

2021 Ministry Plan

For

Peace Lutheran Church

Tacoma, WA

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



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

Peace Lutheran Church

2021 Ministry Plan

Introduction



The 2021 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 and saving lives.

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. 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.

2020 has been a challenging year with the COVID-19 pandemic, yet God has been at work. The **2021 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 2020 reflected in the 2021 Ministry Plan include future directions visioning, a stewardship theme "God's Steadfast Love and Faithfulness," affordable housing and community resources ministry, and youth/family/intergenerational ministry. 2021 will be an exciting year as the Future Directions Team shares key commitments and recommendations for God's ministry at Peace in the future.***

A Narrative Presentation to the 2021 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—their focus, what they plan on doing, and what they hope to achieve in the coming year. 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 service, your leadership, and our shared life together in community!

The 2021 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 continues to meet regularly 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're 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 Future Directions Team will meet into 2021 and share its prayerful discernment of recommendations on specifically how God is inviting us to live into God's vision in the coming years as a multiethnic, multigenerational church.



God's Steadfast Love and Faithfulness...



A Verse for God's Steadfast Love and Faithfulness — Lamentations 3:22-23: "The steadfast love of the Lord never ceases, God's mercies never come to an end; they are new every morning; great is your faithfulness."

A Verse for Our Response — Micah 6:8: "God has told you 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?"

In the middle of a pandemic and a strong call for racial justice, we give thanks to God for God's grace, God's steadfast love and faithfulness. We celebrate how God has made us stewards of God's grace, managers of the gifts God has entrusted to us: time, relationships, talents and service, and money. The prophet Micah speaks of the response God calls forth from us: do justice, love kindness, and walk humbly with God. In 2020 we listened to God inspire and guide us through scripture and one another's personal stories. The 2021 Ministry Plan is a story of Peace Lutheran Church and Peace Community Center receiving and sharing God's gifts as we serve in and with our Hilltop community and beyond. We continue to ask, How are we responding to God's steadfast love and faithfulness by using the resources God has entrusted us to do justice, love kindness, and walk humbly with God?

Affordable 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."

Peace Lutheran Church has been taking intentional steps toward strengthening our ministry in community development. A new position on Church Council was created specifically for Community Resources. In **Affordable Housing ministry**, in 2019 we purchased a third house so we are able to offer affordable housing to three families. A Housing team oversees our housing program, renovation and maintenance of the houses, and family support for tenants, and visions for future ministry. In

Community Resources ministry, we offer year-round Friday Community Meal program with community resources under the leadership of Teri Jelinek. In the future we hope to add a Community Resources Minister, a social worker present each Friday to come alongside individuals who seek longer term sustainability for their families. This is a step beyond charity toward individual and community development.



Youth and Family / Intergenerational Ministry

A Verse for 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.”

Brendan Nelson, Director of Children’s, Youth and Family Ministry continues to help Peace establish a solid foundation for youth and family ministry. The Executive Committee approves and strongly supports the vision and plan for moving forward in youth and family ministry at Peace. The Youth Ministry Mutual Ministry Team together with Brendan Nelson are happy to respond to any questions or concerns.

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.



2021 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 Youth Ministry Opportunities:

- Sunday School (5th-6th Explorers, 7th -8th Confirmation) 9:30 am
- Change Makers (6th-12th) Wednesdays at 5:00 pm
- Monthly Service Learning Opportunities: Middle and High School



This year has certainly been one of extreme, unprecedented circumstances, especially for our youth and those that help support them. We know how much we are relying on our faith right now. Youth too need to feel close and comforted by our loving God. There has been a lot of deep thought about the best way to offer faith education opportunities that permit our young people time with one another to continue and explore their faith journey while not bogging them down with another Zoom class. It has been amazing to see the level of engagement and excitement despite the unusual circumstances we are in. Peace youth have completed two service-learning opportunities that aimed to support families experiencing homelessness in our community. They also spent a month discussing the importance of self-love and taking care of your mental health.

Here are the classes we have been doing virtually with our youth.

- **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 Executive Director L. Denice Randle:

Dear Peace Lutheran Church family,

What a year! Even in the midst of a world-wide pandemic, we have been blessed to keep our staff employed, keep our students academically engaged and keep our focus on supporting the needs of our community. Thanks to your prayers, volunteer support and financial contributions, we were able to pivot our services during the pandemic and continue to meet the academic, social-emotional and technology needs of our Scholars.

With your partnership, we were able to provide virtual academic tutoring to all students and help students access much needed technology resources such as laptops and hotspots. Our team was driven to ensure that every need of our students was met, even if it meant delivering care and STEAM packages to students' homes. The response was immense. Students felt connected and cared for and families felt valued and heard. One of the many great aspects of providing whole child care via our pathway model, is learning the additional needs of our students and families. As families reported a concern of food insecurity due to lost or decreased hours, we were able to identify funding to directly meet the needs of our families via gift cards for groceries.

I was in a meeting recently where the opening question was, "Does your organization deserve to exist during this time?" That was an easy answer for me. Twenty years ago Peace Community Center opened its doors to meet the needs of the Hilltop community. While those needs have changed over the years, the need for academic resources, social-emotional mentoring and family support remain. I am thankful that Peace Community Center is still present, thriving and meeting the needs of students and families. We absolutely deserve to be here.



Blessings,
L. Denice Randle,
Executive Director, Peace Community Center



20 Years of Peace

We are delighted to share that Peace Community Center is celebrating its 20th Anniversary in the coming year, 2021! That means we are entering our 20th year of mentoring hardworking youth, investing in their academic pursuits, and empowering their future success.

20 years ago, you made meaningful investments of time and financial support to show your commitment to the Hilltop community. Now, we have served hundreds of Scholars and grown into the strong organization we are today.

Individual members of Peace Lutheran's congregation and the church's ministry overall have provided so much support for our center since before our creation, and we are so grateful for everything you have helped accomplish with our Scholars over the years.

We invite you to celebrate the past 20 years with us! This year, our annual Learners to Leaders event will be focused on celebrating our 20th anniversary. To get more information on how you can get involved, visit our website: <https://peacecommunitycenter.org/events/learners-to-leaders/>.

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.

Southwest Washington Synod of the ELCA \$15,000

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 \$12,000

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 \$2,500

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.

Salishan Lutheran Mission – Fear No Evil \$500

Ministry partner originating in Tacoma's Salishan neighborhood, offering a unique dance church to share the Gospel with young adults.

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.

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.

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
Sidewalk Ministry	Small Groups
FOCUS Groups	Men's Discipleship Group
Bible Studies	Men's Breakfast Group
Davis African Mission	Evangelism Scholarship
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.

Estimated Volunteer Hours	Countless
Blessing Others	\$10,030
Staffing	\$63,772
Activities	\$3,384
Facilities/Admin	\$8,355
Total	\$85,541

Our Partnership with the Peace Community Center:

Elementary Program Update

This year at the McCarver Scholars program, our team is happy that we are able to support our students' needs to reflect the current times. Elementary tutors are creating meaningful relationships with students and spending extra tutoring time outside of program time with 1:1 learning sessions. Our team members work with families on a weekly basis to make sure they are supporting their students in the best way they can. Remote learning has been very stressful on students and our team has provided space and plenty of open discussion for our students to express how they feel and practice coping skills. Virtual programming has opened our eyes to the possibilities of making learning fun and adaptive to on-screen time for elementary students. We have found new and creative ways to engage students with social-emotional skill building, reading practice, and exploring STEAM.



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 worshipping community (outreach) and to those within the worshipping community (inreach).

Our Investments:

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

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

Estimated Volunteer Hours	Countless
Blessing Others	\$3,514
Staffing	\$43,118
Activities	\$5,775
Facilities/Admin	\$5,673
Total	\$58,080



Our Partnership with the Peace Community Center:

Why We’re Here

What if every student in our community had access to a leader who was interested in their post-secondary goals and helped them to identify a focused pathway to achieve their dreams? Students in our communities have an array of skill-sets, resources and talents. Our goals, as leaders within the Community Center, is to assist students with their talent identification; invest in resources to strengthen their skill-sets and provide clear pathways to post-secondary opportunities of best fit. These opportunities include access to colleges and universities in addition to direct pathways to careers and or the military.



To support students and their families in achieving their post-secondary goals, we provide students in grades 2-12 a pathway model of services that includes: after school tutoring and mentoring; academic coaching; enrichment classes; college readiness seminars; leadership development and summer enrichment programming.

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 Pre-Marital Counseling
Fellowship
Intergenerational Ministry Opportunities
Health Ministries
Organic Mentoring
Mental Health Counseling

Estimated Volunteer Hours	Countless
Blessing Others	\$5,764
Staffing	\$60,094
Activities	\$1,925
Facilities/Admin	\$7,337
Total	\$75,121



Our Partnership with the Peace Community Center: Middle School Program Update

Middle school students are developing as young leaders and our goal is to help them think critically about their interests and futures. This past fall, the Bobcat Scholars have provided over 30 different STEAM (science, technology, art, mathematics) enrichments in our afterschool program via zoom, over 40 hours of individualized tutoring, and have blocked time off weekly in order to connect and support our families and Scholars virtually during the school day. Although we are distance, virtual and continue to face unexpected obstacles, the quality of our services has not faltered. Our team has been creative with how we can connect and further engage with our families safely. Some of the family engagement events that we have hosted have included: social-distant Trunk or Treat, The Attitude of Gratitude care package delivery, and the December to Remember zoom event.



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:

Conversations Around Race
Youth & Adult Conversations
Diverse Leadership
Cultural Competency Training
Cross Cultural Mission Experiences

Estimated Volunteer Hours	Countless
Blessing Others	\$11,272
Staffing	\$33,188
Activities	\$3,800
Facilities/Admin	\$5,224
Total	\$53,485



Our Partnership with the Peace Community Center:

High School and College and Career Update

Hilltop Scholars started off the 2020 school year delivering our Back to School supply and snack bags to each scholar. Scholars enjoyed seeing the whole HSCC team come out to celebrate the beginning of a new school year. This year we have scholars enrolled at every school in the district including SAMI, SOTA, IDEA, and Summit. That’s a lot of ground to cover but the HSCC team is always up for the challenge! While Covid put a bit of a damper on being able to spend time together in person, the HSCC have developed hands on activities and interactive workshops/discussions for Scholars to participate in such as extracting DNA from strawberries, making a rubber bouncing egg with real eggs and vinegar, and ghost rockets from Alka Seltzer and empty film cartridges. Even while conducting the program virtually we are finding creative ways to engage students.



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, the Peace Community Center actively engages in advocacy with decision makers toward eliminating the achievement gap in education for low-income and underrepresented students.

Our Investments:

Community Resource Ministry / Comm. Development	
Affordable Housing Ministry / Family Support Teams	
Rehabbing Houses	Financial Coaches
Faith Action Network	Peace Advocacy Team
Bread for the World	Vibrant Schools
Social Justice Ministry	Holiday Bazaar
Hunger Walk	Plaehn Scholarship
Peace Community Center tutoring and mentoring:	
McCarver Scholars elementary program	
Hilltop Scholars middle school and high school	
Summer Academies	Alumni support

Estimated Volunteer Hours	Countless
Blessing Others	\$6,420
Staffing	\$46,834
Activities	\$1,165
Facilities/Admin	\$5,891
Total	\$60,309

Our Partnership with the Peace Community Center:

“Peace Lutheran Church and Peace Community Center are first partners in serving the Hilltop, and it will be exciting to see what God will do through our work together in youth ministry and community development in the future! Thanks be to God for the amazing partnership!”

Pastor John
Pastor, Peace Lutheran Church



Peace Community Center 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.

2020 Highlights of Our Journey toward Our Vision at Peace

Affordable Housing Ministry

We continue our journey in the Hilltop neighborhood with the three houses we offer to families. A housing team oversees our housing program, renovation and maintenance of the houses, and family support for tenants. In this time of a homelessness crisis in Tacoma, individuals from Peace participated in a Moral Voice Group to urge decision makers to create more just affordable housing policies. As a church, we continue to explore how we may expand our impact for affordable housing the Hilltop. In the future we hope to create and implement a plan for involvement of other congregations. Our Housing ministry is a significant and faithful response to the gentrification of our neighborhood and accompanying displacement of long tenured Hilltop families. Recently we have engaged with a different Property Management firm which has been and will be a great resource for focused efforts in partnering with others also seeking to have an impact on this issue locally.

-- Carmen Lampman



Friday Community Meals and Community Resources Ministry

We have completed our first full year providing year-round Friday Community Meals. Teri Jelinek spearheads this effort. Early in the pandemic, we adapted the program to a “take and go” model wherein the guests receive the meal in take-out containers with utensils. We have received a \$5,000 ELCA World Hunger Grant as well as a separate Daily Bread grant which is a matching grant. The hope for everyone is that we can get back to serving the meals in our building and continue

the programmatic element of having other community resource advocates available for guests on various topics. Each Friday access to the clothing bank is made possible by the leadership of Jeanie Correa, who gathers, sorts, and launders the donated clothing.

-- Carmen Lampman

Intern Pastor Ministry

Peace Lutheran is blessed to again participate in the pastoral internship program of the ELCA. On May 31, 2020, Jae Bates was installed as Pastoral Intern. Pastor Jae is participating in the Accelerated Master of Divinity program through Luther Seminary. This is a two-year program. During these two years, half of his time is dedicated to academic studies; the other half is dedicated to his pastoral ministry internship. The COVID-19 pandemic has certainly impacted the internship: the Internship meetings, as well as the other committees with which Pastor Jae is involved, are held on Zoom; most



of the pastoral care visits are over the phone. But this, too, is training for the uncertain times in which we are living. We thank God that we have these communication tools to continue the work He has set before us. We consider it a humbling honor to walk beside Pastor Jae during these years of training and thank God for him and his dedication to this calling. If you have any questions regarding the internship program or would like to know ways you, too, can support Pastor Jae, please contact any Intern Committee member.

God's peace,

Internship Committee: Melody Duke, Ben Flesher, Andie Lyons, Irene Manley, Brianna Miller, JoAnne McWilson, Antonio Yune, and Nancy Heavey, Chair



Summer “Grab and Go” Activities

Rebecca Valencia and Brendan Nelson facilitated the distribution of educational activity packets, lunches and snacks three times a week from March through June. The children and families were invited to pick items up outside of Peace. Rebecca's children, Adam and Colleen, were also so helpful with this program! The activities were provided as part of PBS Kids. An average of 10 children were served each day,



Card Ministry

In my quest to keep in touch with all members at Peace as well as their extended family, I started sending cards for Thinking of You, Sympathy, Get Wells, Prayers, etc. Thus, the Card Ministry was born. Then it grew where we offered cards for Birthdays and Anniversaries to those that entered their names into our Book of Celebration. I find it heartfelt to receive a special card that has been homemade. At first the children and I were making them... then Nancy Heavey came along wanting to share her talent, supplies and to get some creative spirit flowing, as well as fellowship. Nancy started the Papers of Peace Card Making group in 2016.

Initially it was not a part of the Care Ministry, but members of the group decided to meet approximately eight times per year and committed to making a minimum of eight cards annually to be used in the Care Ministry-Card Ministry. It also provided an opportunity for members to also make cards for their own personal use. Then came COVID-19! This small group has made over 600 cards which have been delivered to people of Peace Church. It has been a blessing for us to be able to help keep Peace together during this difficult time. I found this saying once: Time for sharing in a special way. A Gift of caring, love, grace, peace, joy and much much more. These cards are not found in any store. They are made with our hands (old and small), these hands that God gave us to bless others with as well as our hearts. On behalf of everyone, we thank you for allowing us the opportunity to serve you. We have an awesome group. You are welcome to join us.

-- Jeanie Correa for the Card Ministry Team/Papers of Peace Small Group
"God Bless you! We love you all, and miss you"

Summer Bible Adventure

Summer Bible Adventure (SBA) (formerly known as Vacation Bible School or VBS): It is always an honor to be part of creating and implementing SBA... At Peace, our hope is to transport each and every one of you (including parents) back to a different time, place or even bring scripture alive. This year, yes even with COVID-19, we put aside a few hours for two days to talk about God's creation, how we have



affected our environment, ways we can improve our environment. We had activities, songs, visitors and crafts to go along with SBA. Professor Julian Snodgrass and Professor Brendan Nelson brilliantly illustrated in a short amount of time, GOD'S CREATION... Yes, it was very challenging to put together a virtual SBA, but it was fun and different... And you know what, at any time you can go back to watch it and still get the materials to do the activities and crafts. It is never too late to learn about God's Creation and what we need to do to make our world better for everyone. So if you have not checked it out, please do so. It is on YouTube. -- The SBA team



Sunday Adult Classes

Our lives together have been altered greatly by the worldwide COVID-19 pandemic. As I reflect on this past year's Adult Forum offerings I see where we began the year reflecting on what it means to be an Ambassador of Christ (growing in faith and sharing faith), Conversation Around Race, and Mark Bible study in the classroom across the alley. We've had to adapt how we gathered knowing that our virtual Zoom net would not capture everyone. Despite the change in platform we have continued to gather faithfully during this time of pandemic and civil unrest for justice. Pastor John, Pastor Jae and I have shared leadership duties of the Adult Forum (Dwelling in God's Word of Hope). Pastor Jae introduced many of us to the spiritual discipline of visio divina (divine seeing) where we reflected on images that helped us consider God's activity in the world and our response to God's activity. The Stewardship Committee helped us reflect on our God-given call to be stewards of our lives in these chaotic times as we reflected on God's Steadfast Love and Faithfulness. Carol Watson shared leadership of this series with Pastor John and me. We have closed out this year with a series of classes using videos from The Bible Project to reflect on the themes of God's graciousness, The Tree of Life, overviews of books of biblical prophets we would hear from in worship (Jonah, Isaiah and Jeremiah) and finally reflecting on word study videos for Advent (Hope, Joy, Love, Peace).

I will close with some reflections from participants in Adult Forum:

- “While having the adult forum in person is the best, it was such a blessing to gather virtually for the Dwelling in God's Word of Hope series. The time itself, and looking forward to and reflecting on the gatherings, have brought me such encouragement and strength during this pandemic. The leadership by you and Pastor John as well as the insights and stories of the people participating made it all so very meaningful.”
– Kit Thompson
- “In the current Zoom format in which these are occurring, I continue to value the opportunity to interact with the people who attend these events regularly as a means to get to know people better, to share ideas and in turn to see new possibilities. This is especially important to me during these times of necessary limitation of various social interactions due to the pandemic and particularly as a means of staying connected with the community of Peace Lutheran Church.”
– Rick Trombley

I am grateful to be asked to help provide leadership for Adult Forum. In light of my own challenges, being able to connect with people from our community has been a great encouragement to me in my faith. You are invited to come and join us as you are willing and able. Until the day we are meeting face to face again, we will continue using the Zoom platform. If you would like to be sent the link, please contact Pastor John (pastorjohn@peacetacoma.org).
Peace, Malcolm Carroll

Men's Breakfast

A year ago, I wrote about how, when coming back to Tacoma and to Peace, connecting with other men in the community around issues of faith and life was important to me. That still hasn't changed. I've struggled this year, with my mental health and family challenges that made it challenging for me to continue leading Men's Breakfast in light of the COVID-19 pandemic and the national cry for justice in light of the killing of women and men of color. Before COVID-19's shelter in place was imposed on us, we met once a month (2nd Saturday) for breakfast that men who regularly attended provide for the rest of the group. We met to connect our lives and our faith somehow. Not only was leadership shared with who prepared breakfast but the leadership was shared with who led discussion: Joe Blake and Pastor Plaehn led a session on overcoming life's challenges, Dean Sawhill led us through a discussion on Matthew 5-7 Jesus' sermon on the mount, Hans Brockhoff led us through Luke 24:13-53. We also read through Paul's letter to the Philippian church over the course of several months. When COVID-19 hit we adapted to the Zoom format for Men's (Bring your Own) Breakfast.

- Here's what Tim Chalberg had to say about what Men's Breakfast has meant to him: “I get several things out of men's breakfast, but I think the most eloquent way I have to share its value for me is that I find it enlightening and meaningful to discuss the gospel from a male perspective, in particular because the group is intergenerational. It's a “sweet spot” (for me at least) where there is a great mix of diversity but also some clear overlap of experiences that helps create unity and identity.”

I will work with Pastor John to revive the Men's (Bring your Own) Breakfast via Zoom in January. We'll keep the format simple and accessible: scripture reading, sharing reflections and praying for one another. We'll also look to do this twice a month on the 2nd and 4th Saturdays. All men connected to Peace from age 18 and up are invited to join us. If you are interested, please email me at malcolm.v.carroll@gmail.com so you can be on my contact list.
Peace, Malcolm Carroll



Community Bible Study

Thursday Community Bible Study is held each week noon to 1 pm, led by Pastor John Stroeh of Peace Lutheran Church where outreach efforts spiritually impact our Tacoma Hilltop Community in great ways. All are welcome to join the Community Bible Study group by Zoom video and conference call due to social distancing during the COVID-19 pandemic. Psalms 46:1: “God is our refuge and strength, a very present help in trouble.” During troubled times we turn to God and seek God through reading of his Word in the bible. Power for living can be developed in our Community Bible Study, where we can find knowledge, understanding, and guidance to help us grow spiritually and connect

God's people by his love. I appreciate group fellowship each week. We take time out in the middle of the day to participate in reading lesson scriptures together, share with one another background scriptures, discuss our thoughts about God's Word. When it is time for group prayer, we share our concerns and gratitude. Give praise reports. We pray for nations, our government, community, neighbors, family and friends. 1 Timothy 2:1-2. I am glad for the invitation from Pastor John Stroeh to join Community Bible Study. The group always welcomed me. I felt accepted and not judged by any differences. Comfortable learning and sharing God's Word. Does not matter race or gender. All are welcome to Peace Lutheran Church.
-- Mischa McCann

All summer I wait for the Community Bible Study to restart. We meet Thursday at 12 noon. The group is a blessing in my life and probably others. Pastor John is a true blessing in that he shares his knowledge with us. What a wonderful teacher. We are all blessed! We learn about the following Sunday's service. The group gives us a heads up on Sunday service. For me, I do not always get to watch church so by participating in the group I still feel connected. What a blessing in my life. First, we read scripture and we discuss what was read. When others read and share, it connects us with God's words. Their reading sometime sheds a different light or idea we had not thought about. What a blessing. It is nice too to have fellowship. That does not happen much these days. Only through iPods and the like. The Community Bible Study is for sure a true blessing. Join us sometime. "All are welcome," as Pastor John would say. Come share God's Word. – Robin McGaughy

Clothing Ministry

A Blessing! The clothing bank has blessed me more that I imagined it would. I knew it was a "good thing," but I sure did not expect to feel so much gratitude. Gratitude that I can help someone and grateful to the ones I do help. It's a two-sided blessing to give someone a blanket or warm coat. The people are so appreciative. When they bless me.... I tell them that they are the blessing! It is truly a wonderful feeling. It is a "God thing." Thinking of you, Vihollie. -- Robin McGaughy

Financial Assistance for Folks in Need

Thank you for your generous financial donations to help folks in need during the COVID-19 pandemic. As a church we have provided assistance for individuals and families in paying rent and utilities, emergency car purchase and repair, medical and dental care, funeral expenses, move-in help, food, and gas. It's an expression of God's love to our community and a way to share blessings and gifts! -- Pastor John



Summer Outdoor Worship

In August 2020 DCE, (During COVID Era) many of the members of Peace, longing to meet and worship together again, held a single service outdoors. This service was planned by the Reopening Task Force, set up by a small group of volunteers, and led by Pastor John, Brendan Nelson, Intern Pastor Jae Bates, and Twylla and her team of talented musicians. Pastor Jae preached outdoors in the sun. We made sure that we followed all the COVID-19 safety protocols: distancing, sanitizing, mask wearing, and tracking. The volunteers carefully set up chairs in singles, pairs and

family clusters. We logged everyone in, took their temperature, and found them seating. It was hot and bright, and being people more used to Puget Sound weather we soon abandoned all the carefully placed chairs to distance ourselves in patches of shade. Preparing for this service was a lot of work. Too much to do every week. It was good though to see at least parts of familiar faces, to hum along behind our masks with Twylla, and to remember how good it is to worship together. -- Ben Flesher

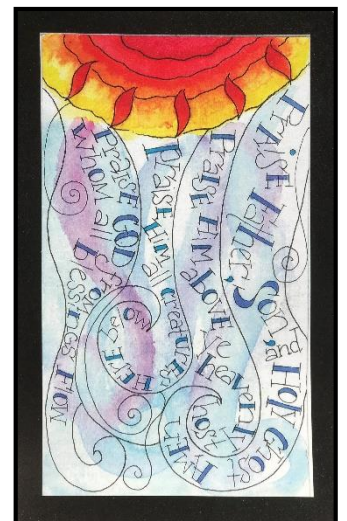
Stewardship – God's Steadfast Love and Faithfulness

"Your faithfulness endures to all generations, you have established the earth and it stands fast." ~Psalm 119:90

This year is almost over. It certainly has seemed long. We leave this year knowing that God has been steadfast. He has been and will be with each of us each day as we live our lives. We have cared for one another in our monetary giving, in our time offered to help and comfort one another, by sharing our talents and services, but most importantly by working on maintaining our relationships with each other. God loves



each of us and has asked us to love one another. Thank you for sharing the gifts you have shared. Consider how you might reach out to others who may need help in the coming months. God has been faithful with the gifts he has given us, gifts that are intended to be shared. How can you further put your gifts to use? -- Teresa Jackson, Stewardship





Ola Fou Fellowship Sunday

In the month of January, 2020 BCE (Before COVID Era), we had a joint potluck with Ola Fou, the Samoan congregation that rents space and time from us, or did when such things were possible and hopefully will again when times returns to more normal. Ola Fou, New Life, needed worship space for their small congregation until they grow enough to have their own. They are fun people and I have enjoyed getting to know some of them. It was a nice time of sharing food, faith, and camaraderie of spirit. Uini spoke to us about their story, their worship style, and their hopes. She also shared some traditional Samoan food. So good! They are mostly people who came here from American Samoa and are building new lives,

establishing a new community, and holding on to their faith. It is a joy to share faith, food, time, and space with them.
-- Ben Flesher

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. At the beginning of 2020, I began serving as Peace Music Director. Prior to the pandemic, I was leading the Gospel Choir and children's Angel Choir which held regular practices and performed during Sunday services. Although there have



been restrictions with choir gatherings, I am continuing to infuse the live-stream services with a variety of Spirit-filled music styles including Gospel, hymns and contemporary Christian. In addition, utilizing musicians and song leaders to share their gifts in worship. We successfully participated in an outdoor Sunday service during the summer and will continue to seek out creative ways to stay connected until we resume in-person gatherings.

-- Twylla Moore



Summer Youth Mission Experience - Love for the Local

Instead of a traditional mission trip, our middle and high school youth participated in "Love for the Local," a COVID-safe mission and service experience in the Hilltop neighborhood. Brendan Nelson organized and led the week's activities. We gathered each day for 5 days, learning about and working on issues relevant to our community, including housing, immigration, education, and food. At the end of the week, youth and their families gathered outdoors and had a socially-distanced barbecue and sharing of our experience.

Highlights of our week included:

Housing:

- Learned about lack of affordable housing on the Hilltop and projects to increase housing availability by the Tacoma Housing Authority,
- Helped neighbors of Peace with yard maintenance and painting.

Immigration:

- Visited AIDNW house on Sheridan Ave. and learned about immigration detention and AID's work to serve folks in detention and after release from detention,
- Assembled hygiene kits to give to folks as they are released from detention.

Education:

- Prepared summer learning kits, and placed in Hilltop book boxes,

Hunger, Food, and Environment:

- Visited Hilltop Urban Gardens on Ainsworth Ave. and learned about their focus on growing healthy food for the local community through the lens of racial equity,
- Worked on transplanting and weeding at Hilltop Urban Gardens,
- Prepared and served a Friday grab and go meal for the community.



Elyse McWilson, one of our youth summarized the week this way: “Throughout this week I’ve seen God’s work through us. I read somewhere that God put us on this earth to do good things and I think that we fulfilled that this week. Not forgetting the fact that we must carry out this job for the rest of our lives. In the end, I definitely see God’s work through all of us and the hearts that we have to help people in the community. One thing I really enjoyed was the fact that we heard so many stories and learned so much history of the land and the community. Even the things we learned on Monday I was able to share that information with some of my friends. I like how we all got along and worked together for the greater good.”

-- Craig Cogger and Elyse McWilson



The Blessings of Live-Stream Online Worship

Every Sunday I am blessed to be able to bring those at home into our service and share the day’s message. Whatever is happening around us, for that hour, we are One; connected in Christ through technology to hear the weekly message. I get the joy of seeing everyone pop on the stream and see the number of those watching increase, knowing that it’s a direct result of the gift of technology. In these COVID-19 times where we are perpetually practicing social distancing, not being able to worship together at “church” has been weighing heavy on my heart. However, being a member of the technology team that works hard to bring spirit-

filled worship services to our online community is a way that brings solace to those at home, and to my spirit. #FaithHopeLove@Peace

-- Antonio Yune



Future Directions Team

When the Future Directions Committee was formed and began working on discerning and describing God’s vision for Peace Lutheran Church in early 2020, we had no idea just how uniquely we would be challenged this year in pursuit of that goal. While the COVID-19 pandemic has kept us home, it has also opened doors for us think more creatively about how we are being called to live out God’s vision; our country’s public reckoning with a legacy of white supremacy has revealed our church’s complicity and role in ongoing racism. The committee’s prayerful reflection of Peace Lutheran Church’s current mission, vision, values and ministries in light of these larger themes has brought into focus the places where Peace is most faithfully living into our calling, as well as those places where we continue to need God’s help to reach our goals. Because of the ways we have been uniquely challenged this year, the work of the Future Directions Committee – initially set to end in December 2020 – will continue into 2021. We have begun to define the foundational understandings of our congregation and how those understandings can help us make real the vision of God’s kingdom we have been given. We are exploring these ideas in relation to leadership in our congregation, how we teach and learn about our faith, and how we continue to serve the people of Peace – in our neighborhood, our family of Christ, and the world – as those change.

-- Andie Lyons



Council – Caring Calls and Cultural Competence

The commandments Jesus speaks of – to love God and love our neighbor – hold such deep meaning for me. This year I have seen God’s hand in strengthening community as Council listens to the calling of the Holy Spirit. Our ministries have included making caring phone calls and developing cultural competence. We seek to continue growing into Peace’s vision of being a community that is:

- **Compassionate** – For much of the year, we have been unable to gather in person due to the pandemic. Many of us are feeling the loss of connection with one another. Council members have been reaching out to call people of Peace on a regular basis – to see how people are doing, find out what needs they may have, and make sure they are able to receive the Peace emails and view online worship. This has been a tremendous blessing as we learn to know and serve one another better.
- **Reconciled and Just** – Council members are seeking to strengthen relationships by growing in intercultural competence and bridging cultural differences. Stacy Kitahata has been leading us in this process through the use of the Intercultural Development Inventory. We hope to build connection with everyone in our diverse Peace community – our multiethnic congregation, neighborhood, and world. I pray we can live out the Gospel as we reach out in love to our neighbors.

-- Kit Thompson

FOCUS Groups

Despite COVID-19 restrictions, Peace folks were still able to gather for Fall Focus groups and it was a wonderful time of connection.

- Michaela Cox had this to say about the small group for mothers: “This was a meaningful time for me, as leader, to share the grief and blessings of motherhood with 5 other women. What moved me most was the unique makeup of our group of mothers - foster mothers, mothers-to-be, mothers through adoption, biological mothers; our different experiences allowed the full spectrum of motherhood to be brought into this space for processing and blessing.”
- There was also a small group on God’s calling in the climate crisis and another on economic justice. Participants of the economic justice group said it was a valuable time of coming together for “ongoing conversations” that they hope will “bear good fruit.”
- The Visio Divina (divine seeing) spiritual practice group was an incredible time of sharing and growing together in faith through reflecting on scripture and photographs. Participants shared about their personal reflections, interpretations, and experiences as it pertained to themes such as justice, grief, hope, and other themes in the Bible. This was all done through short scripture readings and sharing beautiful photographs.

Overall, the Focus Groups were great opportunities for growing in relationship with community and with God.

– Pastor Jae Bates

Children’s Godly Play Bible Stories

Thanks to children’s ministry leaders at Peace for providing weekly different Godly Play Bible stories with wondering questions for children and families to access on the church’s YouTube page! What a blessing!



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

Estimated Volunteer Hours

Countless

2021 Church Ministry Plan by VISION Area

	Spirit-Filled	Compassionate	Healthy	Reconciled	Just	Budget %
Blessing Others	\$10,030	\$3,514	\$5,764	\$11,272	\$6,420	11%
Staffing	\$63,772	\$43,118	\$60,094	\$33,188	\$46,834	74%
Activities	\$3,384	\$5,775	\$1,925	\$3,800	\$1,165	5%
Facilities/Admin	\$8,355	\$5,673	\$7,337	\$5,224	\$5,891	10%
Total	\$85,541	\$58,080	\$75,121	\$53,485	\$60,309	\$332,536
% of Budget	26%	17%	23%	16%	18%	100%



Our 2021 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 2021 Budget

	2021 Proposed Operating Budget	Comments
Our Support (Giving and Other Income)		
Individual Giving	300,000	
ELCA Partnership Grant	10,000	
Synod Outreach Grant	5,000	
Organizations	1,500	
Interest & Facility Rental & Other Income	2,500	
Total Support	319,000	
Ministry Investments:		
Mission		
Benevolence, SW Synod/ELCA	15,000	5% of Individual Giving
Peace Community Center	12,000	4% of Individual Giving
Davis African Mission	2,500	
World Hunger	1,000	
Lutheran Community Services	500	
Salishan Lutheran Mission / Fear No Evil	500	
Rock City	500	
Living Stones Prison Congregation	500	
Associated Ministries	200	
Tacoma Ministerial Alliance	200	
Total Mission	32,900	Represents 11% of Individual Giving
Ministry Activities		
Pastor's Continuing Education	750	
Dir. of Children, Youth, & Family Ministry Cont. Ed.	750	
Seminars/Retreats	500	
Summer Bible Adventure (Vacation Bible School)	750	
Adult Education	300	
FOCUS Groups	300	
Van Ministry	2,000	
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	750	
Sunday Breakfast	500	
Community Resources Ministry	0	
Affordable Housing Ministry	1,500	0.5% of Individual Giving
Cultural Competency Ministry	1,000	
Total Ministry Activities	15,150	

	2021 Proposed Operating Budget	Comments
Salary & Benefits		
Pastor Salary / Housing	84,886	Synod guidelines
Pastor's Social Security Allowance	6,494	Synod guidelines
Pastor's Benefits (Med/Dental/Disability/Pension)	12,840	Synod guidelines
Pastor Travel Reimbursement	1,000	
Dir. of Children, Youth, & Family Ministry Salary	52,469	
Dir. of Children, Youth, & Family Ministry Benefits	10,000	
Office Coordinator Salary	23,712	
Office Coordinator Benefits	4,225	
Intergenerational Outreach Coordinator Salary	17,680	
Music Director /Music Scheduler /Musician Salaries	19,400	
Custodian Salary	4,362	
Finance Coordinator Salary	5,488	
Nursery Attendant Salary	1,950	
Worship Tech Coordinator	2,000	
Direct Deposit Fees	180	
Payroll taxes	12,500	
Total Salary and Benefits	259,186	
Supplies/Office Administration		
Office supplies and stamps	2,000	
Worship supplies	1,000	
Computer hardware/software	2,000	
Copy machine	2,500	
Coffee and tea	200	
Kitchen supplies	300	
Janitorial supplies	300	
Bank charges	2,200	
Total Supplies/Office Administration	10,500	
Building and Grounds, Insurance		
Electricity/Gas Utilities	2,000	
Water/Sewer	1,500	
Garbage	600	
Phone / Internet	1,000	
Building maintenance	1,500	
Grounds maintenance	1,200	
Security	500	
Elevator	1,000	
Insurance/taxes	5,500	
Total Building, Grounds, Insurance, Other	14,800	
Total Ministry Investments	332,536	
Budget surplus or shortfall	-13,536	