congregations on Crete. He focused on proper Christian behavior among elders and all believers, based on and by the grace of God. Those who believe in Christ are to "live self-controlled, upright, and godly lives" (2:12). Leaders protect the church through teaching and modeling Christ's sacrificial ministry and the cross through His grace.

## Faithful Pastors

We celebrate steadfast pastors serving in spiritually resistant and secular environments. We honor pastors who measure their lives and ministries not by numbers but by their faithfulness where God has placed and kept them. I recently preached and presented to several churches and groups that appreciate their pastors. I attended three church celebrations: HighPointe Church's 25<sup>th</sup> Anniversary (Kevin Sullivan), Sunset Community Church's 75<sup>th</sup> Anniversary (Andrew Fouché), and Won Lee's retirement from Seattle Bridge Church after over 13 years of service.

Additionally, we celebrate the launch of The Narrows Church (Aaron Carpenter) in September as a replant of Soundside Church, with many former members of Skyline Christian Church. After many challenges and delays from Homeland Security, Steven Sun recently became a United States citizen. Steadfast, faithful, and sacrificial pastors who honor God.

## Sacrificial Leadership Project

2025 was the start of my fourth quarter in life and ministry. Working closely with the Admin Team and the Executive Board Council, we designed a sabbatical to explore, through prayer, research, interviews, discernment, wisdom, and writing, the various strengths and weaknesses of the Southern Baptist conservative resurgence. This project aimed to learn from the past and apply those lessons to the future.

In summary, I practiced theological reflection, regularly asking, "Where is God in this?" I lived one of my favorite texts and life messages from Psalm 1, a scripture-based meditation-oriented lifestyle. There were challenges, irritations, and difficulties at every turn, all of which pale in comparison to the joy and deep things of God in and through all. I am still processing the many things received from global, national, and local leaders and teachers, thanks to our Baptist heritage and the PSBA.

The Admin Team and staff stepped up, initiating and responding to the needs and opportunities among PSBA pastors and churches. I am particularly grateful for Bob Lowe serving as our Operations Director and Tim Shepard as Operations Manager. The Impact Leaders assumed more responsibility, increasing assistance to pastors. My absence this year tested and proved our ministry paradigm: pastors leading their churches to step up and help other churches.

Please see the following reports to learn about some of the ways God has been at work through churches this year.

I have 300 pages of notes from readings and lectures, over 150 pages from interviews, and so far, 170 pages of writing that form the basis of a proposition paper introduced at today's Leadership Conference, "Sacrificial Leadership: Paying the Necessary Price to Bring People Back." This project continues to gain interest. Follow-up interview questions

elicited more in-depth responses. Additional meetings and communications led to the most helpful and insightful information and perspectives. With this new awareness and understanding gained, the key outcome of my sabbatical is the personal changes in me.

Next Generations Ministry

God spoke to me throughout this year not only about the spiritual needs of younger and future generations but also about how the PSBA could proceed in effective ministry to and through them. To reach generations X and Millennials, our churches should stand alongside them and, at times, in their shoes. In broad terms, many GenX (aged 44-60) want help after a couple of tries on their own. Many Millennials (aged 28-43) want and trust the help offered by engaged older Generation X and younger Baby Boomers.

I expect the Admin Team to develop a three-year focus on engaging with Gen X and Millennials. My research suggests that careful listening and prompt responses help us connect with many Gen X individuals. However, with many Millennials, standing alongside them and understanding their perspective, while offering genuine support, can be more effective. There is no impact without contact. Our PSBA values include “surrendering our rights and privileges to God and to one another.” We, the Baby Boomers, step back and allow others to lead, continuing to support and guide from a distance, all for the sake of Generation Z and those yet to come.

As you know and will hear tonight, I sense that God is stirring us toward campus-based collegiate ministry. We demonstrated that our previous campus paradigm is no longer effective. I hope that what Brad Schneeflock and Northwest Collegiate Ministries are part of is a missional movement blessed by God. We have protected college campus resources by temporarily investing in homes that support churches developing new church planters and pastors. God willing, we are positioned for a new work among older teens and young adults.

We operate based on our value of trustworthiness. We empower younger leaders and newer churches with proven character, competence, and communication. In other words, not much has changed in 20 years. We best help pastors and churches who are grace-filled, redemptive, missional, and forgiving. To these we can say, “The best is yet to be!”

Financial Report

The PSBA is fiscally conservative, and we continue to minister within our means. We closed the 2024 calendar (fiscal) year in the black and are on track to do so again in 2025. Here is the reconciled but unaudited January 1 through December 31, 2024, report (if you would like to see the financials, please request them at psba.office@gmail.com):

Financial Report: January 1 through December 31, 2024

Income:	\$	##.##
Expenses:	\$	##.##
Net:	\$	##.##

Financial Report: unaudited, January 1 through August 31, 2025

Income:	\$	##.##
Expenses:	\$	##.##
Net:	\$	##.##

The Executive Board Council unanimously approved the recommended 2026 budget, which decreased from \$##.## in 2025 to \$##.## (if you would like to see the financials, please request them at psba.office@gmail.com). The budget includes five part-time Impact Leaders, adjustments for insurance, maintenance, and programming reflected in

the new strategy, plus COLA (cost of living adjustment) for PSBA staff. This budget includes two full-time and seven part-time positions, excluding Homeland Security-approved employees.

The Admin Team and Executive Board Council approved the PSBA's membership in the Evangelical Council for Financial Accountability (ECFA). This was my request in preparation for my retirement and for new partnership development. The Lord has laid on my heart to pray and work towards raising \$2-5 million in gifts. Additionally, the leadership approved the PSBA forming our own separate 501(c)(3) to protect us from conforming to anything against our local autonomy, and to facilitate new churches joining the PSBA as a local, contextual network.

This has been a transitional year for our family. Patty faced a several-week-long cancer scare that turned out to be something else and treatable, plus she was in a not-at-fault collision with a challenging person. She is fine and continues to prayer walk four times a week. Tim (along with Bob) did an excellent job for the PSBA. Both grew, expanding their ministry paradigms. Our son Matt was promoted to full commander and is now the admiral's command chaplain, assigned to the USS Lincoln, based in Bremerton. This will be the first time that we can see his family without flying. Also, our grandson graduated high school, and our granddaughter signed up for the Marine Corps. We are grateful to God for his hand and his powerful presence in our family this year.

In January 2026, I will celebrate my 22<sup>nd</sup> anniversary as the Executive Director. We are now on our 4<sup>th</sup> IMB president, 3<sup>rd</sup> NAMB president, 3<sup>rd</sup> Gateway Seminary president, and 5<sup>th</sup> NWBC executive director and treasurer since I came. I remain here in part because of the godly, steadfast pastors who remained in their place. I still plan to retire at the end of 2028 and am praying and working for a proven, younger PSBA pastor to support as my successor. Thank you for asking me to come. Thank you for allowing me to serve in this ministry for these many years.

Ron Shepard, Executive Director

## IMPACT LEADER REPORTS

It has been an honor and blessing to serve as an impact leader this year, spending time with our pastors, listening to their challenges and victories, learning from their examples of faith, and praying for them. I was able to have 34 connections with pastors, and each meeting reminded me of the privilege it is to walk alongside these faithful leaders. There are encouraging things happening in our churches. Three pastors were able to secure the buildings they needed to continue their growth. One pastor discovered how the right physical space can foster deeper relationships in his congregation. Another pastor, to provide for his family and help his church add needed staff, made the decision to become bivocational. Several pastors are already looking to the future and praying for God to raise up leaders who can eventually replace them when they retire.

At the same time, some of our pastors are facing significant challenges. A few are experiencing church conflict and need prayer and encouragement. Others feel isolated and overwhelmed by busyness. Again and again, I see the strength that comes when pastors come together, share their struggles and victories, and pray for one another. As I reflect on these connections, I am reminded that while there are real challenges, there is also resilience, faith, and hope among our leaders. My prayer is that we will continue to cultivate a culture where pastors encourage one another, learn from one another, and walk together toward health and fruitfulness for the sake of the gospel in our communities. I continue to see the need for identifying, equipping, and raising more leaders and volunteers as the number one priority for becoming healthy, fruitful leaders and churches.

Thank you for the opportunity to serve in this role and to walk alongside our pastors for the glory of God.

Carlos Andrés Rodriguez

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Thank you, Puget Sound Baptist Association, for the opportunity to serve as an Impact Leader this last year. I am grateful to God for the opportunity. Over the last year, I've had the joy of having over 60 different meetings with pastors. One of our goals for Impact Leaders was forming pastor groups for encouragement and spurring one another in the mission of God. I've been able to form three different groups and by God's grace will continue to make connections with pastors to see how we can serve them.

I look forward to the future of the churches in the PSBA with hopeful anticipation. God is raising up young pastors in our association who want to preach the gospel faithfully, make disciples, and plant churches. Please join me in praying for God to raise up more leaders with a heart to make disciples and reach the Puget Sound. If you're interested in connecting, I'd love to meet with you to learn how I could help. You can email me at [daniel@themountainchurch.org](mailto:daniel@themountainchurch.org)

Daniel Englehart

“The goal is for the Impact Leader to learn through listening to the local pastors.”

As an Impact Leader, my goal for 2025 was to form 4-5 Impact Groups. I wanted to begin by identifying potential impact group leaders, meet them regularly and share the vision for the impact group. Then I would prayerfully help them to form a group. I would be a part of their gathering for 2-4 months and then have them meet on their own.

As of end of September, I have formed 2 impact groups and in the process of forming one more group. Though I have not met with large number of pastors, I have met several pastors consistently, developing deeper relationships. Being a part of an Impact Group as a participant has helped tremendously in listening and learning about the challenges the pastors face.

Total Number of Pastors Met in Person: 15 Pastors (some several times)

Total Number of Impact Groups Formed: 2 Groups (one group in the process of being formed)

This is the list of things I learned from the pastors in 2024. Their needs and challenges have not changed much. But those who are involved in an Impact Group are finding support and encouragement from one another:

1. Most of the pastors were struggling financially. Several were bi-vocational.
2. Many of the pastors were NOT meeting with other pastors regularly – struggling alone. They were busy with church, work, and family – many seemed to have no margin.
3. Few pastors were really interested in being a part of pastors gathering.
4. Several seemed to be discouraged by what was happening (or not happening) at their churches. They seemed to be discouraged by lack of momentum in their church – lack of growth.
5. Very encouraged by their commitment to continue – their passion for the gospel and for their churches. Blessed by their faithfulness.

The greatest need of our pastors seemed to be encouragement from fellow pastors who are experiencing similar challenges. Being able to listen to each other, learn from one another, and pray for one another have been a much-needed encouragement. I hope more groups will be formed so that no pastor stands alone.

Won K. Lee

# CHURCH PLANTING REPORT

Gary Irby, Tim Howe & Natalie Hammond

## ***New Church Plants***

- Emmanuel Charisma Church [Seattle, WA], Yonas Dbella (2025) *Ethiopian*
- UChurch [Puyallup, WA], Pavel Marchenko (2024), *Ukrainian*

## ***New Affiliating Plant***

- Seattle Nepali Community Church [Lynnwood, WA], Philip Chhetri (*Nepalese*)

## ***Planters in process***

We have several planters in process in a variety of ethnicities/languages, including Korean, Arabic/Farsi, Filipino, Anglo, Military, Mongolian, and Ukrainian.

## ***Planting Highlights***

- Several of our church planting networks continue to raise up and train future planters. We anticipate additional churches plants in 2026 to come out of these efforts.
- NW Church Planting hosted their annual Church Planting Retreat for planters and their families in Cannon Beach (April 2025).
- Conducted multiple partnership trips and vision tours to connect partners with our planters.
- Hosted 4 Church Planter Basic Trainings throughout the NW region in the spring, including one in Region 1 (Mt Vernon), training over 40 planters, replanters, pastors, and team members.
- Conducting ongoing Basic Training webinars as part of the overall training process. Past recorded webinars and registration for future webinars can both be found here: [NWPlanting.com/events/bt-registration](https://nwplanting.com/events/bt-registration)
- NW Planting continues to host a texting service that sends daily and weekly prayer text reminders. This is part of a greater effort to cover our planters, their families, and ministry in the Northwest in a concentrated prayer effort. Based off Matthew 9:38 “therefore pray earnestly to the Lord of the harvest to send out laborers into his harvest,” the prayer texts go out daily (or weekly) at 9:38 a.m. To register to receive these texts, text either keyword DAILY or WEEKLY to 833-PLANTNW (833-752-6869).

To explore planting or partnering, please visit [nwplanting.com](https://nwplanting.com).



# CARE & CONNECTIONS TEAM REPORT

Scott Brewer

The vision and assignment of the Care and Connections Team is to facilitate care and connection for PSBA pastors and spouses in the effort to support and encourage.

We prioritize addressing the common issues and experiences of pastors such as loneliness, isolation, stress, and burnout. Our strategy purposes to catalyze peer support and soul care via the means of ongoing pastor groups, periodic retreats, dinners, or other gatherings. We also encourage and can help subsidize therapeutic help via trained therapists who understand the unique life and challenges of ministry.

This past year we had pastor-wife dinners, conducted one-on-one meetings with pastors, provided financial assistance for counseling and our female team members have connected with pastor wives via Zoom.

A highlight was our partnerships with the Great Commission Network and Guidestone to host a pastor-wife retreat. We met in a 5-star hotel, provided all meals and materials for 2 nights and 3 days, all at no cost to our pastors. The feedback we received from the participants was that significant refreshment and encouragement was experienced.

For the coming year, we are available to host 30-hour retreats for small groups of pastors (5-7). These gatherings provide a safe, confidential context for sharing your story and hearing the story of others, and to remind ourselves of our identity in Christ and to be freed of the pressure to perform or pretend to be what we are not. These retreats are scheduled with me when 5-7 pastors request it.

We are here for you. We are called to respond to your invitation to enter your life story as a caring companion that is committed to your flourishing with the Lord.

Strategically, PSBA also deploys Impact Leaders that are committed to listening to you, facilitating our association to be a caring network of response and to establish Impact Groups for ongoing encouragement and support. At this writing our Impact Leaders are Carlos Rodriguez, Daniel Englehart and Won Lee. More are to come.

Submitted with gratitude for God's care for us.

# OPERATIONS REPORT

Bob Lowe

The guiding philosophy of the Puget Sound Baptist Association is to promote and support effective ministry while maintaining a prudent stewardship of the resources God has provided. The major source of finances for the PSBA operating budget comes from donations from PSBA churches and return on investment (ROI) income. ROI income is mainly generated from PSBA monies invested in conservative Guidestone funds. It has been an encouraging trend to see donations from PSBA churches increase and become a larger percentage of the operating budget.

The Operations Director worked with the Moderator, the Administration Team, the PSBA Executive Council, and PSBA staff to continue PSBA ministry while the Executive Director was on sabbatical.

The PSBA continues to operate in the black financially. Generally, ministry and operational/maintenance expenses have reflected the 2025 budget. In 2025 there was an increase in payroll expenses from 2024 as Bob Lowe operated for seven months as a part-time salaried Operations Director during Ron Shepard's sabbatical and a one-month transitional period in Ron's resuming the Executive Director responsibilities. This increase was planned for and included in the 2025 budget. Payroll expenses for the 2026 budget will actually decrease as the Operations Director will again be a volunteer position. The PSBA works hard to stay within the operational budget.

The PSBA owns and maintains three properties: the PSBA office building in Federal Way, the Worship Campus Center next to it, and the Northgate Ministry House. The Worship Campus Center generates income from the rentals of the churches using the property, and the Northgate Ministry House generates income from the interns renting housing while in training. The desire is that both of these properties be self-sustaining through the income generated while at the same time having an effective ministry impact in reaching the lost in the Puget Sound region. At this time the Northgate Ministry House is operating in the black, while the Worship Campus Center still receives some subsidy from the PSBA.

The PSBA owns an additional Tacoma property that is being maintained by The Narrows Church, which is a newly re-planted church. The Tacoma property was donated by Skyline Christian Church to the PSBA to help them fulfill their vision of a continued Christian ministry in their area. The PSBA was able to connect Soundside Church (a PSBA church plant without a building) with Skyline to provide for a PSBA re-plant as The Narrows Church. The future goal is for The Narrows Church to be a self-sustaining PSBA church to which the PSBA will deed over the property.

The example of The Narrows church reflects the process in which the PSBA sometimes acquires temporary management of church properties donated for the purpose of restarting a new church life/ministry cycle, which the PSBA facilitates through various means.

The PSBA also oversees and maintains the Block Party Trailers used by the churches in the PSBA. This ministry is supported by the rental fees from the churches using the block party trailers and operates in the black. The block party trailers are stored at host churches that maintain the trailers and facilitate their rentals.

The PSBA, through the staff and the Executive Board Council, constantly monitors the cost-effectiveness and the ministry viability of the properties and ministries under PSBA oversight. For example, at this time the PSBA is working with the pastors in North Seattle to provide an ongoing ministry usage plan for the Northgate Ministry House. If and when a property or ministry become a liability and not an asset, or the original ministry intent is no longer effective, the PSBA will entertain different alternatives to remain financially stable and maintain effective ministry.

## DISASTER RELIEF REPORT

Chuck Massena

This has been an active year for Disaster Relief both in the Northwest and Nationally. PSBA volunteers have responded to a number of events. Many of our responses are in support of call outs from the Northwest Baptist Disaster Relief. The first call out was in support of teams responding to Hurricane Helene in Florida. This event got a lot of national coverage highlighting the northern river flooding. Soon after teams traveled to Northern California for fire cleanup. Then the Los Angeles fires happened. We were able to provide PSBA volunteers that deployed multiple times. These volunteers provided support in Incident Management, Feeding, Personal Property Recovery [PPR] and Chaplaincy. The Northwest was very involved in this event. Not too long after the LA fires settled down, the Oregon and Washington fires began. Our first Oregon request came from Emmanuel Baptist Church in The Dalles, Oregon in support of family home destruction caused by the Rowena fire. Our volunteers were there for multiple weeks in August and September. Again, providing Feeding, PPR and Chaplain ministry.

It is important to recognize the volunteers who give their time and energy to these callouts. This service to our neighbors is always done in the name of our Lord, Jesus Christ with no expectation of recognition. Our selfless PSBA volunteers are vital to keeping this ministry alive.

As I indicated last year, I have stepped aside as the PSBA Disaster Relief Coordinator effective June 2025. I have been a PSBA DR volunteer for 19 years, a good part of that as Coordinator. The LORD has sent me to many new places, sometimes in harm's way. In every case HE has guided and protected me. It is my intention to continue as a volunteer and a consultant to the future Coordinator. I can't think of a better way to serve the LORD and your community than being a DR volunteer. I thank you all for letting me be that servant.

## BLOCK PARTY TRAILER MINISTRY REPORT

Timothy Shepard

After some changes since last year's report, the Block Party Trailer Ministry is in a good place with a new host and two established hosts. The Federal Way trailer is now under the care of The Mountain Church with Tom Trindl still the representative. The North trailer host remains at Epic Life Church after they made the decision to continue in that role.

The North trailer was stolen along with several other things from Epic Life in June. I'm happy to say that it has since been recovered, everything that was missing has been replaced and the trailer is back in the rental rotation, but it has been a reminder that the resources we steward for the churches in the Association are vulnerable to parties outside of our control.

This year was also a quiet one for the ministry. We had 24 rentals from 14 churches. The host team is committed to continuing to make the trailers available to be a part of your outreach ministries.

If you are interested in renting a trailer for your upcoming event, or if you would just like to know more about them, please head to the PSBA website ([psba.net](http://psba.net)) and click the Block Party Trailer button on the homepage.

## PSBA BUDGET 2026

If you would like to see the financials, please request them at [psba.office@gmail.com](mailto:psba.office@gmail.com)

## PSBA OFFICERS AND LEADERSHIP LIST 2025 - 2026

### **Officers:**

**NEW Moderator: Andrew Fouché, Sunset Community, Renton (2024)**

**NEW Vice Moderator: Won Lee, Seattle Bridge Church, Bothell (2024)**

Treasurer: Karen Davidian, Bookkeeper (2008)

Clerk: Tim Shepard, Operations Manager (2014)

### **Administrative Team: Ministry Team Leaders:**

Care/Connections Team Leader: Scott Brewer, Meadow Brook, Redmond (2018)

Strategy Implementation: Won Lee, Seattle Bridge, Bothell (2021)

John Bell, The Mission Church, Issaquah (2019)

Andrew Fouché, Moderator (2024)

Bob Lowe, Operations Director (2019)

Ron Shepard, Executive Director (2004)

### **Impact Leaders:**

Carlos Rodriguez, Iglesia Vida, Renton (2023)

Daniel Englehart, The Mountain Church, Federal Way (2023)

Won Lee, Seattle Bridge Church, Lynnwood (2024)

Andrew Fouché, Sunset Church, Renton (2023, on hiatus)

### **Executive Board Council: Personnel, Budget, Finance, Policies**

#### **North Zone:**

Will Forrest, Summit Life, Issaquah (2020)

Dave Elliff, Roots, Seattle (2019)

Daniel Englehart, The Mountain Church, Federal Way (2021)

#### **Central Zone:**

**NEW Zack Dunckley, The Mission Church (2025)**

Andrew Fouché, Sunset Community, Renton (2018)

Haggai Habila, Living Spring Fellowship, Des Moines (2014)

#### **South Zone:**

Jonathan Lee, Connections Church, Federal Way (2023)

Walt Kelcy, FBC Lakewood (2016)

Kevin Sullivan, HighPointe, Graham (2018)

### **Trustees: Legal Documents**

Haggai Habila (2023)

Kevin Sullivan (2021)

Daniel Englehart (2022)

( ) = year began serving

## LIST OF CHURCHES

Church Name	Launch Year	Ethnic Category
21ST CENTURY MISSION CHURCH	2004	Korean
ANCHOR CHURCH	2016	
AS ONE COMMUNITY	2010	Multi-Ethnic
ASIAN INTERNATIONAL BIBLE MINISTRIES	2014	Filipino
BETHLEHEM KOREAN BAPTIST	1999	Korean
BEVERLY PARK BAPTIST	1952	
BREAD OF LIFE INTERNATIONAL FELLOWSHIP - KENT	2017	Multi-Ethnic
BREAD OF LIFE INTERNATIONAL FELLOWSHIP - TACOMA	2021	Multi-Ethnic
BRIDGE OF GRACE	2009	Multi-Ethnic (Congo)
BRIDGE, THE	2005	
BRIGHT STAR COMMUNITY BAPTIST	1997	African American
SUNSET COMMUNITY CHURCH - Deaf Ministry	1978	Deaf
CENTRAL BAPTIST OF SEATTLE	1987	2nd Korean
CHAPEL WOOD BAPTIST	1974	
CHIN-BURMESE COMMUNITY	2004	Burmese
CHINESE SOUTHERN BAPTIST	1993	Cantonese
CHRIST REDEEMED CHURCH	2021	Swahili
CHURCH OF THE BELOVED	2014	Multi-Ethnic
CHURCH ON THE HILL	1972	
CONNECTIONS CHURCH	2021	
CROSS LIFE COMMUNITY CHURCH	2017	2nd Korean
CROSSPOINTE	1956	
DESAYUNO ESPIRITUAL	2013	Hispanic
DISCOVERY COMMUNITY	2000	
DWELLING PLACE	2017	
EAGLEWING FELLOWSHIP	2011	
EAST TACOMA CHRISTIAN FELLOWSHIP	2014	Filipino
EMMANUEL BHUTANESE CHURCH	2015	Bhutanese
EMMANUEL CHARISMA CHURCH	2025*	Ethiopian
EMMAUS BAPTIST	1996	Korean
ENUMCLAW, FIRST BAPTIST	1960	
EPIC LIFE	2009	
ETERNAL JOY MONGOLIAN CHRISTIAN CHURCH	2019	Mongolian
EVANGELICAL BAPTIST CHURCH OF KENT	2007	Ukrainian
FAITH INTERNATIONAL CHRISTIAN FELLOWSHIP	2009	Filipino / Anglo
FEDERAL WAY BETHEL KOREAN BAPTIST	1994	Korean
FEDERAL WAY CHRIST CHURCH	2014	Russian / Anglo
FILIPINO INTERNATIONAL CHRISTIAN FELLOWSHIP	1991	Filipino
FIRST LOVE CHURCH OF SEATTLE	2019	Korean
FIRST NATIONS	2003	
FIRST UKRAINIAN BAPTIST	1995	Ukrainian
GLOBAL MISSION OF GREATER SEATTLE	2002	Korean
GOD'S GRACE CHRISTIAN FELLOWSHIP	2016	
GOOD NEIGHBOR CHURCH	2016	

GOOD NEWS ROMANIAN BAPTIST	2005	Romanian
GOOD SHEPHERD	2012	Korean
GOSPEL RUSSIAN BAPTIST CHURCH	1998	Russian
GRACEPOINT SEATTLE	2016	
GREATER TRINITY BAPTIST	1993	
HALLOWS, THE	2012	
HIGH POINTE COMMUNITY	2000	
HIGHLAND HILL BAPTIST	1954	
HOPE FELLOWSHIP	1978	
IGLESIA BAUTISTA PALABRA DE VIDA	2011	Hispanic
IGLESIA CRISTIANA CRISTO VIVE	2012	Hispanic
IGLESIA EVANGELICA BAUTISTA HISPANA	1986	Hispanic
IGLESIA HISPANA LIFEWAY	2016	Hispanic
IGLESIA INTERNACIONAL EL SALVADOR	2014	Hispanic
IGLESIA VIDA	2003	Hispanic
JAPANESE INTERNATIONAL BAPTIST OF TACOMA	2006	Japanese
KHMER EVANGELICAL	1992	Cambodian - Khmer
KOREAN AMERICAN CALVARY BAPTIST	1991	2nd Korean
LACEY, FIRST BAPTIST	1957	
LAKE COUNTRY BAPTIST	1987	
LAKE HILLS	1952	
LAKEWOOD MISSION BAPTIST	1997	Korean
LAKEWOOD, FIRST BAPTIST	1952	
LEAVEN CHURCH	2013	
LIFEPOINTE COMMUNITY	2006	
LIFEWAY	1984	
LIFEWAY - ORTING	2001	
LIGHTHOUSE BAPTIST CHURCH OF SULTAN, THE	2016	
LIGHTHOUSE CHRISTIAN FELLOWSHIP	2016	Asian
LIVING SPRING FELLOWSHIP - EDMONDS	2014	Multi-Ethnic
LIVING SPRING FELLOWSHIP - PUYALLUP	2019	Multi-Ethnic
LIVING WATER CHINESE BAPTIST	2016	Mandarin
LOVE TREE CHURCH	2020	Korean
LYNNWOOD JAPANESE FAMILY CHURCH	2002	Japanese
MEADOWBROOK	1990	
MEADOWDALE COMMUNITY CHURCH	2020	Multi-Ethnic
MIEN EVANGELICAL	1980	Mien
MISION HISPANA BAUTISTA DE SEATAC	2010	Hispanic
MONROE, FIRST BAPTIST	1963	
MOUNTAIN CHURCH, THE	2016	
NARROWS, THE (was SOUNDSIDE)	(2025)	
NEEMA COMMUNITY CHURCH	2021	Swahili
NEW BEGINNINGS BAPTIST	1997	
NEW BEGINNINGS FELLOWSHIP CHURCH	1984	
NEW COVENANT BAPTIST	2000	2nd Korean
NEW HOPE BAPTIST	1974	

NEW ZION BAPTIST	2000	Korean
NINE LAKES BAPTIST	1960	
NORTH SEATTLE BAPTIST	2007	Korean
NORTHWOOD BAPTIST	2000	
ONE IN CHRIST BAPTIST	2010	Korean
PARKLAND FIRST BAPTIST	1954	
PARKLAND HOUSE MINISTRIES	2012	
PINEHURST BAPTIST	1953	
PUYALLUP KOREAN BAPTIST CHURCH	2017	Korean
QUEENSGATE BAPTIST CHURCH	1970	Korean
REDMOND KOREAN HOPE CHURCH	2015	Korean
RENTON WHITE STONE BAPTIST CHURCH	2016	Korean
RESONATE - SEATTLE	2021	
RIVERTON HEIGHTS BAPTIST	1961	Filipino / Anglo
RIVERTON HEIGHTS BAPTIST MISSION	2009	Filipino / Anglo
ROCK OF HOPE BAPTIST	1961	
ROOTS COMMUNITY CHURCH	2017	
ROSE HILL, FIRST BAPTIST	1962	
SAESOON BAPTIST	2019	Korean
SEATTLE ARABIC BAPTIST	2019	Arabic
SEATTLE BRIDGE	2012	Korean (1.5)
SEED OF LIFE BAPTIST	2000	African American
SEQUOIA BAPTIST	1969	
SILVER LAKE BAPTIST CHURCH	2019	
SLAVIC BAPTIST CHURCH OF SEATTLE	1993	Slavic
SOUND CITY BIBLE CHURCH	[2014]	
SOUTH EVERETT COMMUNITY	2004	
SOUTH HILL BAPTIST	1967	
SOUTHEAST ASIAN MINISTRY	2018	Southeast Asians
SULTAN, FIRST BAPTIST	1952	
SUMMIT LIFE	2017	
SUNRISE BAPTIST	1978	
SUNSET COMMUNITY CHURCH	1950	Multi-Ethnic
TABERNACULO FAMILIA DE DIOS - Lynnwood (One Hispanic)	2012	Hispanic
TABERNACULO FAMILIA DE DIOS - Renton	2013	Hispanic
TABLE OF HOPE	2021	
TACOMA FIRST BAPTIST	1986	Korean
TACOMA KOREAN BAPTIST	2000	Korean
TACOMA RIVER OF GRACE CHURCH	1988	Vietnamese
TACOMA SEAFARER'S CENTER	1973	
THE MISSION CHURCH	1969	
THIEN-AN BAPTIST	1981	Vietnamese
TRINITY BAPTIST - LAKEWOOD	1961	
TRINITY BAPTIST - RENTON	1961	
TURNINGPOINT COMMUNITY CHURCH	1968	
TWO BRIDGES CHURCH	2018	



UCHURCH	2024*	Ukrainian
UKRAINIAN BAPTIST CHURCH OF KENT	2005	Ukrainian
VERITAS BIBLE CHURCH	2019	
VIET-CHAM COMMUNITY CHURCH	2014	Vietnamese
VIETNAMESE LIFEWAY	2010	Vietnamese
WELL, THE	2014	
REDEEMER BIBLE CHURCH	[2023]	
WORD OF TRUTH BIBLE CHURCH	2013	Russian
YANG MOO RI	2000	Korean
YELM, FIRST BAPTIST	1972	
YESUAN KOREAN BAPTIST	2022	Korean

\* New Church    ( ) Relaunch    [ ] Newly Added to the List

**Total Number of Churches/Plants as of October 2024: 148**

**Total Number of Churches/Plants as of October 2025: 147**

**Changes Between October 2024 and October 2025 –**

*Total Number of Churches Closed/Unaffiliated/Removed/Unaffiliated: 5*

*Total Number of New Churches/Plants Added: 4*

Known Closed/Unaffiliated/Removed/Merged	Year Launched
AWAKENING CHURCH	2018
BELLEVUE BIBLE CHURCH	2023
CTK HOPE	2024
RESURRECTION CHURCH	2019
WEST SEATTLE CHURCH	2023
SOUNDSIDE relaunched as THE NARROWS	2015

## APPENDIX A: 2024 – 2025 FINANCIAL REPORTS

(if you would like to see the financials, please request them at [psba.office@gmail.com](mailto:psba.office@gmail.com))

BUDGET VS. ACTUALS: 2024 BUDGET – FY24 P&L

BUDGET VS. ACTUALS: 2025 BUDGET – FY25 P&L

BALANCE SHEET

## APPENDIX B: PSBA POLICIES AND PROCEDURES MANUAL EXCERPT

### DISCIPLINE AND RESTRICTING ACCESS POLICY

The PSBA may sever its relations with any church that in its judgment, as determined by the Executive Board Council, may have erred from the faith and practice given in the Bible.

Action or inaction by leaders or members of any PSBA member church in the areas of theological error, financial mismanagement, moral failure, or any other area covered by our documents and scripture, are grounds for restricting or removing a church from the PSBA. These include, but are not limited to, credible evidence of abuse, including sexual misconduct, and either leaders or the church not acting in these and other areas.

#### **Restricting Access Policy**

##### **Policy**

The Puget Sound Baptist Association (PSBA) has found it necessary at various times to both ban and restrict the access of various individuals to the PSBA facilities for the welfare of both the staff and attendees. This has been the result of a variety of issues including, but not limited to, transient camping, conflicts between member churches and ministries, and/or court mandated restrictions. The processes outlined in this Policy were developed by the Leadership of the PSBA with the ultimate goal of restoration of the relationship in accordance with 2 Corinthians 2:5-11. The steps outlined are designed to achieve this goal in future situations.

##### **Personal Sin or Offense**

In the event of any issue involving the sin/offense of one person against another person, it is required that resolution of the issue would be in accordance with Matthew 18:15-17 and Luke 17:3-4. The steps outlined include:

1. The person, who believes they have been sinned against, goes to the other person alone and tells him of his sin. If he listens to him and repents, the matter is considered resolved.
2. If the person refuses to listen and repent, then the offended person should take two or three others with him so that every charge may be established by the presence of two or three witnesses. These persons should be uninformed about specifics, in order to be objective witnesses, and to protect the accused from a group formed on secondhand information. If the person listens and repents, the matter is considered resolved.
3. If the person refuses to listen and repent, the offended person shall bring it to the leadership of the PSBA. The leadership of the PSBA will take the following steps:
  - a) A minimum of two members of the PSBA's leadership will meet with the offended person and the witnesses from the second step above, with the goal of understanding the issues from the offended person's perspective.
  - b) Depending on the outcome of that meeting, these same leaders will meet with the person who refused to listen and repent.
  - c) Based on the outcome of these meetings, the members of the Leadership will determine if the issue needs to be escalated to the Executive Board Council. If it does, then the process would continue in accordance with a "Corporate Sin or Offense" step 2.

##### **Corporate Sin or Offense**

A Corporate Sin or Offense is when the PSBA's Leadership determines that a person or persons or church has sinned against the entire Association of Churches as described in 1 Corinthians 5:1-13 and/or the person(s) or church has not repented as described under Personal Sin or Offense. The process for restricting access to the PSBA for this person(s) or removal of a church from the PSBA is:

1. A minimum of two members of the Executive Board Council will form a "Work Group" to determine if the person or persons or church is such a one as described in 1 Corinthians 5:1-13. This step will include the Work Group meeting with the specific person or persons, or church leadership being referenced.
2. Once the Work Group makes a decision, a representative of that Work Group will send an email to the rest of the Executive Board Council outlining the determination. If the decision is that this person (or persons) should be restricted or a church removed, then the email will outline the actions (or steps) the Work Group believes the individual or church should take in order to be restored to fellowship. This email may also request an emergency meeting of the Executive Board Council to discuss and agree on restricting access and to determine the restoration process.
3. If it is agreed that the person or persons should be restricted from attending activities on the PSBA grounds or events sponsored by the PSBA, then a good faith effort will be made to schedule a meeting with the person or persons to explain the reason(s) for the restriction and what steps the person needs to take to restore their relationship with the PSBA.
4. If it is agreed that the church should be removed from the PSBA, then a good faith effort will be made to schedule a meeting with the church leadership to explain the reason(s) for the restriction and what steps the church needs to take to restore their relationship with the PSBA.
5. Upon completion of this meeting, the person or persons or church leadership will be asked to sign an acknowledgement that they have met with representatives of the Executive Board Council. In the event that the person (or persons) or church leadership refuses to sign the acknowledgment, those in attendance will so note on the document and sign it. If an individual is unwilling to sign the acknowledgement, this individual will immediately be restricted from access to whatever facilities and events deemed appropriate by Leadership. If church leadership continues to express no desire to take action to be reconciled to the PSBA or is unwilling to sign the acknowledgement, then PSBA leadership will proceed with the process of removing the church from membership in the PSBA.
6. If a person or a church communicates a desire to take the steps needed to restore their relationship with the PSBA, the Work Group will continue with the person or church to monitor the completion of those steps within an agreed time frame. The status of the person or the church regarding restrictions or removal during this time frame will be determined by the Work Group. A person's or church's failure to complete those steps within the given time frame will result in the original restrictions or removal process to be implemented.
7. Should the Executive Board Council be unable to arrange a meeting with the individual or church leadership, a letter summarizing the decision will be sent by certified mail, with a return receipt to the last known address of the individual or church.
8. In certain circumstances, it is understood that the PSBA may petition the appropriate court to have a restraining order placed against the person or persons. In the case of actions toward a church, no legal actions will be taken, as it is the right and responsibility of individuals harmed in said church to taken action. The PSBA has no legal or hierarchical authority over member churches and its leadership.

This includes any court order issued that restricts an individual from being within the proximity of a certain person or persons; or restricting being in proximity to a certain category of individuals, such as people under 16 years of age. The process includes:

1. The Executive Board Council must be notified that legal action has been initiated. The person or persons initiating the legal action must provide a copy of the legal documents to a member of the Executive Board Council.
2. A minimum of two members of the Executive Board Council will form a “Work Group” to review the documents and determine the extent of the legal restrictions.
3. Once the Work Group has completed the review, one member of the Work Group will draft an email to the Executive Board Council explaining the nature of the legal restriction. This email should include any recommendations of how this restriction can be accomplished without “banning” the individual from the property unless that is required by the legal restriction.
4. A minimum of two members of the Executive Board Council will schedule a meeting with the restricted person or persons to explain to them Leadership’s perspective of how the legal restrictions will be enforced on the PSBA’s grounds. This meeting may take place on the grounds if allowed by the restriction. Upon completion of this meeting, the person or persons will be asked to sign an acknowledgement that they have met with representatives of Leadership. In the event that the person (or persons) refuses to sign the acknowledgment then those in attendance will so note on the document and sign it. If an individual is unwilling to sign the acknowledgement, this individual will immediately be restricted from access to whatever facilities and activities deemed appropriate by Leadership.

When the court order has been rescinded, the person or persons have the option of appealing to the Executive Board Council for a modification of their restrictions. Upon receipt of this appeal, the process would begin at step 2 of Governmental or Legal Issues.