

# 2017 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

## 2017 Ministry Plan

### Introduction



The 2017 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 estimates of volunteer hours as a complement to the financial investments in ministry. We include our partnership in mission with Peace Community Center and updates on mission accomplishments.

The **2017 Ministry Plan** continues to help Peace look forward in mission and move toward God's vision. ***Ministry emphases in 2016 reflected in the 2017 Ministry Plan include a stewardship theme "Life Together in Service," exploring God's Vision for Peace through the five vision points, a missional sustainability process strengthening ministry in affordable housing and community meals, and youth and family ministry.***

### A Narrative Presentation to the 2017 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 matching funds from Thrivent Financial for Lutherans and other company gift matching. 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 2017 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.

## Life Together in Service...

**A Verse for Life Together in Service** — Ephesians 3:20-21: “Now to Him who by the power at work within us is able to accomplish abundantly far more than all we can ask or imagine, to Him be glory in the church and in Christ Jesus to all generations, for ever and ever. Amen.”

God has accomplished far more than any of us could have asked or imagined through Peace Lutheran Church and Peace Community Center! It all starts with God’s grace, the unconditional love of God for us in Jesus we cannot earn or deserve. Grace is a gift from God to us all! This fall, the theme, “Life Together in Service,” helped us reflect on how we respond to God’s amazing grace through serving God in community, especially through Peace Lutheran Church and Peace Community Center. Each week for four Sundays, we focused on one aspect of Life Together in Service as expressed in four H’s: Hospitality, Hope, Health, and Healing. We listened to God to teach and guide us through Bible stories of serving in community. We listened to one another share personal stories of serving through Church and Center. We celebrated our powerful partnership in this transitional time in the life of Peace Community Center. We were inspired to be good stewards, good managers, of all God has entrusted to us in community! The 2017 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 would you complete the sentence, “A blessing I have received while serving in community is...”?



## Exploring God’s Vision for Peace

**A Verse for Exploring God’s Vision** — Proverbs 29:18: “Where there is no vision, the people perish.”

What does it mean to become a community that is Spirit-filled, compassionate, healthy, reconciled, and just? This fall for five weeks in a row, the Peace congregation gathered in spiritual growth small groups in homes and at the church to study a different aspect each week of God’s Vision for Peace Lutheran Church as expressed in our Vision Statement. The Vision Statement is a picture of what we believe is God’s dream for our community. We’re not there yet. This was an opportunity study scripture, learn and grow together, and share fellowship and prayer on a journey bringing us closer to God and God’s Vision for Peace.

## 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 is participating 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 are 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



have developed some goals and objectives and will discern and clarify and fine-tune as we work to achieve them over time, with God’s help. In Affordable Housing ministry, we will discern and clarify future directions using our community development strategy screen, strengthen expectations and guidelines for tenant participation and specific commitments the church is making to the tenants, strengthen family support teams, address leadership and responsibilities for the future, work toward long-term financial sustainability of the program, and create and implement a plan for involvement of other congregations.

In Community Meal ministry, we will discern and clarify goals and future directions using our community development strategy screen, 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, we are using the three listenings: listen to God, listen to one another (our church), and listen to the community. In our listening to God and one another, we have received feedback from the spiritual growth small groups around the five vision points—how Peace church is living out each point and how God may be inviting us to grow in each area. In our listening to the community, we have asked three questions at the Community Meals in October and will continue to ask our neighbors:

- How can Peace Lutheran Church be a good neighbor to the Hilltop neighborhood?
- How can Peace Lutheran Church be of support to your family?
- How do you see yourself supporting your community?

An adult series in January and February 2017 together with a Saturday congregational asset-mapping retreat will help us explore our gifts and assets as a congregation in mission, organized by our five vision points. A community asset-mapping process will help us partner more effectively in the community, especially our Hilltop neighborhood.

## 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.

## 2017 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.

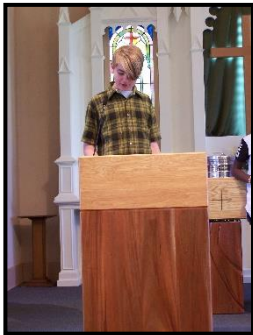
## Regular Youth Ministry Opportunities:

- Sunday School (5<sup>th</sup>-6<sup>th</sup>, 7<sup>th</sup>-8<sup>th</sup> Confirmation, 9<sup>th</sup>-12<sup>th</sup> high school), 9:45 am
- Open Center for High School: 2<sup>nd</sup> and 4<sup>th</sup> Friday of the month, 6-9 pm
- Monthly Youth Service Learning Opportunities
- Faith and Fun Saturday for Middle School: Last Saturday of each month, 11 am-2 pm

## Youth Reflections:

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

- "Peace has been like a second home to me and the people like a second family. In confirmation class it's really easy to open up and talk freely. I love being a part of the Peace community." - Julia Sevigny, middle school student
- "I feel amazing about Peace because I know people and I am able to help out when needed. It is fun to be involved in the Youth Ministry and participate in youth activities. I also enjoy being a part of the Hilltop Scholars Program. I enjoy Peace!" - Micah Lyle, high school student



## Partnership with Peace Community Center

### Gratitude for Former Executive Director Bill Hanawalt:

In June 2016 Bill Hanawalt stepped down from his position as Executive Director of Peace Community Center after 15 years of dedicated service and leadership. Bill was the founding director of the Center, and through his vision, passion, dedication, and hard work the organization is strong and thriving today, serving the children, youth, and families of the Hilltop neighborhood. Peace Lutheran Church is grateful to God for Bill and all he has given over these years to the Center and the Church. In recognition of Bill's service and legacy to Peace, a Bill Hanawalt Scholarship Award has been established to be given to selected graduating high school Hilltop Scholar Seniors.



### A Word from Interim Executive Director Jay Thomas:



Dear members of the Peace Lutheran Church family,

As we look forward to 2017, I am filled with optimism and excitement about the opportunities that await us to support Hilltop youth in cultivating their academic and leadership talents and becoming life-long learners who act with compassion and confidence.

I would like to take this opportunity to express my deepest appreciation for the kindness and support you have shown to staff, students and families of the Peace Community Center by putting your faith into action. One of my favorite quotes by Winston Churchill really illuminates the impact and power of your commitment to work alongside the Center on behalf of our youth:

“We make a living by what we get. We make a life by what we give.”

I am both amazed and encouraged by your generous and tireless support. Because of your liberal giving of time, talent and treasure, we are changing lives every day. We are preparing our youth to pursue their best futures and achieve their full potential.

During this year, we will continue raising funds to expand our programs and renovate our current facility. We also expect to complete the construction of our new classroom as well as a complete remodel of our kitchen this year. Finally, and most importantly, we will continue to fulfill our mission to the community by serving and supporting hundreds of Hilltop youth as they pursue their educational journeys.

Thank you for partnering with us and for all you do to make Peace Community Center possible. I believe our best days are ahead of us and pray that God would continue to shine his grace on each and every one of you.

In Peace,

Jay Thomas, Interim 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 [ruth@peacecommunitycenter.org](mailto:ruth@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      \$13,500**

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      \$10,800**

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.

<b>Estimated Volunteer Hours</b>	<b>5,160</b>
<b>Blessing Others</b>	<b>\$9,005</b>
<b>Staffing</b>	<b>\$50,657</b>
<b>Activities</b>	<b>\$3,669</b>
<b>Facilities/Admin</b>	<b>\$6,600</b>
<b>Total</b>	<b>\$69,931</b>

### Our Partnership with the Peace Community Center:

#### Elementary Program Update

“We’re finally home! The new McCarver building has been an ideal fit for our program. The open-space cafeteria and creativity-inducing furniture (like whiteboard tables!) make for great learning opportunities. We’re excited for continued growth and learning in the year ahead!” – Alyssa Urish (McCarver Scholars Director)



McCarver Scholars currently supports 76 students in math, science, and art 12+ hours a week after school and for five weeks in the summer. Scholars also participate in enrichment activities by partnering with organizations such as Write@253 and the Tacoma Urban League. One special event Scholars participated in was the Community Meals program here at Peace Community Center. They were able to help serve meals to folks in their community. “It was fun and I was kind of shy to do it. My favorite part was serving the people. I would definitely do it again.” Jelina (2nd grade McCarver Scholar)

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

## Three examples:

### Summer Bible Adventure

There is no mistaking the Holy Spirit at work during Summer Bible Adventure! If you have never experienced this beautiful event, please put it on your “must see” list for next August. You will not be disappointed! Just come and see! From the moment the children and families arrive, they are immersed into the experience fully. The rooms are transformed into a vibrant marketplace where shopkeepers guide the children through engaging activities that encourage imagination and the use of the children’s God given gifts! In the Sanctuary we gathered for time with Paul while he is being guarded by Brutus. Paul spoke earnestly about his love for God and shared that love with Brutus. Brutus, once hard hearted and cold...came to know God through Paul and at the end of the week, Brutus declared his faith! During family times, the children gather with their group and group leader to delve deeper into the Word and it is a time of sharing. As a leader of this ministry, it is not possible to put into words really how wonderful this time is. When we are all gathered, young and old, for the meal, during the singing..... watching the children’s faces as they listen intently and wonder.... I am always amazed by God’s vision and blessing in this place. The outreach done prior to this event is intentional and broad. We have folks come from around the neighborhood each year. The number of children attending has approached 100! Praise God! The work done by volunteers, attending to every detail, to create an experience not soon forgotten, is long, hard work but done joyfully and with gladness because we know what the blessing will be during the week. Summer Bible Adventure is for all ages! Come and see next year! -- Carmen Lampman



### The Peace Devotional Book

The Writing Group put together an amazing Spirit-Filled devotional book. Why did they write?

**Abe Ulloa:** I write when I feel I need to tell something about this journey I am on. It helps me understand myself.

**Sandra Dotter:** I write when I am filled to the brim and overflowing. I feel God move within.

**Carol Plaehn:** “Why do we write?” Sometimes the Holy Spirit guides us to sit down and write rather than get up and go. The encouragement we receive and the encouragement we can give is a blessing in community. The fellowship is yet another blessing! So we sense God’s Presence and are thankful for the accomplishment in Peace’s remarkable devotional book.

**Katie Lundgren:** I write because it is a necessity to release the pent up mass of stories that build up in my head like steam in an enclosed kettle. If I don’t write it down sometimes, I might explode. Also, it lets me deal with things I often don’t even realize I need to deal with. I publish because my stories are meant to be shared. They grow stagnant if I don’t share them, and slowly wither. I drop into depression if I go too long without sharing my stories and writing. Knowing people are reading what I wrote is a mixture of terror and exhilaration. It buoys me up and keeps me going.

**Shari Shelton:** I write because everyone has an important story to tell, and maybe my stories will encourage others, let them know that God is always with us, and sometimes even make them laugh!

## 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 7pm, are preparing us for our worship services and special music. The Angel Choir has started, rehearsing on the Saturdays before the 1st and 3rd Sunday of each month. We are looking forward to the abundance of youth at Peace participating in this worship experience.

In recent weeks we have signed on to 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.

Starting in December for the holiday season, we are asking for your support in our efforts, presenting the



'Concert Series for Peace'. With more announcements on the way, we will be providing a series of Community Concerts of various kinds, each month as we move into the new year 2017. We also look forward to the Gospel Choir singing God's praises as part of the series of performances.

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.

**2016 update:** After a 1½ year search, we brought on a new Music Director, Jimothy Rogers, who started in August and is carrying out all duties of the job description. Jimothy brings great gifts in playing piano and organ, directing the Gospel Choir, leading music in worship, and working with musicians. Together with Children's Outreach and Ministry Coordinator Kim Sevigny, Jimothy leads the newly reorganized Angel Choir for children and youth. We are grateful for Abi Deleon who served as Interim Music Ministry Coordinator and Fred Triplett who directed the Gospel Choir until Jimothy arrived. What a blessing! 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. 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 now 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.

**2016 update:** *The fifth annual women's retreat, coordinated by Carmen Lampman and Leigh Wong, brought together church women at a retreat center for an experience of growing in faith and sharing fellowship and fun. In the Fall, the congregation joined in a spiritual growth small group study around Peace's five Vision points to grow in faith. Adult education classes on Sundays covered topics such as the Gospel of Mark, The Jesus I Never Knew, the humanity and divinity of*



*Jesus, service together in community, and a Christian response to*

*global hunger. 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. 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.

**2016 update:** *After a wonderful fall emphasizing the theme, "Life Together in Service," 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 2017 and to Peace Community Center's 3-year campaign. In early fall, the Stewardship Team organized home gatherings to learn more about the Center's campaign and Sunday morning classes to help us understand how Peace Church and Center serve together in community. 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. 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:

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

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.

<b>Estimated Volunteer Hours</b>	<b>2,648</b>
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<b>Blessing Others</b>	<b>\$3,069</b>
<b>Staffing</b>	<b>\$38,497</b>
<b>Activities</b>	<b>\$5,894</b>
<b>Facilities/Admin</b>	<b>\$4,946</b>
<b>Total</b>	<b>\$52,406</b>



# Highlights of Our Journey to a COMPASSIONATE Community at Peace:

## Three examples:

### High School Youth Servant Mission Trip

This summer when the youth from Peace went on the mission trip to Shoshone Mountain Retreat in Idaho I gained a closer connection with God and a better connection with myself. The atmosphere at the retreat was so warm and so caring that you could practically melt your way into the vibes. During my time on the trip we had the opportunity to split into service groups and work in the local community to help fulfill multiple needs. I have served alone many times, but serving in a group was more sentimental to me. I felt that with every hour and day that passed I bonded more and more with the people we served. One of my favorite moments was when went out to resolve the issue of fallen trees on a part of the Nathaniel trails. The scenery was so calming, peaceful and serene. This trip was so amazing for me and I am thankful to Peace for providing me with the opportunity to attend and show God's love to a community in need.

– LaLa Norman



### College Care Package Ministry

What does compassion look like? To students who receive college care packages, it could look like a 9 x 12 padded envelope, filled with goodies and put together with love. Six times a year, several members of Peace gather to create packages and encourage former Hilltop scholars currently enrolled in a secondary education program. Why do we do it? As one team member said, “Most students are in a new and unfamiliar environment, often with new challenges to face and not a lot of support. So visualizing them receiving—when they didn’t expect it—a package of goodies, school supplies, a card and an encouraging note is really cool. Out of the blue, Peace reaches out and says, ‘We love you and wish you well.’”

And what do the students who receive the packages say? One student wrote, “These were more than just goodies to me: I literally felt cared about and felt like people had my best interests in mind. The most important thing to me inside the packages were the encouraging handwritten notes that said, ‘You’re doing a great job this quarter, just keep pushing until the finish line.’ ...Knowing that adults believed in me on a regular basis helped me believe in myself”. Another students says, “When I received a package, it always lifted my spirits. I knew I was cared about. Even though I was close by, sometimes being in school makes you feel far away. I felt the package came from my ‘family.’” Compassion in a padded envelope!

– Pat Ferguson

### Care Ministry and Communion Visits

Peace is blessed by the ministry of Deaconess Intern Sister Karie Hamilton. Her internship year began when she was commissioned in worship on Sunday, September 18, and she serves with compassion in Care Ministry and Communion Visits. As we learned in our Spiritual Growth Small Groups this fall, compassion means to endure with another person, to walk alongside one who is suffering. Communion visits are a wonderful opportunity to experience compassion with people of Peace who are unable to attend worship. I had the privilege of visiting, praying with, and serving Communion to a long-time member of Peace who was in a care facility for the last months of her life. When she passed, her family honored Peace by giving me the honor of reading Scripture at her memorial service. A dear couple who were unable to come to Sunday worship for several months due to health issues now feel like family to me after sharing Communion and time together. Many times they have said, “We really miss being at church, and Communion visits in our home help us feel connected with Peace.”

– Kit Thompson



## 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.

**2016 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 are helping 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.

**2016 update:** *We have point persons to coordinate church fellowship events and meals for families in special circumstances. 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. After several years of a vacant seat, starting in 2017 we will have an Inreach leader on Council to help in overall visioning and coordination.*

**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.

**2016 update:** *Under the leadership of Jeanie Correa, care ministers are visiting shut-ins, praying with people who are hospitalized, and sending caring cards. In September we welcomed Deaconess Intern Karie Hamilton to serve in our community for one year, especially in caring ministry. The Church Council continues to regularly write caring cards during Council meetings and sent them out. 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
- Free Legal Clinic
- Mental Health Counseling

<b>Estimated Volunteer Hours</b>	<b>1,090</b>
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<b>Blessing Others</b>	<b>\$5,069</b>
<b>Staffing</b>	<b>\$54,032</b>
<b>Activities</b>	<b>\$1,594</b>
<b><u>Facilities/Admin</u></b>	<b><u>\$6,325</u></b>
<b>Total</b>	<b>\$67,020</b>



### Our Partnership with the Peace Community Center:

#### Middle School Update

Middle School students receive support after-school and during the summer. During the school year, students participate in academic coaching, tutoring and enrichment; and seminars that help them understand how to overcome adversity, what it means to be successful, and how to be a leader and a Hilltop Scholar. Students are able to go on field trips and participate in planning for which high school attend to meet their long-term goals.



In the 2015-2016 school year we served 139 middle school students with after-school and summer academic programs.



## Highlights of Our Journey to a HEALTHY Community at Peace:

### *Two examples:*

#### **All Are Welcome at the Feast**

That is the title of the mural in the alcove up to the sanctuary. 'All Are Welcome at the Feast' has several meanings at Peace. Every Sunday, all are welcome at the Feast of the Lord's Supper. We know that Peace loves to have another kind of feast, that of table fellowship – food! During the months of April and October, Monday through Friday, a feast (dinner meal) is served and all are welcome. Wonderful meals are shared by Church Council and other congregations and groups. All are welcome – it does not matter what a person's life situation is. Guests come in and enjoy hot coffee and a hot meal, served right at their table. This is a free gift to all. Another time of feasting at Peace is the Thanksgiving dinner. The Saturday before Thanksgiving, the community center is transformed into a family dining room where all are welcome to a wonderful turkey (and ham) dinner with all the trimmings. Food is abundant and shared graciously and the room is alive with energy. This year the newly formed Angel Choir sang with gusto of their love for Jesus and their thankfulness. What a blessing to have the younger generation share their gifts of music! Dinner guests also get a time to share many thanksgivings – for family, for parents, for life, for good food. What a blessing it is to share in our abundance and to offer up thanks for good food and fellowship. All Are Welcome at the Feast indeed! -- Jean Kampen



#### **Van Ministry**

The Peace van ministry is a service of transportation to church, but it is also much more than that. Van riders and drivers share stories, prayers, concerns, hopes, guidance, and even recipes and food with each other, building bonds of friendship, and strengthening the fabric of Peace. If you need a ride to worship you can call the Peace van line at 383-1317, extension 120 and leave a message. Van drivers listen to the messages early Sunday morning, and then pick up riders for 8:30 worship, breakfast, and 11:00 worship. We are in need of more van drivers, so if you are interested in this ministry, please let us know. You will be blessed by wonderful stories and deeper bonds with the people of Peace. -- Craig Cogger

The van ministry has been very important to me for many reasons, not just the ride to and from church. I enjoy the fellowship with other van riders but also that time on the van. Meeting new people gives me chances to witness to people about God's love for them! I have met many new people on the van over the years. I like to see the children coming to church and like to talk to them about how Jesus loves them! I am thankful that we have the van to come and pick people up to bring them to church because some people would not be able to come and hear God's Word if there was no van. -- Eileen Strittmatter

### **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."

**2016 update:** *In addition to better communication 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 led to garden plots on the parking strip of a church house with youth helping to garden.*

**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.

**2016 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.

**2016 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

<b>Estimated Volunteer Hours</b>	<b>1000</b>
<b>Blessing Others</b>	<b>\$10,077</b>
<b>Staffing</b>	<b>\$28,374</b>
<b>Activities</b>	<b>\$3,619</b>
<b>Facilities/Admin</b>	<b>\$4,384</b>
<b>Total</b>	<b>\$46,455</b>



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

This year we welcomed two High School Coordinators, Arlicia Etienne and Ashlee Day. Arlicia and Ashlee are committed to supporting our students in their academics, improvement of behavior, and relationship building with adults. Both have noticed students take ownership of their learning, polishing their study skills, and inquiring about potential colleges and careers.



In the 2015-2016 school year we served 76 high school students with after-school and summer academic programs.

Due to a one-time opportunity to partner with the city of Tacoma we were able to offer scholarships to our Hilltop Scholars as they pursue their post-secondary education! Twelve students received financial support ranging from \$500 to \$1500. The two scholarships focused on graduating seniors and post-secondary students who wish to continue impacting others and the Tacoma community through their education. Congratulations to all of our awesome Scholars!

## Highlights of our journey to a RECONCILED community at Peace

### *Two examples:*

#### Visit from Dr. John Perkins

Dr. Perkins is the founder of the John and Vera Mae Perkins Foundation in Jackson, Mississippi. The organization's philosophy is a community development approach and was founded for reconciliation, Justice and Christian Community Development at a time when their community was experiencing much the same issues as we were in the Hilltop: gang violence, displaced folks from neighborhoods, high crime and lost hope. While Jackson is a long way from Tacoma, Peace Lutheran has had a unique connection to the Perkins Foundation because of a relationship that was forged between Larry Norman and Bill Hanawalt when they met in this neighborhood in the late 1990s. Larry was invited to join a group from Peace Lutheran to visit Jackson Mississippi to witness the work of Dr. Perkins foundation. Larry forged a relationship with Dr. Perkins and his wife during that visit: a relationship that has spanned over twenty years. Larry was instrumental in Dr. Perkins's visit to Peace Lutheran in 2016. The visit came at a time when the Hilltop had just experienced a resurgence in gun violence and was mourning the deaths of more precious young people. Peace had recently embarked on its mission focus for Community Development as well and the timing of his visit was meaningful. Dr. Perkin's brought a message of hope for justice, for reconciliation and he reminded us to mobilize our efforts in our community to see the potential in the people that we serve and work alongside. – Larry Norman



#### Conversations Around Race

When we think about reconciliation, do we call to mind estrangement from a family member? A dispute with a neighbor? A yearning to bring opposing factions together? God's vision for Peace is to be a community that is reconciled -- with God and with one another. God's grace brings us into relationship with others across all barriers: generations, classes, races, genders, ethnicities, sexual orientations, and anything else that divides. What does reconciliation look like and how do we begin this difficult work? We might start by listening.

The leaders of Conversations Around Race hosted an storytelling event at the People's Community Center, "Telling Our Own Stories: Stories of How Race Has Affected Me." Our Conversation Around Race small group encouraged people to attend and to expand our understanding of what others in our community have experienced in their lives and continue to experience on a daily basis. It was a powerful evening.



The Conversation Around Race group brings light to an area of our lives that exposes truth, however ugly, and gives us the opportunity to explore and to grow through honest conversations about difficult subjects. We come to understand better the fear some of us live with daily; we discover how unaware caring people can be. Evenings and conversations like this should not be a one-time experience.

-- Pat Ferguson

## 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.

**2016 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.

**2016 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 offered a powerful storytelling event in the fall. Our Conversation Around Race small group at Peace meets monthly on Sunday mornings. We lift up community events and offerings that support themes of equity and reconciliation. We are exploring ways to have more members of Peace received professional training in undoing institutional racism. In the fall, we hosted Barry Kerzin, doctor to the Dalai Lama, for a talk on dealing with negative emotions from the Buddhist perspective, an effort toward deeper interfaith understanding.*

**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.

**2016 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. 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                      Resource Clinic
- 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

<b>Estimated Volunteer Hours</b>	<b>1,151</b>
<b>Blessing Others</b>	<b>\$5,825</b>
<b>Staffing</b>	<b>\$40,976</b>
<b>Activities</b>	<b>\$1,250</b>
<b>Facilities/Admin</b>	<b>\$5,008</b>
<b>Total</b>	<b>\$53,059</b>

### 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**

#### Get Involved!

You have the opportunity to use your gifts and talents to serve at Peace Community Center! You can get involved by volunteering with students or in the office, praying for our students, and making a gift to support programs. For more information on how you can get involved, please contact Ruth Tollefson at [ruth@peacecommunitycenter.org](mailto:ruth@peacecommunitycenter.org) or at (253) 383-0702.

# Highlights of Our Journey to a JUST Community at Peace

## Two examples:

### Holiday Bazaar

One of our church's blessings each year is our annual Holiday Bazaar. Each year this event brings a spirit-filled atmosphere to our building. Members of our congregation and our community enjoy shopping for inexpensive items from our rummage sale of donations. Prices are kept low to allow everyone including members of our community with low incomes to experience holiday joy. In addition to our rummage sale we have delicious homemade baked goods for sale. Lunch is available for a donation.

Since our bazaar supplements our Emergency Assistance Fund we are pleased with money that is earned. But, seeing the joy of the shoppers finding items they need and some they just want outweighs our profits. Enjoying fellowship with all who attend offers our church members an opportunity to share about the life of our church and to extend warm invitations to worship. Gift certificates were purchased before the bazaar this year and were given to persons in need. Again, there was much joy and emotion seeing how happy the recipients were to be able to shop for themselves and their families.

This two day event offers a holiday event our community looks forward to and that they can afford. It offers our congregation many opportunities to meet our neighbors, show compassion, offer a healthy lunch, price items at a low price and let our community know who we are. Each year I am thankful to chair this event and always amazed at how the spirit guides it. Thanks be to God. Blessings,

-- Teresa Jackson

### Plaehn Scholarship

For years I wanted to be into a career situation where I could grow with the company and also be beneficial financially. Exploring my options I saw how many jobs were out there for CDL drivers. For a few years I put this off because I didn't think I could get away for school nor did I have the money. I fell into a situation where I lost the 2 jobs I was working at so I felt like God was telling me to make a move. I was blessed to have a church that looked out for me and was blessed to qualify for the Plaehn scholarship to help me get through school. It was a stressful time for me and despite the hurdles I had to go through, I'm glad that God placed me with a church that has been like my second family. I am truly grateful and I am able to explore better avenues now. God bless Peace Lutheran and the Plaehn Scholarship! -- Major Whitten



## 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.

**2016 update:** *In January we welcomed Pastor John Perkins, founder of the Christian Community Development Association and inspiration for many Peace Community Center programs, to Peace for a lunch and inspirational speaking event. Larry Norman was the key connector to make it happen. The event drew many from the larger community, including some college students who have become connected now to our church. Within the current Missional Sustainability process looking closely at affordable housing and community meal ministry, there are plans for engaging our Hilltop more in a listening process to discern community assets and felt needs as we get organized 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 (affordable housing) organizations. This year we drafted guiding documents, including*

tenant selection criteria and expectations for participation. We continue to work to strengthen this ministry and make it sustainable. This past year we secured a loan to put on a new roof. The loan will become a grant in five years after we prove we have used the home for affordable housing. This year 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.

**2016 update:** A Social Justice team is now more 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). Peace Community Center leaders 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.



**2016 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. We welcomed Pastor Dorcas Wang, missionary in China, to preach and teach at Peace. We raised money for South Sudanese refugees during Lent, using connection we have through Ajak in South Sudan. We support the Davis family in mission in Africa, and we pray for global friends in ministry through the Southwestern Washington Synod's companion the Evangelical Lutheran Church in Namibia and Rev. Jane Kagochi and Solid Faith Church in Kenya.



## 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  
 Groundskeeping  
 Newsletter  
 Property Committee

Facility Maintenance  
 Finance Team  
 Office Support

**Estimated Volunteer Hours**

**335**

## 2017 Church Ministry Plan by VISION Area

	Spirit-Filled	Compassionate	Healthy	Reconciled	Just	Budget %
<b>Blessing Others</b>	\$9,005	\$3,069	\$5,069	\$10,077	\$5,825	11%
<b>Staffing</b>	\$50,657	\$38,497	\$54,032	\$28,374	\$40,976	74%
<b>Activities</b>	\$3,669	\$5,894	\$1,594	\$3,619	\$1,250	6%
<b>Facilities/Admin</b>	\$6,600	\$4,946	\$6,325	\$4,384	\$5,008	9%
<b>Total</b>	\$69,931	\$52,406	\$67,020	\$46,455	\$53,059	\$288,870
<b>% of Budget</b>	24%	18%	23%	16%	18%	100%



### **Our 2017 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 2017 Budget

	2017 PROPOSED Operating Budget	Comments
<b>Our Support (Giving and Other Income)</b>		
Individual Giving	270,000	
ELCA Partnership Grant	10,000	
Synod Outreach Grant	1,000	
Organizations	1,400	
Facility Rental & Other Income	1,250	
<b>Total Support</b>	<b>283,650</b>	
 <b>Ministry Investments:</b>		
<b>Missions</b>		
Benevolence, SW Synod/ELCA	13,500	5% of Individual Giving
Peace Community Center	10,800	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	
<b>Total Missions</b>	<b>29,700</b>	Represents 11% of Individual Giving
 <b>Ministry Activities</b>		
Sunday School Supplies	1,000	
Pastor's Continuing Education	750	
Dir. of Children, Youth, & Family Ministry Continuing Ed.	700	
Seminars/Retreats	1,000	
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	200	
Choir Ministry	1,000	
Fellowship/Evangelism	1,000	
Bishop's Convocation	120	
Synod Assembly	750	
Affordable Housing Ministry	1,350	0.5% of Individual Giving
Racial Reconciliation Ministry	1,000	
<b>Total Ministry Activities</b>	<b>14,870</b>	

	<b>2017 PROPOSED Operating Budget</b>	<b>Comments</b>
<b>Salary &amp; Benefits</b>		
Pastor Salary / Housing	70,710	Synod guidelines
Pastor's Social Security Allowance	5,409	Synod guidelines
Pastor's Benefits (Med/Dental/Disability/Pension)	16,122	Synod guidelines
Pastor Travel Reimbursement	1,000	
Dir. of Children, Youth, & Family Ministry Salary	43,208	
Dir. of Children, Youth, & Family Ministry Benefits	7,392	
Office Coordinator Salary	17,363	
Office Coordinator Benefits	380	
Children's Outreach & Ministry Coordinator Salary	11,700	
Music Director Salary	21,000	
Custodian Salary	3,318	
Finance Coordinator Salary	6,856	
Finance Coordinator Benefits	996	
Nursery Attendant Salary	1,300	
Vision and Call Fellows Contribution	5,333	
Payroll taxes	8,013	
<b>Total Salary and Benefits</b>	<b>220,099</b>	
<b>Supplies/Office Administration</b>		
Office supplies and stamps	2,260	
Worship supplies	1,200	
Computer hardware/software	1,000	
Internet	360	
Copy machine	3,600	
Payroll expenses	120	
<b>Total Supplies/Office Administration</b>	<b>8,540</b>	
<b>Building and Grounds, Insurance, Other Expenses</b>		
Utilities	2,400	
Water/Sewer	500	
Phone	960	
Building maintenance	750	
Grounds maintenance	1,200	
Security	600	
Elevator	1,200	
Janitorial supplies	600	
Insurance/taxes	7,000	
Bank charges & Church database system	450	
<b>Total Building, Grounds, Insurance, Other</b>	<b>15,660</b>	
<b>Total Ministry Investments</b>	<b>288,869</b>	
Budget surplus or shortfall	-5,219	