

2018 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

2018 Ministry Plan

Introduction



The 2018 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.

The **2018 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 2017 reflected in the 2018 Ministry Plan include a stewardship theme "Giving God Our All," FOCUS groups, a missional sustainability asset-based process strengthening ministry in affordable housing and community meals, and youth and family ministry.***

A Narrative Presentation to the 2018 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 for Lutherans 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***.

The 2018 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.

Giving God Our All...

A Verse for Giving God Our All — 1 Peter 4:10: “Like good stewards of the manifold grace of God, serve one another with whatever gift each of you has received.”

Grace is the unconditional love of God for us in Jesus we cannot earn or deserve. Grace is a gift from God to us all, and we celebrate how God has made us stewards of God’s grace in various forms. This fall, we lifted up the theme, “Giving God Our All,” to help us think about how God has given us God’s all—so many gifts, including God’s Son Jesus—and invited us to offer our whole selves for God’s purposes in response to God’s amazing grace. Each week for four Sundays, we focused on one aspect of “Giving God Our All,” based on the verses of the hymn, “Take My Life That I May Be.” We explored how we respond to God’s gifts by giving God our hands and feet, money and mind, voice and lips, and will and heart. We listened to God teach and guide us through Bible stories of serving God in these various ways. We listened to one another share personal stories of serving. We were inspired to be good stewards, good managers, of all God has entrusted to us in community! The 2018 Ministry Plan is a story of Peace Lutheran Church and Peace Community Center responding to God’s grace to serve in and with our Hilltop community and beyond. How are you being a good steward of all God has entrusted to you out of God’s grace?



FOCUS Groups

A Verse for FOCUS Groups — Hebrews 12:2a: “Let us FOCUS on Jesus, the source and goal of our faith.”

Small groups are a great way to connect with other folks at Peace Lutheran Church for fellowship and support, meaningful conversation, scripture study, exploration of faith, and prayer. This past fall, Peace rolled out a collection of short-term small groups called FOCUS Groups, meeting once a week for 6-8 weeks on a specific topic. Subjects for the studies included unconditional love, racial justice, community development, faith exploration, and spiritual growth. We plan to offer another round of FOCUS Groups on different topics in 2018. A steering team headed by Pat Ferguson is coordinating FOCUS Groups.

Missional Sustainability - Affordable Housing and Community Meals

A Verse for Missional Sustainability — 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.”

This year, together with several area ELCA congregations, Peace Lutheran Church completed our participation in a Missional Sustainability program lifting up two main areas of focus: the vision and mission sustainability of two of our outreach ministries, Affordable Housing and Community Meals.

Congregational leaders for this program were Jean Kampen, Abi Deleon, Brendan Nelson, Emma McDaniel,



Teresa Jackson, and Pastor John, attending quarterly weekend meetings and helping lead missional sustainability efforts in between. We developed goals and objectives that we will continue to discern and clarify and fine-tune as we work to achieve them over time, with God’s help. In Affordable Housing ministry, we used our community development strategy screen, strengthened expectations and guidelines for tenant participation and specific commitments the church is making to the tenants, strengthened family support teams, addressed leadership and responsibilities for the future, continue to work toward long-term

financial sustainability of the program, and hope to create and implement a plan for involvement of other congregations.

In Community Meal ministry, we have discerned and clarified goals and future directions using our community development strategy screen with plans to extend and deepen our ministry to a Community Resources ministry, providing once-a-week meals with a Community Resources Minister present to come alongside individuals who hope to work toward longer term sustainability for their families. We will be taking a step beyond charity toward individual and community development. We have applied for an ELCA Hunger Grant to help us. We hope to strengthen partnerships with participating congregations, address leadership and responsibilities for the future, and work toward long-term financial sustainability of the program if changes are made.



As part of the Missional Sustainability process, an adult series in January and February 2017 together with a Saturday congregational asset-mapping retreat helped us explore our gifts and assets as a congregation in mission, organized by our five vision points. A community asset-mapping process helped us identify potential community partners to more effectively serve our community, especially our Hilltop neighborhood. More follow-up work needs to be done as we look to God to bring more of our asset-mapping plans to fruition. This will be a goal for the Church Council in 2018.

Youth and Family 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 has helped Peace establish a solid foundation for youth and family ministry. The Executive Committee approves and strongly supports the following 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.

2018 Ministry Goals:

- To empower young people to live as disciples of Jesus Christ in our world today.
- To draw young people to responsible participation in the life, mission, and work of Peace Lutheran Church.
- To foster the total personal and spiritual growth of each young person.
- Intentionally encourage Christian relationships among multiple generations.
- Empower multiple generations to mutually invest in each other and in their faith development.

Regular Youth Ministry Opportunities:

- Sunday School (5th-6th, 7th-8th Confirmation, 9th-12th high school), 9:45 am
- Open Center for High School: 2nd and 4th Friday of the month, 3-6 pm
- Quarterly Youth Service Learning Opportunities
- Monthly Youth Outings: Middle and High School

Youth Reflections:

 Here are some thoughts about Peace youth ministry from a couple youth at Peace:

- "I love Peace because you won't be judged and there are plenty youth my age to hang out with. I can trust people with my issues and know that I will be supported. I also like that the activities are always fun." -Christina Jarvis, middle school student
- "I like that we can be ourselves here at Peace and no one will judge us. I also like making new friends in confirmation while learning about the bible. It's also fun to connect with people that I knew from before." - Jamison Carroll, middle school student



Partnership with Peace Community Center

At the congregational meeting on Sunday June 11, 2017, Peace Lutheran Church approved Jay Thomas as the new Executive Director of Peace Community Center. Jay had been serving as the Interim Executive Director.

A Word from Executive Director Jay Thomas:



Dear Peace Lutheran Church Family,

It has now been a little more than a year since I joined Peace Community Center. And it has been my pleasure to meet, talk with and work alongside many of you during my tenure. Your prayers, support and words of encouragement have been an emphatic source of strength for the Center's staff and volunteers.

Thank you for being such an amazing congregation. Because of your generosity and dedication, Hilltop students are getting access to educational experiences that will help open doors to incredible opportunities.

A few notable accomplishments from this past year include:

- Serving **373 Hilltop students** across our elementary, middle school, high school, and college and career programs;
- Providing **1,392 program hours** and **3,593 academic coaching sessions**;
- Achieving a **92% graduation rate** among our high school seniors;
- Hiring our new High School, College & Career Director

Looking forward to the coming year, we are excited about continuing our partnership with you and working alongside our students and families to disrupt the inequitable access to educational opportunities Hilltop students face.

Our collective goal is to help more students of color, students impacted by poverty, and students that are first-generation college-bound get support to reach their full potential. We know this is what transforms futures and communities.

Ralph Waldo Emerson said, "The purpose of life is not to be happy. It is to be useful, to be honorable, to be compassionate, to have it make some difference that you have lived and lived well."

Thank you for standing with us in our quest to cultivate the academic and leadership talents of our Hilltop youth. Thank you for being honorable, compassionate and choosing to make a difference.

In Peace,

Jay Thomas, Executive Director
Peace Community Center

Did You Know?

There are many individual members of the church that support Peace Community Center in meaningful ways. Members serve our students by tutoring, leading enrichment classes, making care packages, van driving, and chaperoning field trips. In addition to these on-going opportunities, members help with our day-to-day activities such as mailings, data entry, and capital campaign support. For more information on how you can become more involved and support the mission, vision, and values of Peace Community Center email Ruth Tollefson at rutht@peacecommunitycenter.org or call the office at (253) 383-0702.



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 \$14,000

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 \$11,200

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 Africa by embedding themselves in the local culture and interacting with a different world religion.

Salishan Lutheran Mission \$500

Ministry partner and Lutheran congregation in Tacoma's Salishan neighborhood, reaching out to people living in material poverty.

Living Stones Prison Congregation \$500

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

Our Partnership with the Peace Community Center:

Our Mission:

Rooted in faith and the Hilltop neighborhood, Peace Community Center believes education is an integral part of a strong community. We support and encourage youth historically underrepresented in college to cultivate their academic and leadership talents so that they can gain full access to educational opportunities and reach their full potential.



Our Vision:

We envision a vibrant community of hope, where youth become life-long learners who act with compassion and confidence, using their diverse gifts for positive change.

Our Values:

Community
Justice
Wholeness
Learning
Joy!

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
Ministry Fair	Spiritual Gifts Classes
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	\$9,298
Staffing	\$54,257
Activities	\$3,419
Facilities/Admin	\$6,967
Total	\$73,941

Our Partnership with the Peace Community Center: Elementary Program Update

We are in our fifth year of the expanded elementary program, McCarver Scholars. This year we are striving to serve 80+ McCarver students in our after-school program and in Summer Academy. This year, the scholars are in skill-based reading groups; participating in enrichments like robotics, ballet, and art; and working on their science and engineering skills every week!



We are also exploring new funding opportunities to help sustain this robust elementary program. Sustainability funding is a large project in the Hilltop: Where Scholars Grow Campaign! We’re grateful for the support from Peace Lutheran Church in building up a strong base of funds so that we have these programs for our scholars. “Our students are innate wonderers,” says Alyssa Urish, Program Director. We look forward to another year of working with our youngest learners!

Highlights of Our Journey to a SPIRIT-FILLED Community at Peace

Three examples:

Godly Play

Godly Play is the curriculum used at Peace for ages 3 through fourth grade. The space we use for gathering is referred to as a very special place where we “enter” God’s Sacred Stories. Being part of a Godly Play session has many elements that are liturgical in nature, beginning with the lighting of the Christ candle to remind us that God is with us at all times, in all places. We pass the Peace, we welcome one another, we pray. During the telling of the sacred story, manipulatives are used to immerse us into the words we hear. At the end of the telling, the children are invited to wonder about what they’ve heard through a series of “wondering” questions from the leader. These questions do not require a response or they lift responses from the children....this way of sharing God’s Word allows the children to enter into the story, think about the story and verbalize their understanding of how they encountered God in the story. We are not looking for right or wrong answers. We end our time in “response” to the story using simple art materials such as drawing paper, water color paints, clay or sand to share what we have heard or experienced relating to the story (or not). Part of our education budget is used for purchasing the materials but a good many of the items have been lovingly handmade and donated by Jeanie Correa and her brother Butch. We have added many stories in 2017 and have more to add to our classroom in 2018. We are blessed! -- Carmen Lampman



FOCUS Groups

Pat Ferguson provided the following as one of the coordinators for the focus groups:

“What are FOCUS Groups? They are small groups meeting once a week for 6-8 weeks focusing on a specific topic of following Jesus in daily life. This fall, we had six different FOCUS Groups running concurrently, each with a different topic, beginning in early October and ending before Thanksgiving. Each FOCUS Group has a facilitator (or co-facilitators) and uses a book, video, or supportive materials plus study questions for conversation. We experience the blessing God has for our church community as we grow and learn, share and pray together.”

Kit Thompson participated in the Focus Groups and offered this observation:

“The first FOCUS groups at Peace gave me such a wonderful experience of spiritual and personal growth. I gained so much more from reading *America’s Original Sin* by Jim Wallis with our group than I would have on my own. Ted and Craig nurtured a welcoming environment for heartfelt conversations and building relationships, and provided valuable resources and perspectives. I give thanks for learning so much about a difficult and controversial topic, and for getting to know better a few more people from Peace.”

Worship and Music Ministry

The music ministry at Peace Lutheran is energized, destined to be led by the Holy Spirit to great heights. Our weekly Gospel Choir rehearsals, on Thursday at 7 pm, are preparing us for our worship services and special music. The Angel Choir will soon begin practice as part of the Godly Play Sunday School on the first and third Sundays and will sing at the third Sunday 11 am worship services of each month.

We continue to use Planning Center Services, providing the opportunity for choir, musicians, song leaders, and church staff to have collective access to ministry plans, song lists and other media that unifies and organizes the ministry for efficient worship planning.

Our "Concert Series for Peace" has brought four concerts to this point, bringing a wide variety of music to our community. The first concert featured a guest soprano. Then we were treated to wonderful music by Raymond Deleon on trumpet, and I played piano and organ. The third concert was the Indigo Jazz Band that played many familiar songs from the Big Band era. Our fourth concert was a celebration of the acquisition of our new (to us) grand piano, and I showed its capabilities, playing a wide selection of different genres of music. We also heard from our own Josiah Anderson playing his cello and our own Gospel singer, Major Whitten, Jr. Look forward to hearing from the Gospel Choir and others in 2018 as the Concert Series continues.

I am ready to continue serving as Music Director to fulfill all of our visions and goals for the music ministry at Peace Lutheran Church. Peace and Blessings.... Jimothy Rogers, Music Director



Steps Toward Our Vision

We have identified three goals as we seek to live into God's vision of a Spirit-filled community:

1) Vibrant worship. We seek to connect with the diversity of people in the Hilltop community through vibrant, Spirit-filled worship with elements of Gospel music, strong hymns of faith, and contemporary Christian songs. Under the leadership of the Music Director and the Worship Committee, we seek to plan creative and relevant worship experiences utilizing the gifts of a diversity of worship leaders and musicians.



2017 update: Music Director Jimothy Rogers leads our music ministry with great gifts in playing piano and organ, directing the Gospel Choir, leading music in worship, and working with musicians. Jimothy has put together four concerts, each with a different emphasis, to give glory to God through music. Under his leadership, we now have purchased a new-to-us organ and grand piano for the sanctuary! Together with Children's Outreach and Ministry Coordinator Charissa Carroll, Jimothy leads the Angel Choir for children. Thanks to all musicians who share their gifts in worship! We continue to use the narrative lectionary in worship, following the story of the Bible starting from Genesis so we better understand biblical stories and themes. We seek to lift up the musical gifts of more people as song leaders, musicians, and special music contributors. In 2017 we welcomed guest preachers and worship leaders: Ijenneth African Gospel Acapella, South Sudanese Anglican Bishop Abuoi, and Mending Wings Native American Dancing Our Prayers. Prayer ministers offer prayer for individuals every Sunday during Communion and after worship. Jeanie Correa leads a time of Centering Prayer in the sanctuary the last Friday evening of the month. Tim Chalberg spearheads a ministry audio recording sermons to share on the website.



2) Spiritual growth. We seek to create meaningful opportunities for growing in our relationship with God and others in community; for example, in Bible studies, small groups, retreats, worship, and devotions.

2017 update: *In the Fall, over 50 folks from Peace participated in the FOCUS Groups, small group studies on particular topics of faith. Adult education classes on Sundays covered topics such as gifts and assets in community, youth and adult conversation, creation care, building inclusive community, the book of Romans, women of the Bible, giving God our all, and Luther and the Reformation in this year of the 500th anniversary of the Reformation. The Conversation Around Race small group met once a month on Sunday mornings. In Sunday School, we offer children fourth grade and under Godly Play, a hands-on story-telling method of teaching scripture. Youth 5th grade and above follow a curriculum of biblical and faith topics. A variety of small groups, Bible studies, and regular Sunday, Wednesday, and Friday faith enrichment are a big part of our community's spiritual growth. Summer Bible Adventure involves the whole congregation in bringing Bible stories alive for children. Small groups continue to offer experiences of faith, fellowship, service, and prayer for folks from Peace.*



3) Vibrant Stewardship. Under the leadership of Carmen Lampman, the Stewardship Team lifts before the congregation themes of God's abundant provision and our response. All that we are and have belongs to God, and we seek to be good stewards, or managers, of the gifts of time, talent, and treasure God has entrusted to us. We are also stewards of the good news of Jesus. It's called evangelism, and we're all called to invite folks into the faith community and into a deeper relationship with God.

2017 update: *After a wonderful fall emphasizing the theme, "Giving God Our All," the congregation pledged gifts of time, talent, and treasure to God in worship on Commitment Sunday. There was an opportunity to make a financial commit to the church for 2018. The Stewardship Team helped us think of stewardship as connecting with all aspects of our lives. There are opportunities once a month after worship and every Thursday to go door to door calling in the neighborhood with a message of love and invitation to Peace. A sidewalk ministry this summer led by Teresa Jackson shared the same message. 2018 will bring a new emphasis on evangelism with the resurgence of the Ambassadors for Christ team, exploring ways to share our faith with others. The Koinonia Corner, a Sunday table, provides information about Peace ministries and sign-up sheets to encourage people to be involved in the life and ministry of Peace. Koinonia is a Greek word for fellowship, sharing, and participation.*

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 (in-reach).

Our Investments:

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

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

Our Partnership with the Peace Community Center:

Why We're Here

What if every Hilltop student had equitable access to educational opportunities that helped them graduate high school on-time, complete a post-secondary degree, and engage in their community? That's what we're working towards. Peace Community Center believes that investing in our youth is integral to making our community strong. In our academic programs, our students get daily after-school support, including tutoring and homework help; one-on-one academic coaching; college readiness seminars; leadership development; and summer learning opportunities.

Estimated Volunteer Hours	Countless
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Blessing Others	\$3,169
Staffing	\$41,723
Activities	\$5,077
<u>Facilities/Admin</u>	<u>\$5,198</u>
Total	\$55,167



Highlights of Our Journey to a COMPASSIONATE Community at Peace:

Two examples:

High School Youth Summer Servant Mission Trip

Working with SLAM (Students Learning About Mission) and Mending Wings Ministries was one of the most meaningful trips our group has taken. Our core goals of mission, relationship, cultural immersion, and ministry were met beyond expectation. The staff integrated right into our team, and were flexible enough to make it “our” program. The projects allowed our teams to build relationships with the homeowners, not just projects for them. The merging of cultures and faith practices was a wonderful example of the belief we are all God’s children. We had the opportunity to sit at the feet of elders as they told us how Mending Wings works with youth on healing from historical trauma, addictions, and abuses; they empower Native youth and families to walk in wholeness and beauty as followers of the Jesus-way. Our young people and chaperones left Yakama inspired and challenged to continuing working to serve those in need as Christ has commanded. -- Brendan Nelson



Community Meals Ministry



Peace continues to sponsor Community Meals every weeknight in April and October. Local churches and community groups provide and serve the meals, and many people from the community come to share hot food and fellowship!

Rebecca Valencia and her family first came to Peace at the invitation of Rebecca’s partner, Carvin Williams. She and her kids would come to the Community Meals often during April and October to enjoy the relief brought by having dinner together without having to prepare the meal.

Rebecca appreciated that aspect very much. The

kids were involved in other programs at the Community Center and they all enjoyed attending church once in awhile. The youngest children, Colleen and Adam, really had fun during Sunday school and soon everyone was attending regularly! Rebecca and the children are soon becoming members of Peace Lutheran Church. Rebecca stated, “We love this place!”



Steps Toward Our Vision

We have identified three goals as we seek to live into God's vision of a Compassionate community:

1) Community Outreach. Community Outreach has always been a strength of Peace. We seek to be a presence of hope and peace in the Hilltop neighborhood where neighbors feel they are cared for and part of the Peace community. We see our neighborhood as our parish. We are seeking to look more closely at the programs of outreach and service we provide, clarifying their purpose and effectiveness, connecting them better into a coordinated ministry with the Peace Community Center, and moving toward justice.

2017 update: *Peace continues our strong outreach programs with and among folks in the Hilltop neighborhood, especially those struggling economically. The two directions in our Missional Sustainability plan have helped us evaluate our affordable housing and community meal ministries through the lens of our mission, vision, and values and community development principles. We are seeking to partner better with local organizations doing good work in compassion ministry. Two visits to Living Stones connected us more strongly in mission with this Lutheran congregation behind the walls of the Washington Corrections Center in Shelton.*



2) Inreach Serving Ministry. Inreach is the way we talk about caring for our church community. Inreach serving ministry includes church fellowship activities and ways we show our care by acting to serve individuals and families in times of need, such as illness, recovery, crisis, the birth of a child, or transition.

2017 update: *For the first time in several years, we now have an Inreach leader on Council, Jean Kampen, to help in overall visioning and coordination. We have point persons to coordinate church fellowship events, meals for families in special circumstances, and now items for people who have particular needs. We are seeking a point person to coordinate acts of service such as helping families in need move or unpack after moving or run errands or do tasks around the home.*

3) Inreach Visitation and Caring Ministry. We are organizing, training, and sending out care ministers to visit, comfort, and pray with those in the worshipping community in special need.

2017 update: *Under the leadership of Jeanie Correa, care ministers are visiting shut-ins, praying with people who are hospitalized, and sending caring cards. We were grateful to have Deaconess Intern Karie Hamilton give a year of service in our community in caring ministry. The Church Council begins meetings with prayer for the needs of people in our community. The second Sunday of each month, homebound communion ministers and those receiving visits are blessed in worship. Prayer Chain members pray daily the prayer requests received. The Sunday prayer ministry is an opportunity for individuals to receive personal prayer for strength and support.*



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
Health Ministries
Organic Mentoring
Safe Families for Children
Mental Health Counseling

Estimated Volunteer Hours	Countless
Blessing Others	\$5,169
Staffing	\$57,820
Activities	\$1,427
<u>Facilities/Admin</u>	<u>\$6,701</u>
Total	\$71,117



Our Partnership with the Peace Community Center:

Middle School Update

The middle school program is going strong and we're excited to announce that we recently received a \$40,500 grant from Boeing to help infuse more STEM activities into our after-school program. This year, we plan to work with 100+ middle school students attending Jason Lee Middle School with 1:1 academic coaching, after-school enrichment and tutoring, and a five-week Summer Academy.

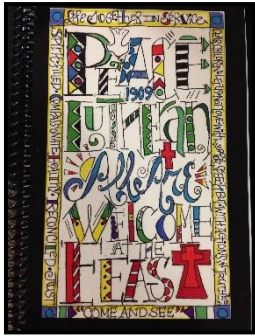


Middle school students are developing as young leaders, and our goal is to help them think critically about their interests and futures! We are excited and blessed to see how we can transform the program into a place where students are learning about STEM opportunities! Just wait, we may have some future scientists, computer engineers, and designers in our midst!

Highlights of Our Journey to a HEALTHY Community at Peace:

Two examples:

All Are Welcome at the Feast



What a fitting title for the Peace Lutheran Cookbook. Getting the cookbook to completion was a slow simmer. Two years ago, after a Peace potluck, the idea was first hatched by two individuals. We contacted several cookbook companies and got samples and price quotes. After talking with a few other folks, it was decided this was a good idea, but we needed more people on the team. So the cookbook committee was formed. It consisted of Pat Ferguson, our Queen Bee; Nancy Heavey; Karen Riede; Carmen Lampman; and Jean Kampen. We started collecting recipes and creating a buzz. And in true Peace form, we decided to do things our own way. Instead of using standard covers and dividers for a cookbook, we decided to incorporate our vision statement and asked Carmen to create original artwork, including her self-portrait.

Did you recognize her? Several self-imposed deadlines came and went, but we decided it was more important to get a good variety of recipes and get things the way we wanted, than to rush and get it done by a deadline. Whenever Pat called the cookbook company, they usually said, "It's not usually done this way, but..." They were very good to work with and answered all our questions and had good suggestions. As we collected the recipes, each team member took time to enter them into the computer program. I think we all enjoyed reading the recipes and any notes. When we received the finished product, we kept them hidden until the roll-out. We decided to do a Tasting Party to introduce the cookbooks to the congregation. We asked 15-20 people to prepare one of their recipes and then we let attendees taste any and all of the yummy treats that were provided. We originally just wanted to cover our costs and have a good product – it was more a ministry than a fund-raising event. We covered our costs and even made a little profit – we are still deciding how to use the excess dollars. We have thought about something tangible for our kitchen when it's remodeled. I think all the committee members feel so blessed to have been part of this. We spent many enjoyable hours in seeing it through and believe that we got a beautiful piece of art, in addition to some great recipes. There are still a few copies left, so if you missed out in buying one, contact a committee member. -- Jean Kampen

Earthkeeping

In 2016 we set up a food waste recycling bucket to go along with paper and plastic recycling. The City picks up the food waste and delivers it to the wastewater treatment plant, where it is digested into biogas and Tagro soil amendments, two products used right here in Tacoma. All of us can help with the recycling effort, by placing food waste, recyclables, and trash in the appropriate marked containers. This is one way that we can work together to respect and protect God's Creation. -- Craig Cogger

Steps Toward our Vision

We have identified three goals as we seek to live into God's vision of a Healthy community:

1) Earth-keeping. God calls us in the Bible to be good stewards of the earth by caring for God's creation. There are many ideas for growth at Peace in this area of ministry, dubbed "A Greener Peace," and we continue to take steps in this direction. We continue to explore expanding the garden ministry, healthy eating and nutrition, studying creation care in scripture, and teaching and living "reduce-reuse-recycle."

2017 update: *We're communicating about organic waste and other recycling. Lent and Advent handouts and activities suggested ways to take action to care for humanity and the environment. A partnership with Hilltop Urban Gardens continues with garden plots on the parking strip of a church house and youth gardening.*

2) Personal Health. As our health ministry is strengthened, we hope to emphasize physical health through nutrition and exercise. We provide resources for mental and spiritual health.

2017 update: *During community meals, we offered free flu shots. We're seeking health ministry leadership.*

3) Healthy Relationships. We hope to strengthen our ministries that encourage marital health, good parent-child and adult-youth relationships, and healthy neighborhood bonds.

2017 update: *We encourage adults as caring influences in the lives of youth. We seek to grow in marriage and parenting support. We host a weekly Play to Learn parent-child play time and neighborhood meetings/gatherings.*

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	\$10,427
Staffing	\$30,682
Activities	\$3,102
Facilities/Admin	\$4,599
Total	\$48,811



Our Partnership with the Peace Community Center: High School and College and Career Update

In April we welcomed our new High School, College and Career Director, Rosie Ayala. Rosie’s goal is to strengthen our programming for our oldest scholars. She is working on creating programming that focuses students on preparing for strong college and career opportunities.



With funding from the Hilltop: Where Scholars Grow Campaign, we’ve also hired our first two permanent Academic Coach positions to work with our high school students. In August Quadelle Satterwhite and Kelsey Longrie joined our staff in these new positions. We’re excited to see how this investment helps us serve more high school students with quality academic programming!

The program will also be benefitting from the new space soon! We can’t wait to open our new classroom and support student learning with a rich, academic-focused environment.

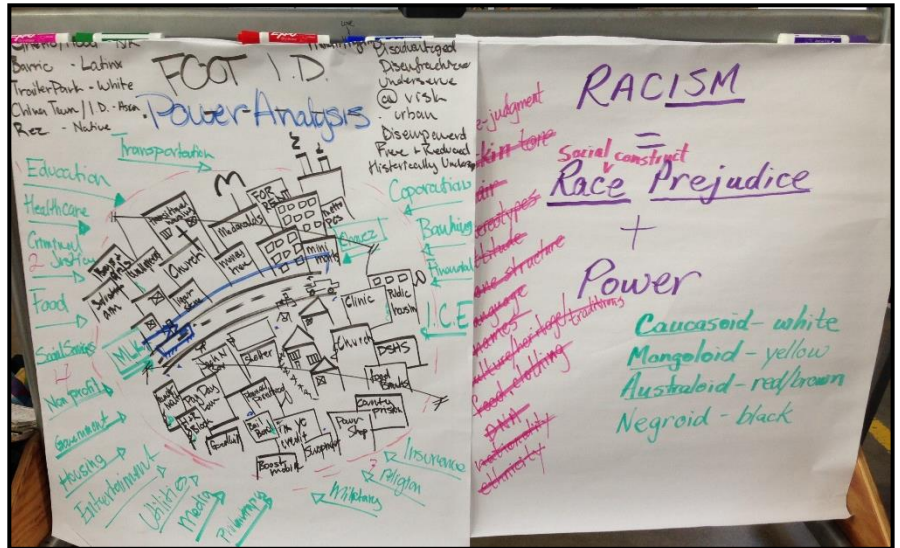
Highlights of our journey to a RECONCILED community at Peace

Two examples:

Undoing Institutional Racism (UIR) Workshop

The People's Institute for Survival and Beyond is a collective of anti-racist community organizers and educators committed to building an anti-racist movement. Their work ranges from leading UIR workshops, supporting organizations in their anti-racist work, and empowering youth to dismantle racism in their schools and communities.

In early October 2017, Peace Community Center hosted an Undoing Institutional Racism (UIR) workshop for Center staff, volunteers and Board members. It was a two-day immersive experience that tackled the different ways racism and oppression manifest in perpetuating racial inequity. The work



As a church member and PCC Board member, I was fortunate enough to attend this two-day workshop among a group of dedicated and engaging people. It was a humbling experience as I reflected more on what my moral responsibility is, as a Christian woman, in pursuing racial justice. Opportunities such as the UIR workshop shed a much needed light to the many ways we can be more Christ-like in our love for our neighbors. Sometimes loving our neighbor means we have to be uncomfortable and vulnerable; that means continuing to understand the impacts of racism on marginalized people and committing ourselves to action. – Julia Kagochi

High School Youth Summer Servant Mission Trip

The youth mission trip to the Yakama nation included hard work in the hot sun, but it was also filled with hospitality offered by our hosts, and the lessons we learned from them. We were invited into



sacred spaces, including the longhouse where traditional worship occurs, fishing grounds, and spaces of awe and sorrow on the landscape. We heard parts of the creation stories, passed down through Yakama history – which were as rich as our own creation story, passed down from the tribes of Israel. We played tribal games and watched and participated in traditional dances. We also learned the history that was ignored and neglected when we were in school. Whether in formal discussion or informal conversation, person after person spoke of loss – of land, culture, language, and people – pain, struggle, deep faith, and perseverance. Our footsteps going forward must respect creation and all people, and we must humbly listen to those who have been on the land for so long. This is repentance – and our mission trip was an important step in beginning that repentance.

-- Craig Cogger

Steps Toward our Vision

We have identified three goals as we seek to live into God's vision of a Reconciled community:

1) Reconciliation with God and Others through Forgiveness We recognize that the gift of forgiveness from God provides the source and holds out the possibility for reconciliation with others. We grow in our understanding of biblical forgiveness and seek to live as forgiven and forgiving children of God. We hope to provide people with tools for reconciliation they may utilize in their relationships.

2017 update: *Whenever possible in worship, study, and conversations, we seek to lift up the power of God's forgiveness to heal and mend relationships. The prayer corner in Sunday worship is a place for individuals to receive personal prayer for encouragement and strength in the direction of the healing of relationships.*

2) Cultural Bridge-building The Conversations Around Race are a tangible example of this calling. We seek to keep building on these Conversations, go deeper, and provide opportunity for God to transform hearts and community. As a diverse community of faith, we seek to be cultural bridge-builders in Tacoma.

2017 update: *The Conversations Around Race continue as we maintain our ties with three other congregations in Tacoma, needed now more than ever in a year of national racial tensions. The group has offered several powerful storytelling events. Our Conversation Around Race small group at Peace meets monthly on Sunday mornings. We welcomed Mending Wings Native American ministry from the Yakama Nation to lead a Dancing Our Prayers worship and adult forum. Several significant offerings at Peace in 2017 challenged us in directions of equity, anti-racism, building inclusive community: a Seeing the Racial Water event on white privilege with Dr. Robin Di'Angelo, a Lenten Sunday series on Building Inclusive Community and a FOCUS Group on Ally-ship led by the Kagochis, a FOCUS Group on America's Original Sin (Racism) led by Craig Cogger & Ted Johnstone, and an Undoing Institutional Racism workshop for Peace Community Center leaders (including several Peace church folks).*

3) Generational Bridge-building We hope to build on youth and adult conversations, cross-generational worship, learning, and service, to grow in our understanding across generations, build and strengthen relationships, and live as reconciled community, giving and receiving, young and old together.

2017 update: *Organic mentoring is a key element of our lives together as cross-generational community. Adult and youth relationships of grace and caring are powerful and long-lasting. A special two-Sunday adult/youth conversation on the fourth commandment, Honor Your Parents, was powerful. Children and youth programs every week foster stronger relationships across generations, and Sunday mornings celebrate our generational diversity!*



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 Development Team	
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

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



Hilltop: Where Scholars Grow Campaign Update: We are thrilled to be nearing the end of the Hilltop: Where Scholars Grow Campaign! As of November 2017 we have raised 77% of the \$2.3 million goal. The new classroom is nearly ready for community use, and renovation construction is planned for early 2018. We are so thankful for the Peace Lutheran Church community for contributing more than \$200,000 towards this campaign! Our partnership of service is a blessing to our community!

Estimated Volunteer Hours	Countless
Blessing Others	\$5,975
Staffing	\$44,012
Activities	\$1,000
Facilities/Admin	\$5,304
Total	\$56,291

Highlights of Our Journey to a JUST Community at Peace

Two examples:

Affordable Housing

Our affordable housing ministry serves families in the community who are in need of affordable housing and additional support or advocacy. Three years ago Peace acquired two houses for this purpose, remodeled them, and now makes them available to eligible households at rental rates well below market. Now in the second full year of this ministry, the same households have resided in the homes for the entire year, meeting regularly with their assigned support teams to address life skills, financial planning, and other needs. By maintaining these homes at affordable rates, we are realizing Peace's aspiration to provide stability for our residents and for the neighborhood, especially as Tacoma's housing market undergoes considerable flux and rapid increases in rental rates. Yet our program remains financially solid, receiving sufficient rents to cover our mortgage while underwriting the costs of repair and improvement. Having now fully grown into this ministry, the affordable housing ministry team is well positioned to think creatively about the future for this calling to (literally) build the Kingdom of God in our larger neighborhood. -- Chris Ferguson



Beyond Community Meals...

All are welcome. This is what we say at every gathering, celebration, and service—and we mean it. All are welcome to share worship; fellowship; and good, healthy, filling food. We are an urban congregation in a neighborhood where 42% of families with children live below the poverty level – this is three times the Washington state rate of 14%. We continue to see families cycling in and out of homelessness or moving out of the Hilltop and away from supportive connections. Today minimum and low-wage jobs are unable to provide a sufficient income to sustain families, and many of our neighbors are struggling. So, we asked ourselves: In the spirit of welcoming, how can we strengthen or grow our existing programs so that they adequately support the needs of the community we have been called to serve?

Mission Sustainability Team: Starting in 2016, four Peace members (along with Pastor John and Brendan) partnered with other churches in the area to determine the best way to mobilize our vision of growth; and we called ourselves the Mission Sustainability Team. This cohort was spearheaded by the Evangelical Lutheran Church of America (ELCA) and is coupled with a Domestic Hunger Grant application. We met several more times throughout 2017 where Peace, specifically, identified two programs that could financially benefit from a grant and make the most relevant impact in our community. The first group focused on strengthening the Affordable Housing ministry while the group that I coordinated determined how we could re-shape the Community Meals.

Community Meals Expanded to Community Resource Ministry: We created a Community Meals Vision Team tasked to re-shape this valuable, long-standing 30-year ministry. Currently, we offer a hot meal weeknights in April and October where we share in community, serve participants with hospitality, and partner with other churches in the Tacoma area. All are welcome at Community Meals but a special invitation is given to Hilltop families with children, including families connected to the Church and Center, and those struggling financially. The Vision Team, with the support of the church council, proposed to expand Community Meals to a Community Resources Ministry that runs once a week (probably on Fridays) throughout the year. By doing so we can provide our Hilltop neighborhood a weekly community meal with social service resources and opportunities for ongoing support from a community resource professional. The goal of the expansion is to serve families with children (especially single mothers with children), unemployed and underemployed, working poor, people with disabilities and senior citizens on fixed incomes, and individuals cycling in and out of homelessness.

We have applied for a Domestic Hunger Grant to compensate a Coordinator who will:

- Organize a Community Meal once a week to allow ongoing connection with participants throughout the year.
- Partner with a community organization (such as the Center for Strong Families) to have a consistent Community Resource Minister present at each meal. This person will meet with interested individuals to provide social services that would lead towards economic sustainability.
- Mobilize community resources including Peace Community Center, other educational programs, healthy ministry, financial coaching, job training and opportunities, renter readiness and housing help, and legal aid.
- Communicate with church leaders for spiritual resources.

The Community Resources Ministry will be an avenue for relationships with the community to be built and sustained while we provide opportunities for people experiencing economic poverty to move towards attaining economic security and stability. -- Abi Deleon

Steps Toward our Vision

We have identified three goals as we seek to live into God's vision of a Just community:

1) Hilltop Self-reliance (Moving from Charity toward Community Development). Using the community development strategy screen developed a few years ago, we hope to strengthen outreach ministries in the direction of community development. Our goal is to strengthen our Hilltop community so neighbors may stand on their own two feet, share their gifts and contribute meaningfully in community, toward the transformation of our whole community. Our first partner in this work in the Peace Community Center.

2017 update: *In the Missional Sustainability process, we began to engage members of our Hilltop in a listening process to discern community assets and felt needs as we seek to impact our neighborhood in transformative, community-building ways in the future. The affordable housing ministry is a ministry of community development through the two houses owned by Peace and rented out at affordable housing rates to families connected to Peace. Two Family Support Teams led by Teresa Jackson walk alongside these families as they seek to move forward toward their goals. Peace partners with a property manager and local social service organizations. A team met to vision and plan for an expansion of the Community Meal ministry into a Community Resource ministry, providing a once-a-week meal and a Community Resource Minister to journey alongside individuals toward individual and community development. (See Abi Deleon's highlight, "Beyond Community Meals...") Financial coaches are in place to provide listening and support to individuals on their journeys toward financial sustainability.*

2) Advocacy. We hope to work more closely with Peace Community Center to lift up key issues of concern and mobilize around efforts to effect positive change in the direction of justice. We participate in the Bread for the World Offering of Letters and partner with the Faith Action Network in advocacy, raising our voices to those in power to protect the vulnerable in our society.



2017 update: *A Social Justice team is organized under the leadership of Craig Cogger and Teri Jelinek. Under Craig's leadership, we held Bread for the World Offerings of Letters to voice to legislators our concern to support legislation that helps the most vulnerable in our society and world. We are reorganizing our leadership in advocacy and seeking to become stronger partners with Faith Action Network (FAN). Individuals from Peace participated in education advocacy through Stand for Children and the Vibrant Schools initiative.*

3) Global Justice. We will raise our eyes to the global stage and explore how to work for justice around the world, not simply in our neighborhood or state.

2017 update: *We lifted up the ELCA World Hunger Appeal and its global work in hunger education, advocacy, relief, and development. We raised global issues of justice in preaching and teaching, and we celebrated a Global Mission Sunday in February. Anglican Bishop Abuoi came to preach and teach at Peace, and we raised money to support his ministry in South Sudanese refugee camps in Uganda. We support the Davis family in mission in Africa, and we pray for global friends in ministry through Southwestern Washington Synod's companion the Evangelical Lutheran Church in Namibia, Rev. Jane Kagochi and Solid Faith Church in Kenya, and Rev. Dorcas Wang in China.*

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 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

2018 Church Ministry Plan by VISION Area

	Spirit-Filled	Compassionate	Healthy	Reconciled	Just	Budget %
Blessing Others	\$9,298	\$3,169	\$5,169	\$10,427	\$5,975	11%
Staffing	\$54,257	\$41,723	\$57,820	\$30,682	\$44,012	75%
Activities	\$3,419	\$5,077	\$1,427	\$3,102	\$1,000	5%
Facilities/Admin	\$6,967	\$5,198	\$6,701	\$4,599	\$5,304	9%
Total	\$73,941	\$55,167	\$71,117	\$48,811	\$56,291	\$305,327
% of Budget	24%	18%	23%	16%	18%	100%



Our 2018 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 2018 Budget

	2018 PROPOSED Operating Budget	Comments
Our Support (Giving and Other Income)		
Individual Giving	280,000	
ELCA Partnership Grant	10,000	
Synod Outreach Grant	2,500	
Organizations	1,000	
Interest & Facility Rental & Other Income	1,500	
Total Support	295,000	
Ministry Investments:		
Missions		
Benevolence, SW Synod/ELCA	14,000	5% of Individual Giving
Peace Community Center	11,200	4% of Individual Giving
Davis African Mission	2,500	
World Hunger	1,000	
Lutheran Community Services	500	
Salishan Lutheran Mission	500	
Living Stones Prison Congregation	500	
Associated Ministries	200	
Tacoma Ministerial Alliance	200	
Total Missions	30,600	Represents 11% of Individual Giving
Ministry Activities		
Sunday School Supplies	1,000	
Pastor's Continuing Education	750	
Dir. of Children, Youth, & Family Ministry Continuing Ed.	750	
Seminars/Retreats	500	
Summer Bible Adventure (Vacation Bible School)	750	
Adult Education	300	
Van Ministry	2,000	
Children's Ministry	1,250	
Youth Ministry	1,250	
Women's Ministry	200	
Confirmation Ministry	250	
Nursery	100	
Music Ministry	1,000	
Fellowship/Evangelism	1,000	
Bishop's Convocation	163	
Synod Assembly	0	
Affordable Housing Ministry	1,400	0.5% of Individual Giving
Racial Reconciliation Ministry	1,000	
Total Ministry Activities	13,663	

	2018 PROPOSED Operating Budget	Comments
Salary & Benefits		
Pastor Salary / Housing	75,476	Synod guidelines
Pastor's Social Security Allowance	5,774	Synod guidelines
Pastor's Benefits (Med/Dental/Disability/Pension)	16,502	Synod guidelines
Pastor Travel Reimbursement	1,000	
Dir. of Children, Youth, & Family Ministry Salary	45,749	
Dir. of Children, Youth, & Family Ministry Benefits	8,435	
Office Coordinator Salary	18,416	
Office Coordinator Benefits	390	
Children's Outreach & Ministry Coordinator Salary	15,600	
Music Director Salary	22,260	
Custodian Salary	3,517	
Finance Coordinator Salary	6,856	
Finance Coordinator Benefits	996	
Nursery Attendant Salary	1,690	
Vision and Call Fellows Contribution	5,333	
Payroll taxes	10,000	
Total Salary and Benefits	237,994	
Supplies/Office Administration		
Office supplies and stamps	2,000	
Worship supplies	1,200	
Computer hardware/software	1,000	
Internet	300	
Copy machine	3,500	
Payroll expenses	120	
Total Supplies/Office Administration	8,120	
Building and Grounds, Insurance, Other Expenses		
Utilities	2,700	
Water/Sewer	800	
Garbage	300	
Phone	1,000	
Building maintenance	1,000	
Grounds maintenance	800	
Security	300	
Elevator	1,000	
Janitorial supplies	300	
Insurance/taxes	6,500	
Bank charges & Church database system	250	
Total Building, Grounds, Insurance, Other	14,950	
Total Ministry Investments	305,327	
Budget surplus or shortfall	-10,327	