

2023 Ministry Plan for Peace Lutheran Church Tacoma, Washington

The congregation's plan for ministry,
including the annual budget, initiatives, outcomes, and
narrative insights about our mission, values, and vision



"Peace on the Hilltop—Journeying into the Future Together"

Peace Lutheran Church

2023 Ministry Plan

Introduction



The 2023 Ministry Plan is the missional story of our congregation. Just as individuals have stories of God's abundant care for them, our narrative Ministry Plan tells the story of how Peace's ministries make a measurable impact on changing lives and blessing the community.

In 2010 Peace Lutheran Church underwent a vigorous process of prayer, Bible study, congregation retreat, and task force discussions to discern God's vision for our ministry. God revealed an exciting vision, supported by a compelling statement of mission and strong foundation of core values. In December 2010, the people of Peace adopted the mission, vision and core values at the annual congregation meeting as an expression of who we are and what God has called us to do. In December 2011, the people of Peace adopted our first ever annual Ministry Plan.

Built around Peace's five-part vision statement, the Ministry Plan brings the typical line-item budget to life and celebrates what God is accomplishing through us. With the Future Directions discerned during the pandemic, we have more clarity of purpose as we live into God's vision, grounded in a Foundational Commitment to Anti-racism. The Ministry Plan gives us focus and energy as we accomplish God's work in our community. It shows our investments of ministries and finances in ministry. We include our partnership in mission with Peace Community Center and updates on mission accomplishments.

2022 has been another challenging year with the COVID-19 pandemic, yet God has been at work. The **2023 Ministry Plan** continues to help Peace look forward in mission and move toward God's vision. ***We explore God's Vision for Peace through the five vision points. Ministry emphases in 2022 reflected in the 2023 Ministry Plan include living into our future directions, our strong ministry of place in housing and community resources ministry, and children's/youth/family/intergenerational ministry. 2023 will be an exciting year as a new Future Directions Action Plan Team will help us organize our work for God's ministry at Peace in the future.***

A Narrative Presentation to the 2023 Budget

In the pages that follow, you will learn about many of the ministries and teams at Peace, and how they work together to serve. This narrative will help you see the personal impact of your giving and your service. Here at Peace, giving is more than paying bills and funding an institution, and serving is more than filling volunteer positions that every church expects. Instead, our giving and our service are doing the work of Christ, serving and growing God's kingdom here in the Hilltop, broader community, and the world. In other words, we don't give our time and money TO the church, but rather we give THROUGH the church to reach real people in real ways that make real differences in their lives, now and for eternity.

After reviewing the Ministry Plan, we hope that you will recognize that everything we have—and all that we are—is a gift from God, a gift that we are given to use in ways that contribute to God's own purposes. Further, we hope you recognize that how we spend and share our money and time says a lot about our core values and priorities. Your ongoing support, generosity, and service are greatly needed and appreciated, and will help us move forward, together, with our ministries here at Peace.

The Ministry Plan is funded and carried out through regular giving and service by the people of Peace, contributions from guests and visitors, church grants, and funds from Thrivent Financial and other company gifts. The Church Council recognizes and thanks all of you for your giving and service in support of our vision, mission, and ministries!

Peace Lutheran Church

Mission

Compelled by the love of God and our faith in Jesus Christ, Peace Lutheran Church, a diverse people of faith, in partnership with Peace Community Center, seeks to realize God's dream for the world through worship, learning, giving, and serving.



Values

We seek to realize God's dream for the world by living out these values:

1. (Serve with) **Courage**: We respond to God's call with boldness, creativity, and honesty, and engage the realities of life with perseverance and joy. (Joshua 1:9)
"Be strong and courageous; do not be frightened or dismayed, for the Lord your God is with you wherever you go."
2. (Embrace) **Diversity**: We invite and welcome, honor and respect people of all ages, cultures, and walks of life, and encourage people to use their unique God-given gifts and abilities. (Romans 12:4-6)
"For as in one body we have many members, and not all the members have the same function, so we, who are many, are one body in Christ, and individually we are members one of another. We have gifts that differ according to the grace given to us."
3. (Cultivate) **Community**: We listen, build relationships, grow in faith, and experience God's grace, as we work together in our urban Hilltop neighborhood and larger community. (Colossians 3:12-17)
"As God's chosen ones, holy and beloved, clothe yourselves with compassion, kindness, humility, meekness, and patience. Bear with one another and, if anyone has a complaint against another, forgive each other; just as the Lord has forgiven you, so you also must forgive. Above all, clothe yourselves with love, which binds everything together in perfect harmony. And let the peace of Christ rule in your hearts, to which indeed you were called in the one body. And be thankful. Let the word of Christ dwell in you richly; teach and admonish one another in all wisdom; and with gratitude in your hearts sing psalms, hymns, and spiritual songs to God. And whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God the Father through him."
4. (Seek) **Justice**: We advocate for the dignity of all people by addressing basic needs, empowering through education, and working toward a socially just world. (Micah 6:8-9)
"He has told you, O mortal, what is good; and what does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God? The voice of the Lord cries to the city—it is sound wisdom to fear your name: Hear, O tribe and assembly of the city!"

Vision

We believe God's vision for Peace is to be a diverse community of faith in the Hilltop where all are welcome – a community that is **Spirit-Filled, Compassionate, Healthy, Reconciled, and Just**.

Welcome Statement

All are welcome at Peace! We are a diverse community of welcome for people of all ethnic and cultural heritages, ages and generations, educational and financial backgrounds, gender identities and sexual orientations, spiritual and religious preferences, gifts and abilities! Centered in Jesus and his love, we believe that every human being is created in the image of God, whose Spirit gathers us into one community of faith in our Hilltop neighborhood. You are a blessing to Peace! We welcome your presence, your gifts, your voice, your service, your leadership, and our shared life together in community!

The 2023 Ministry Plan is organized around the five elements of our vision.

If vision defines the future we are working toward, our Ministry Plan should reveal the resources of time, talent, and possessions necessary to get there... and it may reveal whether or not we are placing the appropriate level of resources in each area.

Visioning and Future Directions

A Verse for Discerning God's Vision — Proverbs 29:18: "Where there is no vision, the people perish."



Vision gives hope and purpose for people and community, what we need to truly live! We are reminded of the vision statement of Peace Lutheran Church every Sunday in worship.

God is calling us to be a diverse community of faith in the Hilltop where all are welcome – a community that is Spirit-Filled, Compassionate, Healthy, Reconciled, and Just. A Future Directions Team met for 18 months during the pandemic to discern what that means for Peace Lutheran Church as we walk into the future. Our context is changing with the gentrification of the Hilltop

neighborhood, we've been journeying through COVID-19, and there is a deep need for racial justice in our diverse community and nation. God is good and God is faithful, and God continues to give us energy to move into the future with hope and a strong sense of calling. The congregation has embraced a Foundational Commitment to Anti-racism and four Future Directions that guide us as we live into God's vision in the coming years as a multiethnic, multigenerational church. Brendan Nelson began a new position on the church staff in January 2022 as Director of Community Engagement and Outreach, a position that emerged out of our Future Directions discernment and that helps us move forward toward these Future Directions. Where have we come so far, and where are we going?



Overarching Future Direction: Anti-racism

Our Foundational Commitment to Anti-racism: As followers of Jesus, we believe Jesus calls us to understand, address, and dismantle racism in individuals, communities, systems, and structures, joining God in bringing about justice for the oppressed and transformation of all society.

- **Conversation Around Race Pulpit Exchange:** Peace has been in a Conversation Around Race partnership with local congregations for several years. Trinity Presbyterian, Church of the Indian Fellowship, and Tacoma Friends are partners. In November we participated in a Pulpit Exchange. Rev. Irvin Porter from Church of the Indian Fellowship preached at Peace and led a forum on "Decolonizing the First Thanksgiving," helping us explore the justice implications of the first Thanksgiving story. Pastor John preached at Trinity Presbyterian Church, and Pastor Matt Robbins-Ghormley from Trinity was at Church of the Indian Fellowship.
- **Healing Racism Gathering:** In May we hosted an event on racial healing for people of faith in partnership with Pacific Lutheran University and Associated Ministries. It was a special ecumenical gathering of challenge, healing and commitment for adults and youth especially. The speaker, Rev. Gregory Drumwright, brought forth a very powerful and moving message.



• **Retiring the Jesus Statue:** In early 2022 we removed the Jesus statue from the sanctuary. We planned a special gathering to remove the statue and share words of lament and hope. As we look to the future in that corner of the sanctuary, we are looking toward an expression of faith that communicates God's unconditional welcome and abundant love for all in our diverse community. We want people of color to be known and seen and heard in our church.



- **Reckoning with Racism:** Our Southwestern Washington Synod has organized a cohort of Tacoma congregational representatives for a journey together called "Reckoning with Racism." Modeled after a process used in the Oregon synod, this will bring together 3-4 representatives from 7 ELCA congregations for monthly meetings. Speakers representing different ethnic/racial groups will share from their perspective their personal and ethnic group's history and experience in the Tacoma area. Congregational teams will meet separately each month to explore their own congregational and neighborhood racialized histories and then select one ethnic/racial group based on this history and meet with individuals from that group to gain deeper understanding, build relationships, and take an action that would make a difference for them. Pastor John has put together a team to represent Peace.

Future Direction: Ministry of Place

The Ministry of Place is how we build relationships with our changing neighborhood to serve and learn as well as to invite our Hilltop community into the life of the church.

- **Enterprise Partners:** Peace Lutheran Church was selected to be part of a faith-based development initiative around housing through a group called Enterprise Partners. The group will meet over 6 months and will be equipped with the knowledge and tools to guide us in ways to develop our underutilized land into affordable homes and community space.
- **Faith Land Stewardship Synod Cohort:** A group from Peace, led by Brendan Nelson, participated in a 6-month cohort of six congregations meeting monthly through the end of the year to discuss and explore what it means to steward faith land toward Shalom (love, healing, and justice at every level of life). This is an extremely important step for us as we look to the future of our housing ministry.
- **ELCA Hunger Grant and Big Dream Grant:** In January Peace Lutheran Church received the ELCA Hunger Big Dream Grant! This grant provided us \$125,000 total, including the DADU (detached accessible dwelling unit) housing down payment (\$90,000), a resource navigator to support families (\$10,000), and Future Directions implementation (\$25,000). We broke ground on the 2 bedroom 1 bath DADU in October and anticipate the project being complete by the end of the year.



- **Hunger Conference:** Brendan Nelson, Elyse and Glenn McWilson went to Chicago in August for the ELCA Hunger Leaders Conference, together with Joey Ager. They shared publicly about our Housing ministry in the Hilltop to nearly 600 people from across the country. Peace was highlighted in the World Hunger Lifelines magazine.

- **St. Mark's Partnership:** This year we deepened our relationship and partnership with St. Marks by the Narrows church. We have been meeting monthly to discuss climate justice and affordable housing. Through our partnership the St. Marks Council has approved to support our Housing ministry by providing solar panels on our DADU development. This project is estimated to be \$15,000 and will be complete by the end of the year.



- **Community Resources Ministry:** We continue to offer a free community meal every Friday evening throughout the year. The Friday meal in the New Year will be paired with community resources made available through social service providers present and available to speak with any that stop by. With the leadership of our Resource Navigator, this ministry supports individuals in need toward a more sustainable livelihood. The goal is to walk alongside and equip individuals struggling with economic poverty to take positive steps toward greater economic sustainability.
- **Love to the Local:** This year youth from Peace participated in what we call "Love to the Local," a servant learning mission week in the Hilltop. They were being neighbors in our neighborhood, learning and serving around justice issues—housing, food insecurity, transportation, and the environment. Elyse McWilson helped to coordinate and lead many of the activities during the week.
- **Resource Navigator:** We have expanded the Housing ministry to provide affordable housing for another family displaced from our gentrifying Hilltop neighborhood; we've also added a Resource Navigator (Charissa Carroll) to church staff to support folks seeking social services for greater stability.

Future Direction: Priesthood of All Believers

The Priesthood of All Believers is how we support the discipleship and leadership development of all participants in our Peace community of faith.

- **Spiritual Gifts Classes:** This Spring we engaged in a series called "Discovering Your Spiritual Gifts: God's Vision for Your Life." It was a 6-week series for adults and youth to help them discover their passion and purpose, live their faith more effectively, and respond to God's call. One of the priorities of our Future Directions is helping all in the congregation discover and use their God-given gifts to serve and lead in the community.



- **Stewardship Series:** The Stewardship Team planned our fall series themed, "What's in Your Hand?" Scripture passages in worship explored stories from the Bible in which ordinary people are called to use the gifts and experiences God's already given them to serve God in their lives. We took time during faith education hour to explore scripture, share faith reflections, and hear personal stories from people at Peace about God working in us and through us as we use the gifts God's put in our hands.



Future Direction: Catechism of Peace

The Catechism of Peace is how we teach our Christian faith in the context of our community and embed theology that is crucial to our congregation living out our faith, like loving our neighbor, justice, anti-racism, reconciliation, and other areas.



- **Lent Season of Prayer:** The Season of Prayer this year included Sunday morning worship (scripture readings selected to reflect the weekly theme, sermons from various preachers, a short prayer, and a question for deeper reflection during the week), Sunday morning adult education (Zoom sessions to go deeper into the scripture and theme for that Sunday), Wednesday evening experiential activities that helped us reflect on Season of Prayer themes (including prayer walks, artwork, and discussion around reflection questions), and



encouragement for the congregation to use the provided prayer and reflection questions in personal devotions during the week.

- **Future Direction Series:** We have been asking, as followers of Jesus, rooted in Tacoma's Hilltop neighborhood, how is God calling us to do God's work, to love God and love our neighbor, at this time and in this place? A Foundational Commitment to Anti-racism and a group of recommendations rose from this Future Directions discernment process, and as result we hosted a series of information sessions to make the Peace community aware of what the outcomes were. We also used the opportunity to solicit feedback on the recommendations and to discern what part folks wanted to play in living them out as part of this faith community.

Where are we going in 2023 with Future Directions?

We will continue along the paths we've traveled above, and a new Future Directions Action Plan Team under the facilitation of Bill Hanawalt, working closely with Brendan Nelson and Pastor John, will be meeting to create an 18-24 month action plan for our Future Directions with clear action items including timelines, outcomes, leadership and accountability, and resources needed, all undergirded by our Foundational Commitment to Anti-racism. You are invited to discern how you will be part of living out these Future Directions. As we always say at Peace, "Get in where you fit in!"

Housing and Community Resources Ministries

A Verse for Community Development — Jeremiah 29:7: "But seek the welfare of the city where I have sent you into exile, and pray to the Lord on its behalf, for in its welfare you will find your welfare."



two-bedroom small home (DADU) in the backyard of the house at 1953 S. Cushman. When all four homes are occupied, we will be offering affordable housing to four families with connections to the Hilltop who have been affected by the displacement that has come with gentrification. This is a justice ministry. A Housing team oversees our housing program, renovation and maintenance of the houses, and family support for tenants, and vision for future ministry. In **Community Resources ministry**, we offer year-round Friday Community Meal program with community resources, and we've added a Resource Navigator, Charissa Carroll, to come alongside individuals who seek longer term sustainability for their families. This is a step beyond charity toward individual and community development, grounded in justice.

Peace Lutheran Church has been taking intentional steps toward strengthening our ministry of place in community development. In **Housing ministry**, we have expanded the number of houses we steward from three to four by building a



Children's, Youth and Family / Intergenerational Ministry

A Verse for Children's, Youth and Family Ministry – 1 Thessalonians 2:8: Paul writes, "So deeply do we care for you that we are determined to share with you not only the gospel of God but also our own selves, because you have become very dear to us."

Jayna Detweiler, Coordinator of Children's, Youth and Intergenerational Ministry, continues to help Peace establish a solid foundation for children's, youth and intergenerational ministry. The Executive Committee approves and strongly supports the vision and plan for moving forward in this ministry at Peace.



Children's Ministry Vision: Children and families of all backgrounds and walks of life feel welcome, safe, and loved; encounter and experience the wonder and love of God in Jesus through regular worship, dynamic Bible stories, engaging prayer, and caring relationships; learn and grow in faith surrounded by grace-filled community; discover their God-given gifts; and use their gifts to serve God, the church, the neighborhood, and the world. We celebrate and lift up children, create opportunities for children to give and serve, and encourage the community to open our arms and to receive the gifts children offer.

Youth and Family Ministry Vision: Sharing faith and life is the hope and goal of youth, family, and outreach ministries of Peace. Each student and family has their own story. We desire to make space for them to share their stories and to hear (again) the story of God's love for us and for this world. We connect youth with caring adults in trusting, faith-filled relationships. We offer youth opportunities to grow in faith, discover gifts, serve meaningfully, and develop as leaders.

The Purpose of Youth Ministry at Peace Lutheran Church:
to create, nourish and strengthen relationships between:

- youth and God, youth and the family, youth and peers, youth and Peace Community Center, and youth and the congregation

so that through these relationships,

- they may hear the Gospel of Jesus Christ, which will create, nourish and strengthen their faith.



2023 Ministry Goals:

- **INVEST** in the lives of young people in significant ways
- **INSPIRE** them by our example and challenge them to strengthen and deepen their faith
- **IGNITE** them with a passion for Jesus Christ, a love for the lost, a commitment to the local community, church, and finally, to support them in being prepared for life, for relationships, for service, and for leadership



Regular Children's Ministry Opportunities:

- Sunday School (Ages 4 through 3rd grade Godly Play) 9:45-10:45 am
- Children's Worship Time during 11 am Worship

Regular Youth Ministry Opportunities:

- Sunday School (4th-6th Explorers, 7th-8th Feet to Faith Confirmation) 9:45-10:45 am
- Change Makers (6th-12th) Wednesdays 7:00 - 8:00 pm combining faith and service learning opportunities
- Monthly Youth Dinners one Sunday evening a month



As Jayna Detweiler has joined our ministry and we have found a new normal with COVID, connecting with youth and creating opportunities we are excited about has been a top priority. We have continued to pour into faith education opportunities that permit our young people time with one another to continue and explore their faith journey and are happy to be returning to more in person time together. Our youth have been through an incredibly long period of unknowns and are looking forward to more opportunities to dive deeper into their interests and ways to continue to live out their faith by serving the community. We look forward to diving into more conversations about food security, healthy relationships and boundaries, mental health and anxiety, climate justice, and affordable housing.

Here are the classes we have been doing with our youth (mostly back in person!).

- **Explorers** is a class that bridges the gap between children's ministry and the youth group and helps youth expand their understanding of the Bible through engaging, powerful lessons scripted just for them.
- **Feet to Faith Confirmation** is a two-year program of study and service with fun and challenging ways to help students grow in faith in God.
- **Change Makers** is a group rooted in scripture and encourages youth in creating positive change towards a more inclusive, fair, and sustainable community through inspiring, engaging lessons, and monthly service opportunities.



Partnership with Peace Community Center



A Word from Peace Community Center:

Dear Peace Lutheran Church,

The past year at Peace Community Center has been one of reflection, growth, and intentionality. As a team, we came together to discuss what we needed to address internally to be better equipped to best serve our community. From the top down we have made adjustments, starting with a move to a co-executive leadership model. Deb Haywood Martinez is the Executive Director of Programs and Organizational



Development and Shamiah Bullock is the Executive Director of Advancement and Communications. Together, they are leading PCC's growing team to be more collaborative as we work together to bring a more holistic approach to strengthen our impact within our after-school programs and in-school mentorship program. To minimize the large amount of turnover that we have experienced in the last year there is now a larger emphasis on training and professional development. We are investing in our team members so that they can invest further in our Scholars.

The best way that we can serve our Scholars is by also including their families. This renewed focus will include the coordination of more wrap-around services, working more closely with our community resource partners, building our volunteer pool and hosting more community events. We are also excited to strengthen our partnership with the church. We all love meeting members of the PLC church family, and we're eager to learn how we can continue to support each other.

Looking ahead, one of our bigger goals is to expand our reach in the Tacoma area and offer services to more of the communities that surround the Hilltop. Phase one of this would be expanding into an additional elementary school and an additional middle school. The first step of this process will be improving the way we evaluate our programs and utilizing that data to revitalize our curriculums to be more interdisciplinary and adaptable.

Our commitment to work diligently each day to cultivate our core values of community, justice, joy, learning and wholeness has not waived. Each day is different for our team members, volunteers, and Scholars. We are learning, growing and adapting to the changing needs of our community. Most importantly, we are excited to see what lies ahead, and we know that the future of Peace Community Center will continue to be bright.

In partnership,

Deb Martinez and Shamiah Bullock, Co-Executive Directors
and the Peace Community Center Development Team



God Blesses Us to Bless Others

Our support for other ministries: God entrusts us with time, talent, and treasure to be used wisely and in God's service to the world. These mission areas and ministry partners outside the Peace congregation are supported financially by Peace Lutheran Church.

Southwestern Washington Synod of the ELCA \$18,000

Peace sends 5% of non-grant income to help fund synod operations and new mission starts and to support the larger work of the ELCA.

ELCA World Hunger \$1,000

A comprehensive and sustainable program using multiple strategies—relief, development, education, advocacy—to address root causes of hunger and poverty domestically and globally.

Peace Community Center \$14,400

Our church, as an integrally connected partner in ministry, gives 4% of non-grant income to help fund PCC's operations.

Lutheran Community Services Northwest \$500

A nonprofit human services agency serving individuals, families, and communities throughout Washington, Oregon and Idaho.

Associated Ministries \$200

An ecumenical organization partnering with churches and interfaith communities to unite people of faith to build stronger communities. A.M. is an intermediary of funding sources for poverty, housing, and hunger relief, while also providing vital human services.

Tacoma Ministerial Alliance \$200

A network of Christian leaders working together to offer biblical, civic, and professional involvement for addressing social issues of interest in our local community.

Davis African Mission \$3,000

Peace church members "Davis" and Jennifer Davis and daughters, Tovah and Lami serve Christ in Uganda, Africa, by directing and supporting over 100 missionaries in six different African countries.

Living Stones Prison Congregation \$500

Ministry partner and Lutheran congregation sharing the gospel of Jesus behind the walls of Shelton's Washington Corrections Center.

Rock City Church \$500

Ministry partner and multiethnic, multigenerational Lutheran mission start on Tacoma's east side.

eliseo \$500

Formerly Tacoma Lutheran Retirement Community, for which Peace Lutheran Church has been an ongoing partner congregation.

Our Partnership with the Peace Community Center:

Our Mission:

Peace Community Center creates transformational educational experiences for Hilltop youth and families of promise empowering future success in college, career, and community leadership.



Our Vision:

We envision a vibrant community where youth and families are life-long learners who use their diverse gifts to cultivate love, justice, and peace for generations to come.

Our Values:

Community – Justice – Wholeness
– Learning – Joy!

Anti-Racism Statement:

Peace Community Center is committed to confronting systemic racism and all forms of oppression to promote personal growth, social justice, and reconciliation.

Faith Rootedness Statement:

Peace Lutheran Church birthed Peace Community Center out of faith and a deep commitment of love for the Hilltop neighborhood, gifted Peace Community Center to Tacoma, and continues to closely partner with Peace Community Center to serve Hilltop youth and families today.

A Community that is SPIRIT-FILLED

“When you send forth your **Spirit**, they are created; and you renew the face of the ground.”
-- Psalm 104:30

God’s vision for Peace is to be a community that is **Spirit-filled**. God’s Spirit blows in us and through us, giving us energy and power and direction and renewal for ministry and mission. God’s Spirit fills us in worship, learning, giving, and serving. God’s Spirit calls, gathers, enlightens, sanctifies, and keeps us in faith in Jesus Christ, as Martin Luther writes in the Small Catechism. God’s Spirit is behind all we are and do as a community. God’s Spirit unites us in our great diversity in an interdependent community of faith. We seek to create spaces and places open to the blowing of God’s Spirit, and we encourage each person to discover and use their individual and unique Spiritual gifts, those abilities and strengths given to each of us through God’s Spirit for building up the body of Christ (the church) and serving God in the world. As we journey into the future, we ask, “Where is God’s Spirit leading us?”



Our Investments:

Adult Gospel Choir	Sunday School
Adult Education	Summer Bible Adventure
Altar Guild	Stewardship Team
Children’s Ministry	Women’s Ministry
Community Bible Study	Musicians
Confirmation	Youth Ministry
Evangelism	Angel Choir
Special Worship Services	Sunday Worship
FOCUS Groups	Small Groups
Sidewalk Ministry	Men’s Breakfast Group
Bible Studies	Evangelism Scholarship
Davis African Mission	Women’s Fellowship
Prayer Chain	Women’s Bible Study
Worship Committee	Retreats & Mission Trips
Worship Leaders	Neighborhood Calling
Liturgical Arts	Prayer Ministry

Note: Volunteers serve in all of these ministries.
Blue text denotes ministries with budgeted funds.

Blessing Others	\$11,730
Staffing	\$70,892
Activities	\$3,684
Facilities/Admin	\$9,164
Total	\$95,470



A Community that is COMPASSIONATE

“As God’s chosen ones, holy and beloved, clothe yourselves with **compassion**, kindness, humility, meekness, and patience.” -- Colossians 3:12

God’s vision for Peace is to be a community that is **compassionate**. For Jesus, the primary quality of life centered in God is compassion. Jesus’ words in Luke 6:36 can be translated, “Be compassionate, just as your Father is compassionate.” In the Bible, compassion is the ability to feel the feelings of another person at a deeper level than your head and then act accordingly. Compassion is about an open heart, empathy, and action. Compassion means being nonjudgmental and inclusive of all people and reaching out in care to help those who are vulnerable, struggling, or suffering. Compassion leads to works of charity and justice. Compassion includes ministries to those not yet part of the worshiping community (outreach) and to those within the worshiping community (inreach).

Our Investments:

Emergency Assistance	Nursery Care	Family Nights
Van Ministry	Block Party / Family Day	
Care Ministry	Visitation	Crisis Ministry
Meal Train Ministry	Servant Events	Clothes Closet
Christmas Adoption	College Care Packages	Sunday Breakfast
Community Meals	Community Resources Ministry	



Note: Volunteers serve in all of these ministries. **Blue Text** denotes ministries with budgeted funds.

Blessing Others	\$4,414
Staffing	\$59,939
Activities	\$6,875
Facilities/Admin	\$7,563
Total	\$78,790



A Community that is HEALTHY

“For I will restore **health** to you, and your wounds I will heal, says the Lord.” -- Jeremiah 30:17

God’s vision for Peace is to be a community that is **healthy**. The Hebrew word *shalom* suggests the kind of holistic health God intends for God’s people: peace, harmony, welfare, well-being, community, and salvation. A healthy community has spiritual, physical, emotional, social, mental, and financial health and well-being grounded in God. This means cultivating healthy relationships among members of the family, neighborhood, faith community, larger community, and world. It means environmental health and a healthy relationship with all of God’s creation. It means promoting the health of church staff.

Our Investments:

Pastor’s Premarital Counseling	Fellowship	Health Ministries
Intergenerational Ministry Opportunities	Organic Mentoring	
Blessing Others	\$6,664	
Staffing	\$69,365	
Activities	\$1,974	
Facilities/Admin	\$8,282	
Total	\$86,284	



A Community that is RECONCILED

“So if anyone is in Christ, there is a new creation: everything old has passed away; see, everything has become new! All this is from God, who **reconciled** us to himself through Christ, and has given us the ministry of **reconciliation**.”

-- 2 Corinthians 5:17-18

God’s vision for Peace is to be a community that is **reconciled**—to God and one another. As forgiven children of God, reconciled to God through Christ, we are called to be reconcilers in the world. God’s grace comes to us in Christ to bring us into relationship with God, and God’s grace is shared in our diverse community to bring us into relationship with others across all barriers—generation, ethnicity, culture, class, gender, politics, theology, sexual orientation, and anything else that divides. We’re called to be bridge-builders and ministers of reconciliation and God’s liberating message of forgiveness.

Our Investments:

Cultural Competency Training	Anti-Racism Training	Conversations Around Race
Diverse Leadership	Youth & Adult Conversations	Servant Learning Experiences
Blessing Others	\$13,422	
Staffing	\$39,753	
Activities	\$3,900	
Facilities/Admin	\$6,060	
Total	\$63,135	



A Community that is JUST

“He has told you, O mortal, what is good; and what does the Lord require of you but to do **justice**, and to love kindness, and to walk humbly with your God?” -- Micah 6:8

God’s vision for Peace is to be a community that is **just**—that is marked by the quality of God’s justice. God’s justice is about dignity and fairness for all in this world, an equal distribution of resources so all have their basic needs met. Seeking God’s justice means fixing what is broken in institutions and societies, systems and groups that oppress others either intentionally or unintentionally. It means working so that all people might be able to reach their God-given potential and so that all families might be self-reliant. It does not foster dependent relationships but seeks interdependent community. It recognizes that all people have value and assets and gifts to share with others. It is about Christian community development in the Hilltop, seeking that our neighbors have affordable housing, living-wage jobs, decent health care, and good education. It is more than charity, which treats symptoms of problems with a handout. Justice gives a hand up and more, addressing root causes of injustice and advocating on behalf of the vulnerable for systemic change; for example, advocacy with decision makers toward eliminating the opportunity gap in education for low-income and underrepresented students, increasing access to affordable housing for low-income residents, dismantling racially unjust policies and practices in hiring, housing, and healthcare.

Our Investments:

Community Resources Ministry	Housing Ministry	Financial Coaches
Faith Action Network / Advocacy	Bread for the World	Social Justice Ministry
Holiday Bazaar	Hunger Walk	Plaehn Scholarship
Peace Community Center programs: elementary, middle, high school, post-secondary		
Blessing Others	\$7,370	
Staffing	\$62,027	
Activities	\$1,215	
Facilities/Admin	\$7,497	
Total	\$78,109	



2022 Highlights of Our Journey toward Our Vision at Peace

Housing Ministry

Finding our way together... Simply a wonder to look back at the beginning of the journey that is the Affordable Housing Ministry. So many folks have traveled with us in innumerable ways, weaving their individual purpose into our ministry. Knowing exactly what one's purpose is in such impactful work is daunting, at least it was for me. As it turns out, God gifted me with the role of meeting the families that enter our ministry as tenants in the houses, right where they are. Often times, He has challenged me, reminded me, encouraged me to simply just listen to need, without judgment; to regard with respect; to see the essence of the people; and to seek understanding, always. Working in this role has been the greatest honor and privilege. Hard sometimes of course, but without exception, the trials end and a new knowledge and understanding emerges. A new appreciation for the reassurances God delivers that we are ALL finding our way together. No one walks alone, our paths in this ministry and those of the families who occupy the homes are not divergent, we are on one path. I hope that each of you reading this will wonder how you can find your purpose on this journey with Affordable Housing. We all need one another along the way.

-- Carmen Lampman



Art and Soul

During our Lenten journey in 2022 we explored together the topic of dismantling racism, issues of social justice and what it means to seek God's truth. I was invited to prepare an interactive art experience for us to participate in around these topics. When I tell you I panicked at the prospect, I am not kidding. How could I possibly give meaning to such reflections via an art project? But as I prayed for ideas and guidance, the words "dismantling," "Word of God our foundation," "seek," "truth," and "justice" bubbled right to the top and from there I entered into the most cathartic, introspective art work I have done, I believe. While I am, of course, hopeful that the participants all gleaned something valuable from our experience together creating the pieces, for me,

God was helping me to see my purpose in these heavy topics. Many of you know that my grandchildren are people of color. During the process of creating the project, it came to me that loving my grandchildren was not enough. Loving them is not going to change the world in which they are living. Loving them is not going to protect them. Love is the catalyst of change, but I do indeed have to do much more than simply love. Lifting my voice in the world, chipping away at the façade we have created and I have been complicit in, leaning on God to show me where the darkness lies, seeking knowledge about the history our country carries forward, so I can be part of the solution and not part of the problem is the task God has given me. Undoing, unravelling the web of bias, racism, and distrust that has lived within me is leading me on a journey that will be painful at times and sacred at others but most importantly will be helping to change a world in which the intrinsic, God-given gifts of my children's existence will be valued and lifted and not disregarded. This is my deepest desire. This desire was born through two blank canvases, some torn paper and paint. Art gave way to my soul.

-- Carmen Lampman

Community Meals

The Community Meals have been challenging because of COVID, and we have not been able to interact as much doing meals grab-and-go at the door, but people are still gracious and happy we're feeding them. We give out free meals without asking for any ID. Our church gives people more than enough food for their families. People who come are humble and our servers are humble. People like how we're always consistent, feeding people weekdays every April and October. I've been doing this over 20 years. It's a blessing to serve God's people.

-- Aida Perez



Care Ministry

The Care Ministry is focused on what we can bring to members and their families of Peace. We strive to remind everyone that they are never forgotten. Peace is here for them, and they are as much loved by their Peace Family as they are by God. We want to ensure and offer what we can so that you have what you need for your physical, emotional, spiritual, and financial crises in your life. We also want to celebrate important events in your life, such as weddings, birthdays, anniversaries, etc. and most of all show you LOVE... Join the group and help spread the CARE and LOVE...

-- Jeanie Correa

Children's Ministry

It has been a fruitful year with the increase of events for children at Peace. For Summer Bible Adventure, new and returning children learned about God's compassion through crafts, dramas, and storytelling. My favorite moments were of watching the storytelling of the good Samaritan through the actions of the littlest ones. They knew the story so well as it was



told over and over again so that each one could have a chance at playing a part: the Samaritan, the robbers, the innkeeper, the priest, the Levite, the man who had been badly beaten and left on the road. Everyone wanted to experience this story of God.

Children's worship time at the 11 AM service mirrors the service in the sanctuary and includes a long and fun singing time. Children also lead prayers, do the scripture reading, and assist the teacher. What a rich time this is to be with those who are so eager to learn, help, and get involved...doing church like the adults!



The fall started the return of Sunday School in which we tell stories using the Godly Play curriculum. Favorite times for me are when there is a new comment about a story, a new ending played out in play, or a dialogue which involves the child smack dab in the middle of the story... a fresh way of looking at the situation. "Could God have done that?" "Why did that happen?" "It is sad that she died." "The most important part is that he came so close to God and God came so close to him." And just like that, they are in the middle of their own story of God. They are experiencing God. Children can be our spiritual teachers if we listen to them. With them or being like them might just be the thing we need to set us on our way into our own story of God. And it is with these children and my own children that I myself am drawn deeper into my questions, deeper into the mystery, and deeper into the arms of our loving God. -- Leigh Wong

Sunday Adult Classes

This year in Adult Education we've heard from many leaders within our church and have covered many topics. We started 2022 spending several weeks rooting ourselves in our Future Directions mission, a topic we returned to during Lent as we lamented and repented of the church's history of racism, and envisioned new ways forward together. Early summer was anchored by a 6-week class in which we learned about spiritual gifts, discerned our own, and explored ways to use our gifts in service of one another and God's kingdom. After a summer break we resumed in fall with our series "What's in Your Hand," in which different members of our community shared ways they are being faithful to what God has placed in their lives. This was followed by Malcolm blessing us with a Psalm series that invited us to see ourselves reflected within the words of Scripture. Interspersed throughout these meaningful series have been a number of single-day classes covering topics as varied as decolonizing Thanksgiving to tending to our mental health. It's been a full and interesting year!



-- Michaela Cox



Community Bible Study

The Community Bible Study starts each week with prayer and an opening question related to the scripture. We then read the Bible passages, look closely, and talk about what it means and how it pertains to our lives. The scripture comes alive - truly the living Word. Through our conversations, we picture these real people from long ago and envision ourselves in their situations. We close by sharing prayer requests for one another, the congregation, and our city and world.

The study had always interested me, and changing the time to midday made it more possible for me to attend. When the pandemic prevented us from gathering, technology permitted us to continue meeting weekly. And now, with both in person and Zoom options, more of us can participate. As we focus on the Word, exchange ideas, and hear new perspectives, our faith is strengthened. Frequently spoken with a smile is the phrase "I've never thought about it in that way." All comments and insights are welcomed and thoughtfully considered.

I hope you have a chance to experience the Community Bible Study. What I take with me makes worship on Sunday, and my life in the world, that much more meaningful. Deepening connections with scripture and this community is a blessing that helps us live into Peace's Vision as we grow and serve and seek to be more like Jesus. -- Kit Thompson



Prayer Chain

Peace Lutheran Church has a prayer chain with many members who pray for other people as they are asked to. Prayer is so important, as it is a time of directly communicating with God. This is an important ministry and a blessing to the whole congregation. The Bible says in Matthew 18:20, "Where two or more are gathered in my name, there am I with them." We put both praises and prayer concerns on the chain. The Peace Lutheran prayer chain is an electronic prayer chain currently being organized by Sandra Puckett. It is simple to use and simple to get your prayers on. This is the way that it works: A person tells Pastor John or Sandra Puckett their prayer need, then Sandra Puckett puts it on Word, usually with other prayers, and puts it on the Prayer site on the Peace website. She then sends out e-mails to all of the Prayer Partners who will read about the need and pray about it. It is private and confidential. If you would like to become part of our Prayer Chain team, please contact Sandra Puckett, who will then send you instructions. God bless you all.

Reopening Task Force

The Reopening Task Force has met frequently throughout the pandemic to assess the best available information and recommend appropriate responses to the COVID-19 pandemic. At each meeting the task force reviews the current case rates, hospital utilization, vaccine availability, and other factors. Based on the task force recommendations, the congregation has returned to in-person worship and resumed the activities that were curtailed by COVID. The task force will continue to meet for the foreseeable future to ensure that the congregation responds appropriately to the ongoing challenges of COVID. -- Joseph Anderson



Clothing Ministry

I'm so glad that God led me the ministry of the clothing closet. Working at the clothing closet is an honor. It is humbling, satisfying, and fun with the three of us leaders talking and laughing together. My heart has been touched in many ways. I am blessed to be able to serve and it's a blessing for people to receive dry and warm clothes, especially this time of year. It doesn't feel like work because the people appreciate us, and I feel like part of a wonderful community. As long as there are clothes to be put out, Jeanie (the great organizer), Rhonda (young and strong), and myself (a folder extraordinaire), our hearts will be forever touched in so many ways. Blessings! -- Robin McGaughy

Financial Assistance for Folks in Need

Thank you for your generous financial donations to help folks in need during the pandemic. As a church we have provided assistance for individuals and families in paying housing deposits, move-in help, rent and utilities, storage fees, emergency car repair, work apparel expenses, medical and dental care, funeral expenses, food, and gas. It's an expression of God's love to our community and a way to share blessings and gifts! -- Pastor John

Van Ministry

The van ministry at Peace has offered rides to the Sunday worship services and Sunday school for many years. We drive throughout Tacoma picking up individuals and families in need of a ride to church. Long-time van driver, Lethaniel Ray, passed away this year and we all miss him. He drove once a month for as long as his health allowed. We are blessed by three new drivers who joined the team this year, so now we have five regular drivers, one for every Sunday of the month. Our team includes Malcolm Carroll, Craig Cogger, Will Jones, Don Whittles, and Antonio Yune. Driving the van has been a great experience for all the drivers as well as those who ride in the van, as we get to know each other better, share in our joys and concerns, and hold each other in prayer. If you need a Sunday ride to Peace, you can call the van line at 253-383-1360, Extension *120 and leave a message with your name, address, and phone. The van driver of the week will call you back to arrange a pick-up. If you would like to join the van team as a substitute driver, please contact any member of the team or Damishe or Pastor John. -- Craig Cogger

Community Resources Ministry and Resource Navigator

Greetings, Peace Family. My name is Charissa Carroll and I am the new Resource Navigator for Peace, working closely with our Community Resources and Housing Ministries. I look forward to partnering with the team here at Peace and serving our neighbors in the Hilltop. As an approved leader through the Evangelical Lutheran Church of America, I hope this ministry position will be approved for my First Call. If so, I will be a rostered leader in the greater Church and will then be ordained for Word and Service. As a Resource Navigator, I will, along with other members of the team, be accompanying those who are living in the homes stewarded by Peace. I will also be serving alongside the team as we provide hot meals and resources for the community on Fridays throughout the year. In this position I will also be assisting those in and outside of the church with finding needed resources.



Groundskeeping

This is my church, and it's my will to keep the church looking good in God's eyes and my eyes, as we are all God's stewards of these grounds. -- Thomas Martin

Spirit-Filled Worship

The vision for worship and music ministry at Peace is for Spirit-filled worship that connects with people where they are and reflects our rich diversity in the Hilltop neighborhood maintaining Peace's unique gift of Gospel music ministry. Looking ahead for the Music Ministry, we will continue using technology to remain connected to members of the congregation not attending in person. The use of technology has resulted in members sending cards and words of appreciation



and thankfulness for the music. The outdoor worship services were successful in connecting to the congregation with the song leaders and musicians. In addition, weekly practice with the musicians will continue. Paul Brown (bass player), William Hall (drummer), Austin Shelton (saxophonist) add a richness to the service. Musicians Kathy Hanawalt, Brad Wills, and Sandra Puckett and song leaders continue providing hymns of faith. The Gospel Choir will begin rehearsing and singing in worship next year. Beginning with a minimal number of participants (6-8) as a precaution. However, I am recruiting musicians such as a guitar player, violinist, etc. and there is no cap. -- Twylla Moore

Summer Youth Mission Experience – Love to the Local

For the third straight year, Peace middle and high school youth participated in "Love to the Local," a mission and service experience in the Hilltop neighborhood. High School student Elyse McWilson and Brendan Nelson organized and led the week's activities. Youth had a meaningful time learning and serving around justice issues—housing, food insecurity, transportation, and the environment. Representatives visiting Peace from our larger ELCA World Hunger program took special interest in this experience and included it in a recent Hunger publication called "Lifelines" that highlights Peace Lutheran Church's expanding housing ministry. Elyse McWilson is quoted, saying, "We're actually going and helping people, and we're actually making change instead of saying, 'This is what we should do,' and not doing anything. So that's why I actually enjoy this church a lot because we actually go out and make change."



Garden Ministry



A garden grows at Peace Lutheran Church. And depending on where you park, or when you last came through the physical church doors, you may have missed it. The garden grows in the planting strip—that space of grass between the sidewalk and the curb—on S.21st & Ainsworth alongside the “Wee House.” That’s the 1 bedroom home on the corner, one of the homes in our housing program; together the home and garden make me think of stewardship and the mission of Peace. At church, stewardship is often associated with the giving of time and funds. But at Peace we’ve been working to delve deeper into



an understanding of stewarding the land too. We’ve been thinking about using the language of stewardship rather than ownership to inspire and transform our relationship with the grounds surrounding our church.

When I think of the Peace garden I hear Jesus’ words from John 21, “Feed my sheep.” If we sought to feed a herd of sheep, the crop of grass growing in the planting strip might do just fine. But since we at Peace seek to feed humans—their hearts, minds, spirits, and stomachs too—clearing some of that grass to plant vegetables is a step toward more meaningful stewardship of the land.

At Peace our mission says we seek “to realize God’s dream for the world through worship, learning, giving and serving.” Growing a crop—even a small one—of vegetables like potatoes, tomatoes, squash, and greens gives us the opportunity to learn, to give, and to serve. We learn how to clear sod, how to enrich soil, how to plant seeds and tubers, how to water and weed and harvest. We give time to the garden, and when we work alongside another community member in the garden we give time to each other. When the greens and tomatoes grow, we can give again. We can give the gift of fresh, nutritious food. It’s all a service: the work in the garden, the giving of food, the time together.

What I’ve noticed about the garden is the way it brings people of different ages together too. My niece expressed excitement about the idea of the garden’s harvest supplementing the weekly meal program on Fridays. And that excitement might stem from time spent in the garden during the 2020 Love to the Local service week when our Peace youth worked with Hilltop Urban Garden folks to clear and plant while also learning about food sovereignty. During my brief time in the garden I worked alongside people in the generation ahead of me, and beside people whose small hands haven’t yet reached the age of 10. I listened to stories as we opened the spring ground and cleared the soil. I felt grateful to be outside, to be in the cycle of growth, to be in service in community. -- Gretchen Duggan

Hygiene Supplies Ministry

Showing God’s love through acts of kindness is something I hold dearly. When we help one another without expecting anything except joy for the individual is how I feel when I can help. I felt the need to start our hygiene ministry when I saw how much we didn’t have to give out in our little hygiene box by the sign-in table at Community meals. I thought why not give more than just a meal for anyone in need with no questions asked? We all may need help at one point in our life and making life easier or blessing someone is what our hygiene drive is all about. I care about community and whatever I can help with or give back, and seeing the smiles on individuals’ faces really made my hygiene ministry grow. Whether it is outreach or inreach it makes this blessing worthwhile. -- Myrah Ballentine



Women’s Ministry

“Lord, make our hearts places of peace and our minds harbors of tranquility. Sow in our souls true love for you and for one another, and root deeply within us friendship and unity and concord with reverence. So may we give peace to each other sincerely and receive it beautifully.” - A Wee Worship Book

The Women of Peace - an amazing group - gathered for breakfast at Red Elm. New faces connected with some long-time members. What great fun we had getting to know one another after a long time apart. We talked, shared about our weeks,

prayed and celebrated God’s goodness. We look forward to sharing more time together, getting to know one another more, growing in the Word, serving together, and having fun! Keep an eye out for future events!

-- Charissa Carroll & Leigh Wong

FOCUS Groups

Peace FOCUS Groups are small groups that meet weekly in the Spring or Fall for around 4-6 weeks and focus on a specific topic of following Jesus in daily life; offering fellowship and support, meaningful conversation, scripture study, exploration of faith, and prayerful ways of seeing God. Participants have found the FOCUS Groups to strengthen their faith, build community, and meet personal needs. Groups touch on topics that are current, weigh on our hearts and allow us an opportunity to process. They also can educate, which gives us deeper and perhaps new ways of looking at things, as do the discussions that come along with the groups. Since 2017 the Peace FOCUS Groups have seamlessly aligned with Peace Lutheran Church's Mission and Future Directions. A few of the FOCUS Group titles over the years:

- Living as an Ally
- On Being Mortal
- Book of Ruth
- Knitting Together in Love
- Contemplative Spirituality
- The Climate Crisis: What is God Calling us to do
- Hello, Thanks, Wow!
- Talk about Death and Dying
- Practicing Hospitality in the Uncomfortable Situation of the Unhoused

– Joanne McWilson

Men's Prayer Breakfast Fellowship



On November 5, after a two year hiatus, the men's prayer breakfast restarted with 25 men coming together to share their lived experiences during the height of lockdown during COVID. I am thankful to be part of this ministry because it allows the opportunity for those in attendance to talk openly, sharing without judgment what is truly on their hearts in a environment that is understanding and healing. Coming out of COVID lockdown conditions, struggles with mental health, the feelings of isolation, social withdrawal, and depression was a shared experience. One of the themes the meeting was of the phrase "Iron Sharpens Iron" a verse from Proverbs 27:17, "As iron sharpens iron, so one person sharpens another." By restarting the men's group it gave the opportunity for men of the church to open up their hearts and get support from each other. This goes directly in line with the church's vision of building community. Going forward we will continue to meet monthly to discuss topics that relate to men's mental health and community service outreach opportunities. -- Antonio Yune



Additional Opportunities for Serving at Peace

“Jesus sat down, called the twelve, and said to them, ‘Whoever wants to be first must be last of all and **servant** of all.’” -- Mark 9:35b

True service to God is being ready to help wherever necessary. Behind-the-scenes service is necessary and important to the work of the church. There are many opportunities to serve God through the church that provide administrative support to ministries, keep the church financially sound and organized, and maintain the facility and grounds.

Sunday Morning Offering Counters	Facility Maintenance	Groundskeeping
Finance Team	Newsletter	Office Support

2023 Church Ministry Plan by VISION Area

	Spirit-Filled	Compassionate	Healthy	Reconciled	Just	Budget %
Blessing Others	\$11,730	\$4,414	\$6,664	\$13,422	\$7,370	11%
Staffing	\$70,892	\$59,939	\$69,365	\$39,753	\$62,027	75%
Activities	\$3,684	\$6,875	\$1,974	\$3,900	\$1,215	4%
Facilities/Admin	\$9,164	\$7,563	\$8,282	\$6,060	\$7,497	10%
Total	\$95,470	\$78,790	\$86,284	\$63,135	\$78,109	\$401,789
% of Budget	24%	20%	21%	16%	19%	100%



Our 2023 Ministry Plan concludes with an invitation:

Every single one of us has a special place here at Peace, doing God’s work. Through which part will you serve and “love the Lord your God with all your heart and with all your mind and with all your strength”?

Mark 12:30

Peace Lutheran Church 2023 Budget

	2023 Proposed Operating Budget	Comments
Our Support (Giving and Other Income)		
Individual Giving	360,000	
ELCA Partnership Grant	10,000	
ELCA Hunger Grant	5,000	
Organizations	3,500	
2022 Big Dream Grant Rollover	10,000	
Interest & Facility Rental & Other Income	6,800	
Total Support	395,300	
Ministry Investments:		
Mission		
Benevolence, SW Synod/ELCA	18,000	5% of Individual Giving
Peace Community Center	14,400	4% of Individual Giving
Davis African Mission	3,000	
World Hunger	1,000	
Lutheran Community Services	500	
eliseo (Tacoma Lutheran Retirement Community)	500	
Rock City	500	
Living Stones Prison Congregation	500	
Associated Ministries	200	
Tacoma Ministerial Alliance	200	
Total Mission	38,800	Represents 11% of Individual Giving
Ministry Activities		
Pastor's Continuing Education	750	
Dir. of Comm. Engagement & Outreach Cont. Ed.	750	
Seminars/Retreats	500	
Summer Bible Adventure (Vacation Bible School)	750	
Adult Education	300	
FOCUS Groups	300	
Van Ministry	3,000	
Children's Ministry	1,000	
Youth Ministry	1,250	
Intergenerational Ministry	1,250	
Women's Ministry	200	
Confirmation Ministry	250	
Nursery	100	
Music Ministry	1,000	
Fellowship/Evangelism	700	
Celebrations	300	
Synod Assembly & Bishop's Convocation	900	
Sunday Breakfast	1,000	
Future Directions & Community Resources Ministry	0	funded by past grants & special giving
Housing Ministry	1,800	0.5% of Individual Giving
Cultural Competency Ministry	1,000	
Total Ministry Activities	17,100	

	2023 Proposed Operating Budget	Comments
Salary & Benefits		
Pastor Salary / Housing	95,044	Synod guidelines
Pastor's Social Security Allowance	7,271	Synod guidelines
Pastor's Benefits (Med/Dental/Disability/Pension)	14,455	Synod guidelines
Church Staff Travel Reimbursement	1,000	
Dir. of Comm. Engagement & Outreach Salary	64,914	
Dir. of Comm. Engagement & Outreach Benefits	10,717	
Office Manager Salary	27,281	Shared with PCC; total is \$45,469
Office Manager Benefits	1,572	Shared with PCC
Coordinator of Children, Youth, Intergen Min Salary	25,879	
Music Director	20,716	
Custodian Salary	5,148	Shared with PCC; total is \$20,592
Finance Coordinator Salary	7,200	
Nursery Attendant Salary	2,178	
Resource Navigator	15,600	Funded by Hunger Grant & Big Dream Grant
Community Meal Contact	2,500	
Payroll taxes	13,030	
Total Salary and Benefits	314,504	
Supplies/Office Administration		
Office supplies and stamps	2,000	
Worship supplies	1,250	
Computer hardware/software	2,400	
Information Technology	5,000	
Copy machine	2,800	
Coffee and tea	200	
Kitchen supplies	200	
Janitorial supplies	200	
Bank charges	2,000	
Total Supplies/Office Administration	16,050	
Building and Grounds, Insurance		
Electricity/Gas Utilities	2,235	
Water/Sewer	800	
Garbage	650	
Phone / Internet	1,100	
Building maintenance	1,600	
Grounds maintenance	1,400	
Security	550	
Elevator	1,000	
Insurance/taxes	6,000	
Total Building, Grounds, Insurance, Other	15,335	
Total Ministry Investments	401,789	
Budget surplus or shortfall	-6,489	