

2019 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

2019 Ministry Plan

Introduction



The 2019 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 **2019 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 2018 reflected in the 2019 Ministry Plan include a stewardship theme "God's Gifts - Handle with Care," intern pastor ministry, ministry in affordable housing and community resources, and youth and family ministry. 2019 will be an exciting sabbatical year for the congregation with Pastor John, Leigh, and their children away on sabbatical mid-May to mid-August.***

A Narrative Presentation to the 2019 Budget

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

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

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

Peace Lutheran Church

Mission

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

Values

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

1. (Serve with) **Courage:** We respond to God's call with boldness, creativity, and honesty, and engage the realities of life with perseverance and joy. (Joshua 1:9)

"Be strong and courageous; do not be frightened or dismayed, for the Lord your God is with you wherever you go."

2. (Embrace) **Diversity:** We invite and welcome, honor and respect people of all ages, cultures, and walks of life, and encourage people to use their unique God-given gifts and abilities. (Romans 12:4-6)

"For as in one body we have many members, and not all the members have the same function, so we, who are many, are one body in Christ, and individually we are members one of another. We have gifts that differ according to the grace given to us."

3. (Cultivate) **Community:** We listen, build relationships, grow in faith, and experience God's grace, as we work together in our urban Hilltop neighborhood and larger community. (Colossians 3:12-17)

"As God's chosen ones, holy and beloved, clothe yourselves with compassion, kindness, humility, meekness, and patience. Bear with one another and, if anyone has a complaint against another, forgive each other; just as the Lord has forgiven you, so you also must forgive. Above all, clothe yourselves with love, which binds everything together in perfect harmony. And let the peace of Christ rule in your hearts, to which indeed you were called in the one body. And be thankful. Let the word of Christ dwell in you richly; teach and admonish one another in all wisdom; and with gratitude in your hearts sing psalms, hymns, and spiritual songs to God. And whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God the Father through him."

4. (Seek) **Justice:** We advocate for the dignity of all people by addressing basic needs, empowering through education, and working toward a socially just world. (Micah 6:8-9)

"He has told you, O mortal, what is good; and what does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God? The voice of the Lord cries to the city—it is sound wisdom to fear your name: Hear, O tribe and assembly of the city!"

Vision

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

The 2019 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.

God's Gifts – Handle with Care...

A Verse for Handling God's Gifts with Care — 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, a gift that comes in various forms. This fall, we lifted up the theme, "God's Gifts – Handle with Care," to help us think about how God has given us so many gifts, including God's Son Jesus—and invites us to handle them with care, to be good stewards, managers, of all entrusted to us. Handle with care means treating with honor and respect. Handle with care means using these gifts to care for others and God's world. Each week for four Sundays, we focused on a different gift God gives us to handle with care: money, relationships, God's creation, and time. We listened to God inspire and guide us through Bible stories and one another's personal stories. We were inspired to be good stewards, good managers, of all God has entrusted to us in community! We saw how God's blessings flow to us and through us to others, creating more blessings. The 2019 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 God's grace? How are you handling God's gifts with care? How are you letting God's blessings flow through you?



Affordable Housing and Community Resources Ministries

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

In 2017, together with several area ELCA congregations, Peace Lutheran Church completed our participation in a Missional Sustainability program lifting up two main areas of our work toward community development: the vision and mission sustainability of two of our outreach ministries, Affordable Housing and Community Meals. We dreamed and developed goals and objectives. This past year we have worked to implement them. A new Council position, Community Resources, is in place for 2019 to connect the Council to these two ministries.

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, deepened our partnership with Associated Ministries through which we now receive tenant families, addressed leadership and responsibilities for the future, and continued to work toward long-term financial sustainability of the program. We received a grant from the ELCA to tear down the dilapidated shed behind our two houses and make necessary facility upgrades. Individuals from Peace are participating in a Moral Voice Group convened through Associated Ministries to make recommendations to our City Council for more just affordable housing policies in our city. We are exploring how we may expand our impact for affordable housing in the Hilltop. In the future we hope to create and implement a plan for involvement of other congregations.



In **Community Resources ministry**, we looked closely at our Community Meals program and developed 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. This is a step beyond charity toward individual and community development. This year we received a small ELCA Hunger Grant and applied for another three-year grant to help fund our efforts, and we hired Teri Jelinek as our Community Resources Coordinator. She is laying the groundwork for this new Community Resources Ministry to begin in 2019 when our facility renovation is complete.



Intern Pastor Ministry

A Verse for Raising Up Faith Leaders — Isaiah 52:7: “How beautiful upon the mountains are the feet of the messenger who announces peace, who brings good news, who announces salvation, who says to Zion, ‘Your God reigns.’”



For five years, we have been blessed to have young adults serve as Vision and Call interns; Jae Bates serves into 2019. In 2018, we were blessed to receive our first seminary intern, Pastor Louise Buckles, funded by our larger Evangelical Lutheran Church in America (ELCA). Pastor Louise is a seminary student at Pacific Lutheran Theological Seminary training to be a pastor in our ELCA. She is experiencing the wide range of pastoral duties in ministry—preaching, teaching,

pastoral and spiritual care, and leadership. An Intern Committee meets with her monthly for support, guidance, and evaluation. Pastor John is her supervisor.



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.

2019 Ministry Goals:

- To draw youth 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
- Quarterly Youth Service Learning Opportunities
- Monthly Youth Outings: Middle and High School
- Bi-Monthly Real Talk Gathering with Youth and Adults

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

- "I like the food at Peace and how people connect with each other." -- Jamison Carroll, middle school
- "The community at Peace is a place where I not only found my identity, but it is a place where I found life-long friends as well." -- Karena Gillis, high school

Pastor John's Sabbatical

A Verse for Sabbath Rest — Ezekiel 20:12: "And I gave them the Sabbath, a day of rest every seventh day, as a symbol between them and me, to remind them that it is I, the Lord, who sanctifies them, that they are truly my people."

In an effort to nurture wholeness and wellness in ministry for full-time pastors and full-time ministry staff, Peace Lutheran Church provides a three month sabbatical after every six years of service in the congregation. In February 2019, Pastor John will have served Peace 12 years and will be granted a second three-month sabbatical. He will be away on sabbatical with his wife Leigh and their children from May 20 – August 16, 2019. **What is a sabbatical?** A sabbatical gives a pastor time away from the intense demands of full-time pastoral ministry to reflect on the call to ministry, the pastor's relationship with God and God's people, and theology and practice that will sharpen congregational ministry. It is a gift for the pastor and for the congregation. Sabbaticals are highly recommended by our Southwestern Washington Synod as a way to nurture wholeness and wellness in ministry and promote longer pastoral tenures in congregations. A sabbatical is meant as a time of rest and renewal so that pastors may step away and be spiritually filled in order to step back in and serve. That's a big benefit to the congregation. There are many other benefits to our church.

Good news! Peace Lutheran Church and Pastor John have been awarded a major sabbatical grant (through the Lilly Endowment Clergy Renewal Program)! This provides money for the pastor's sabbatical expenses and for our congregation to cover expenses in Pastor John's absence and do a meaningful sabbatical program of our own!

During Pastor John's sabbatical, Peace will take a parallel journey on the same theme he will be exploring, **"Mixed Plate."** The "mixed plate" is a Hawaiian lunch of white rice, macaroni salad, and several meat or fish entrées—something from many cultures brought together to make a delicious meal. "Mixed plate" is a metaphor for diverse family. Pastor John's immediate family is a "mixed plate," bringing together his German/Euro-American heritage, his wife's Chinese American/Hawaiian heritage, and his adopted children's Chinese heritage. Our church family and the Hilltop neighborhood are a "mixed plate," uniting people from many ethnic backgrounds.

As part of the sabbatical, Pastor John and family will travel for five weeks to Hawaii, also a “mixed plate” of people of different ethnicities. They will have an opportunity to connect with the places and stories of Leigh’s mom’s Chinese-Hawaiian upbringing and cultural roots, explore the cultural make-up of the Hawaiian islands, and check out multiethnic congregations.

Meanwhile, our congregation will be on a sabbatical “mixed plate” journey of reflection on our diversity and multiethnic ministry. We will grow in gratitude for our cultural gifts and diverse community and gain vital insights on true multiethnic ministry. We are planning an adult Bible study series, a Saturday workshop on multiethnic ministry, and preachers from Peace reflecting on scripture through the lens of their cultural heritage. The sabbatical will also be an opportunity for everyone at Peace to “get in where you fit in” and serve.

This sabbatical will help Pastor John, his family, and our church experience God’s presence and grow in gratitude for our ethnic diversity, reignite our passion for honoring and sharing our cultural gifts in our faith community, and support Pastor John to renew his call to ministry and relationship with God and his family while exploring gifts and marks of Spirit-filled, healthy, vibrant, sustainable multiethnic community.



Partnership with Peace Community Center

A Word from Acting Executive Director Ruth Tollefson:



Dear Peace Lutheran Church family,

We honor and recognize you as our first partner in our joint mission to serve Hilltop youth and families. Thank you for your prayers, commitment, and grace as we strive to help young people reach their full potential.

As we look into 2019, we are eager for the year to come and we ask for your prayers and wisdom. In 2019 Peace Community Center will:

- Keep pushing to improve our reach and quality of our service to students. We plan to serve 375+ youth through our educational programs;
- Hire our next Executive Director;
- Create a new strategic plan to guide our work;
- Hire new program staff throughout the organization to carry out our mission with students and families;
- Move into our new spaces throughout the facility and use the new space to better serve our entire Hilltop community.

The opportunities that lay ahead are great, and we humbly ask for your help along the way. We look forward to engaging you in hiring processes, in strategic planning conversations, and in our service to our beautiful community.

Thank you for your friendship to our students, families, staff, and volunteers. We are blessed to walk with you, and we look forward to deepening our partnership in the year ahead.

In service,

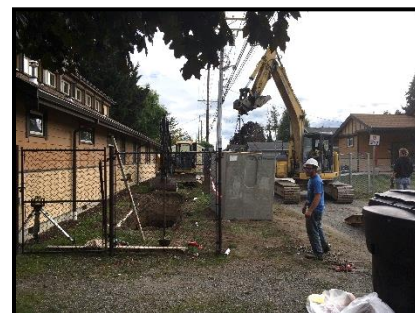
Ruth Tollefson

Acting Executive Director, Peace Community Center

Facility Renovation and Construction



The Peace Community Center's \$2.6 million campaign has led to major facility renovation and new construction, and the result is a new seminar classroom across the alley, a new office wing, a new kitchen, and refreshed restrooms. What an amazing tool for future mission!



Did You Know?

There are many church members who support Peace Community Center in meaningful ways. Members serve our students by tutoring, leading enrichment classes, making care packages, van driving, chaperoning field trips, and serving on the Board of Directors and committees. In addition to these on-going opportunities, members help with day-to-day activities such as mailings and data entry. For more information on how you can be more involved and support the mission, vision, and values of Peace Community Center email Ruth Tollefson at rutht@peacecommunitycenter.org or call (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 \$14,750

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 \$11,800

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
FOCUS Groups	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	\$9,673
Staffing	\$64,269
Activities	\$3,689
<u>Facilities/Admin</u>	<u>\$7,815</u>
Total	\$85,447

Our Partnership with the Peace Community Center: Elementary Program Update

We are in our sixth year of the McCarver Scholars elementary program. This year we are striving to serve 100 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!



This is our first year without 21st Century funding to support McCarver Scholars. Through generous gifts from the Hilltop: Where Scholars Grow Campaign, we are sustaining our investment in our youngest learnings! 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.

We are excited for the year ahead with our elementary students!

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

Three examples:

Summer Bible Adventure

Summer Bible Adventure was a success! The theme this year was Creation. Our afternoon included live animals, crafts, songs, and Pastor John in character as Professor Snodgrass. The kids loved seeing Pastor John all dressed up as he taught them about how God made everything. We sang songs, ate chili dogs and tried to find ways to stay cool in the hot summer sun. The outdoor tents provided some shade, but even with all the heat, it was obvious that families were enjoying themselves. We had a host of amazing volunteers that made Summer Bible Adventure a success. We ended our time with singing, bubbles, and popsicles. We had a great turnout of about 150 people. -- Charissa Carroll



Men's Breakfast

"How good and pleasant it is when brothers live together in unity!" Psalm 133:1 (NIV)

Men from the Peace church community gather every 2nd Saturday at 8am in the multipurpose room for a meal, fellowship and to share their thoughts on the topic of the day. The men of the Peace church community have been gathering on the second Saturday, in its most recent form, since the mid to late 2000's. When the men gather they often have a man from the community share with

them from their experience something for the men to reflect on and share their experience or questions. I asked few men who have participated in the Men's breakfast to share a few thoughts about why the breakfast is important to them. Here is what some had to say:

Eric Lee said that the Men's Breakfast was important to him because it is place where he is taken seriously (even though there is a lot of humor too), he appreciates the opportunity to communicate with other men, and that he sees the Men's Breakfast as a place where men of the community can help each other in a variety of ways.

Joseph Anderson (who has helped keep the Men's Breakfast going in a variety of ways over the years) said that the Men's Breakfast is important to him because it gives men a chance to get together outside of Sunday morning worship and get to know each other on a deeper level and build connections.

Pastor Holle Pleahn said that the Men's Breakfast is important because he wants men to know that they are very important in the Church and in the world. Holle sees how men can learn from one another, and there is wisdom that each man brings no matter what his experience is. Men can't share that wisdom with one another if they don't know each other. So, the Men's Breakfast is a way for men to get to know each other and learn from one another how to best live in this world.

I agree with what my brothers shared. I would add that the Men's Breakfast is important to me because I tend to isolate myself and coming to the Men's Breakfast helps me connect with other men in the community. I know I need other men to help me as I follow Jesus in the way I live out my marriage, my parenting and my service to my neighbor. Like Psalm 133 says: It is good and pleasant when brothers live together in unity! We come from different backgrounds and don't all believe exactly the same things, but we are unified in Jesus' love as we journey through this life. All men are welcome.

-- Malcolm Carroll

Worship and Music Ministry

The music ministry at Peace Lutheran continues to be energized, destined to be led by the Holy Spirit to great heights.

Particular focus next year will be on development within the Worship Committee; there is a music component to be developed to discuss ways to enhance Music Ministry activities and fulfill ministry goals. Inclusive music planning, for example, is of particular importance leading to the idea of providing a 'music suggestion box', that anyone could submit a song for Gospel choir or Sunday service. After review and consideration, songs could be a part of Worship. Perhaps singing or playing an instrument is not of interest, but being involved with the Music Ministry is; we invite people to share their visions with the Worship Committee. Please contact Major Whitten if interested.



I'm looking forward to starting the Praise Team again. They would lead opening songs and special service music. Also essential is creating a strong worshipful presence during worship, or as I've said, ushering in the atmosphere of worship. This group would rehearse separately from Gospel Choir.

Gospel Choir is back to our regular schedule of rehearsing each Thursday evening at 7pm.

Angel Choir has positively infused with Godly Play, with the vision of having more of our children involved in both activities. I will meet briefly at the beginning of Godly Play time each Sunday to practice songs for that morning message, and also to be sung third Sundays at 11 am for Angel Choir special music. It is encouraged that children attend each Sunday morning to experience this unique worship time.

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.



2018 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 five concerts, each with a different emphasis, to give glory to God through music, including a Gospel Choir concert at Peninsula Lutheran Church in Gig Harbor. 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 2019 we welcomed guest preachers Rev. Dorcas Wang, missionary in China, and Rev. Melanie Wallschlaeger, Director for Evangelical Mission. Prayer ministers offer prayer for individuals every Sunday during Communion and after worship. One Sunday evening, the Gospel Choir led music for worship at the Washington Corrections Center for Women in Gig Harbor.



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

2018 update: *In the Spring and Fall, we offered two more rounds of FOCUS Groups, small group studies on particular topics of faith. Adult education classes on Sundays covered topics such as evangelism—reaching out to our neighbors in love, youth and adult conversation, wisdom in the Bible, Luther's theology, climate change, women-faith-sexism-justice, handling God's gifts with care, and comfort in grieving. We offered a once a month (almost) Conversation Around Race forum 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 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. Summer Bible Adventure involves the whole congregation in bringing Bible stories alive for children.*



3) Vibrant Stewardship. 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.

2018 update: *After a meaningful fall emphasizing the theme, "God's Gifts – Handle with Care," 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 2019. The Stewardship Team helped us think of stewardship as connecting with all aspects of our lives. There are opportunities 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 again by Teresa Jackson shared the same message. 2018 brought a new emphasis on evangelism with a Sunday morning adult education series and 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	
Care Ministry	Visitation
Crisis Ministry	Meal Train Ministry
Servant Events	Clothes Closet
Christmas Adoption	College Care Packages
Sunday Breakfast	Community Meal Program

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

Estimated Volunteer Hours	Countless
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Blessing Others	\$3,319
Staffing	\$41,163
Activities	\$6,035
<u>Facilities/Admin</u>	<u>\$5,085</u>
Total	\$55,601

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.



Highlights of Our Journey to a COMPASSIONATE Community at Peace:

Three examples:

High School Youth Summer Servant Mission Trip

The mission trip to Kaleo Missions in Portland was completely different from what I expected, but I enjoyed it and learned a lot. Most of the work we were doing didn't really feel like work, at least compared to digging a ditch in Yakima or doing roofing in the Silver Valley. However, I think that it was just as impactful as those things for the community we were serving. We were playing with kids at the Portland Rescue Mission's "Shepherd's Door," sorting food at the Oregon Food Bank, and serving a meal at Union Gospel Mission. My favorite part was playing with the kids, because they got really attached to all of us. The worst part was leaving the Shepherd's Door, because the kids were so sad to see us leave.

-- Josiah Anderson, high school participant

When I think about our youth mission trip, I go back to the quote about service by Dr. King: "Everybody can be great...because anybody can serve. You don't have to have a college degree to serve. You don't have to make your subject and verb agree to serve. You only need a heart full of grace. A soul generated by love." The young people who represented Peace on our mission trip to Portland are indeed great, because they do serve, and they served cheerfully, energetically, and compassionately, with grace and love. I was grateful to be able to serve with them on this mission trip. Our young people served in many ways during the week. They played, sang, explored, acted out Bible stories, and created art with children at a women's shelter. They deepened their compassion as they spread joy. They served snacks and cleaned tables at the Union Gospel Mission, cheerfully and respectfully assisting the staff, and greeting and serving guests. They worked hard, sorting food in a refrigerated room at the Oregon Food Bank -- much of which would be on people's tables within a day or two. We visited the Real Life Exhibit, where we learned about those who serve around the world, providing acute and preventive medical care in refugee camps and disaster zones, places where human need is great, and resources are few. We got a deeper understanding of the trials faced by refugees every day. We all ventured outside our comfort zone, and brought back a deeper understanding of the struggles our neighbors, and we all experienced the joy of serving with compassion.

-- Craig Cogger, adult participant



Care Ministry Visits

CARE MINISTRY.... Our focus is on our Peace Family and those that affect "that" family. It is always encouraging when you know that someone cares, and just a simple phone call, visit, card, hug, food are all signs of "love and caring." We strive to remind everyone that they are never forgotten... Peace is here for them, and that they are as much loved by their Peace Family as they are by God. Our ministry includes:

- Provide a confidential, one-on-one, listening ear,
- Provide home bound communion,
- Make hospital or home visits,
- Provide a phone call,
- Assist with making or sending cards,
- Through "Papers of Peace" hosted by Nancy Heavey,
- Assist with a simple errand,
- Coordinate meals,
- Through "Meal Train" organized by Kathy Hanawalt,
- Pray and much more...



This is a ministry that focuses on caring and giving and does not involve any financial assistance.

-- Jeanie Correa

Meal Train Ministry

Meal Train is a part of the Care Ministry at Peace and is our community's way of organizing meals for folks who could use a warm dinner and a short visit after a hospitalization, new baby, or other major life event. People sign up to take a dinner through the Meal Train website and then deliver that meal in person. Many of those who have received meals have appreciated the chance to connect with people from the community during a challenging time; others have remarked on the delicious food. This is an easy way for people from Peace to get involved with Care Ministry, so get on board the Meal Train! -- Kathy Hanawalt

At first, I was against receiving meals through the Meal Train when I had my surgery. I felt there were people who needed them more than I did. I thought I could figure out how to eat after my surgery. But when I got home from the hospital, I was exhausted. When I found out that food was coming, I was overwhelmingly delighted and thankful. Not to mention how wonderful it was to see people from church who brought the meals and to visit with them. Because I know how wonderful it feels to receive the meals, I feel I want to give back and make meals for the Meal Train. -- Teresa Jackson



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.

2018 update: *Peace continues our strong outreach programs with and among folks in the Hilltop neighborhood, especially those struggling economically. In 2018 we worked to 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. A visit 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. This 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.

2018 update: *Under the oversight of the Inreach Council rep, point persons coordinate church fellowship events, meals for families in special circumstances, items for people who have particular needs, and 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 worshiping community in special need.

2018 update: *Care ministers are visiting shut-ins, praying with people who are hospitalized, and sending caring cards. 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
Intergenerational Ministry Opportunities
Health Ministries
Organic Mentoring
Mental Health Counseling

Estimated Volunteer Hours	Countless
Blessing Others	\$5,319
Staffing	\$60,885
Activities	\$2,197
Facilities/Admin	\$6,886
Total	\$75,287



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 second grant from Boeing to help infuse more STEM activities into our after-school program. This year, we plan to work with 120 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:



Partnership with Hilltop Urban Gardens

Peace values partnership with local organizations seeking to improve our community in any way. In 2018 we had the opportunity to partner with Hilltop Urban Gardens on multiple occasions and have their Executive Director, Dean Jackson, join us during the faith education hour to update our congregation on projects and initiatives they are passionate about. HUG is working to build a local food system in our neighborhood and creating dynamic social and educational programs along the way. All of their programs are created and operated with an anti-racist lens. This is a partnership we are hoping to strengthen in 2019 as we seek to continue living out our vision for Peace.

-- Brendan Nelson

Fat Tuesday Intergenerational Paint Night

One of the great joys of being part of a church congregation is having so many people to connect with. I especially enjoy being where our children and young adults are... and so I made a commitment in 2018 to participate in the Intergenerational activities that were developed to help make connections across age groups. The decision to “nest” the youth activities in an intergenerational setting seemed like genius to me. It isn’t always easy to make these connections individually, though, so organized activities like Intergenerational Paint Night offered a chance to be goofy and creative and hang out with kids. I knew that the School District did Paint Nights at elementary schools with parents and family members, but the one at Peace was the first one that was in a community setting. So Lynn and I decided to attend. My painting was less than spectacular (creativity is not my strong suit) but having the chance to see our young people make art, and to visit with their parents and family members, was priceless. I see Peace as a village that helps raise our “Peace kids” and I get to be an “auntie” when we do intergenerational activities. We both hope the intergenerational focus continues in the future. -- Sally Perkins



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.”

2018 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.

2018 update: *At community meals, we offered free health screening. We seek 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.

2018 update: *We encourage adults as caring influences in the lives of youth. We offer intergenerational events and ministry opportunities. We seek to grow in marriage and parenting support. We host 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	\$10,952
Staffing	\$32,216
Activities	\$4,185
<u>Facilities/Admin</u>	<u>\$4,767</u>
Total	\$52,119



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

The high school programming has really enjoyed the use of the new classroom space! This year the students have taken part in Discover U, gotten trained on FAFSA applications, and are working hard in their classes. The program continues to focus on preparing students for strong college and career opportunities.



Hilltop Scholar Alumna, Kiah Lee, is also doing a year of service through AmeriCorps to support our college and career students. We are thrilled to have one of our college and career students supporting the program development for her peers!

Highlights of our journey to a RECONCILED community at Peace

Two examples:

Youth and Adult Conversations – “When I Was/Am Your Age”

From Karena Gillis (youth/daughter): The “When I was your age” and “When I am your age” sharing on two Sunday mornings was a wonderful way to get different generations to interact and learn from one another. What I’ve learned from my dad sharing about when he was my age is how phrases were used differently then, the type of clothes that weren’t popular then vs. now, and what it was like for my dad to grow up without much money. The type of phrases my dad explained were “lit,” meaning your furnace was working rather than a reference to something being fun. He explained how “shade” was something you got from under a tree rather than something you throw. My dad also explained how “dope” meant a drug rather than a phrase for saying something was cool. Now teenagers tend to wear ripped jeans, and clothes that look worn down. When my dad was growing up, if he had ripped jeans, he would more than likely get made fun of by the other kids around him who could afford new ones. In his bedroom which had no heat, my dad would set a glass down full of water overnight when it was winter time, and would check to see if it became ice in the morning. This was honestly an amazing experience for me getting to know just what it was like for my dad to grow up without the basics we have in homes today. I learned how much he struggled as a child, how it truly wasn’t easy for him to deal with not having the newest clothes, and not being able to go to school and feel welcomed. I compare his past to my present and realize not only how much has changed, but how lucky I am to have two supportive parents by my side and to make sure I can afford everything I need, and to make sure I don’t struggle.



From Don Gillis (adult/dad): The adult/youth forum “When I was/am your age” was an excellent way of pulling together all age groups in a forum that was both informative and very inspirational. Hearing the stories of Alma, Charissa, Kamari, Karena and Jayden allowed me to learn more about them as well as hear of their struggles, accomplishments and dreams. Seeing Karena speak in front of the group and show poise, and confidence made me very proud. Her desire to see all people looked at in the same way no matter their differences when she is an adult gave me hope that her generation can continue to seek justice and strive to put us all on even ground. I would love to see more forums like this on a regular basis. Blessings!



Yohen Play Sponsored by Conversation Around Race

When the Conversation Around Race recommends a play put on by Dukesbay Theatre, I know I need to go. The most recent one performed was *Yohen*, written by Philip Kan Gotanda, who is known for giving voice to not only Asian Americans but to many others who feel marginalized. I was intrigued by the description of the play - not only did the play feature an Asian American actress, but she was a potter too. That’s me! I had to see it! *Yohen* presented to us a dissolving marriage between an African American ex-boxer and his Japanese wife whom he met and married while in the military decades ago. The issues that surfaced between the two are seemingly voiced for the first time in decades - issues that had been buried but not forgotten. I appreciated the intimacy of the dialogue, the window

into common problems of couples who have weathered the years together, and the differing perspectives and assumptions that arise between individuals in interracial marriages. Class and status are also in the mix. I also got a glimpse of the idea of racial freedom that some African American men in the military felt abroad versus the racial tension they felt on U.S. soil – tension both from within themselves and tension from a whole culture of historically anti-Black sentiment. But closer to home I saw myself in the ostracism that the wife feels from her Japanese friends. There I was hit with my own underlying assumptions about people of my own heritage - about Asian Americans born in the U.S., those born abroad, those who speak their traditional language, and those who don’t. As well, adoption was mentioned, a topic that becomes more difficult to discuss when your marriage is interracial. Wow. These details, issues, thoughts that I wrestle with – some common, some specific, some I didn’t think anyone else has seen - were being played out in front of me at Dukesbay Theatre. The unfolding of their story unveiled to me part of my story while teaching me more about other issues as well. And with the talkback time that day I was able to share some of my story and some of my ignorance with compassionate, safe, and interested listeners. -- Leigh Wong

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.

2018 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.

2018 update: *The Conversations Around Race continue as we maintain our ties with three other congregations in Tacoma, needed now more than ever in this time of national racial tensions. The group has offered several powerful storytelling events and talkback sessions following stimulating local plays. Conversation Around Race sessions are monthly on Sunday mornings. Significant offerings at Peace in 2018 challenged us in directions of equity, anti-racism, and building inclusive community: an ongoing small group on Ally-ship and a new FOCUS Group for children on talking about race and diversity led by the Kagochis, a FOCUS Group on Helping White Christians Talk Faithfully about Racism led by Ted Johnstone and Pastor Louise, and Sunday morning forums.*

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.

2018 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 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 Resource Ministry / Comm. Development	
Affordable Housing Ministry / Family Support Teams	
Rehabbing Houses	Financial Coaches
Faith Action Network	Peace Advocacy Team
Bread for the World	Vibrant Schools
Social Justice Ministry	Holiday Bazaar
Hunger Walk	Plaehn Scholarship
Peace Community Center tutoring and mentoring:	
McCarver Scholars elementary program	
Hilltop Scholars middle school and high school	
Summer Academies	Alumni support

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 2018 we have raised 97% of the increased \$2.6 million goal. The new classroom is nearly ready for community use, and renovation of the facility is due to be complete by Christmas 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	\$6,200
Staffing	\$48,850
Activities	\$1,270
Facilities/Admin	\$5,670
Total	\$61,989

Highlights of Our Journey to a JUST Community at Peace

An example:

Affordable Housing Ministry

Neighborhood engagement. Housing justice. Partnerships. Community impact. Now four years into our Affordable Housing Ministry, there are many descriptors for what we have accomplished and the impact we are making with this program. So far we have positively affected three households that have moved on to other opportunities, and we are now supporting two more households that have come to us from homeless shelters.



Day-to-day support of these houses and households entails routine repairs, grounds maintenance, and financial & independent living counseling. Longer-term investments over the last year have included lead paint mitigation, re-siding, exterior painting, installation of energy-saving windows, and a major overhaul of the interior of our two-story house that was accomplished with over 300 volunteer hours, including three all-hands Saturday workdays!

In addition to the several households directly impacted by this ministry, Peace Lutheran is making a major, direct response to the city's affordable housing and homelessness crises, responding to the challenge of Hilltop Neighborhood gentrification, and stepping dramatically forward in the name of housing & racial equity. In the process we are forming deep partnerships with Tacoma Housing Authority and Associated Ministries, especially the latter's Rapid Rehousing and Landlord Liaison programs, to optimize the effectiveness of our ministry.

-- Chris Ferguson

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 are seeking 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 is the Peace Community Center.

2018 update: *The affordable housing ministry is a ministry of community development through the two houses owned by Peace and rented out at affordable rates to families connected to Peace. Two Family Support Teams walk alongside these families as they seek to move forward toward their goals. Peace partners with Associated Ministries, a property manager, and local social service organizations. With a small ELCA Hunger grant, we hired a Community Resources Coordinator, Teri Jelinek, to lay the groundwork for expanding the two month 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. Financial coaches are available 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.



2018 update: *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. 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, in a faith leaders' Moral Voice group to provide recommendations to the City Council for affordable housing policy, and in local marches for issues.*

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.

2018 update: We lifted up ELCA World Hunger 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 Rev. Dorcas Wang, missionary in China, to preach and teach one Sunday. We supported Anglican Bishop Abuoi's 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. We regularly send Fair Trade coffee, tea, and chocolate to provide fair wages to global growers.

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

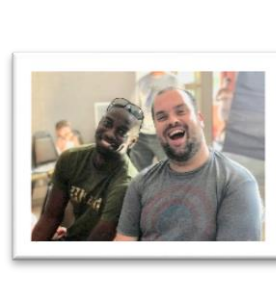
Office Support

Estimated Volunteer Hours

Countless

2019 Church Ministry Plan by VISION Area

	Spirit-Filled	Compassionate	Healthy	Reconciled	Just	Budget %
Blessing Others	\$9,673	\$3,319	\$5,319	\$10,952	\$6,200	11%
Staffing	\$64,269	\$41,163	\$60,885	\$32,216	\$48,850	75%
Activities	\$3,689	\$6,035	\$2,197	\$4,185	\$1,270	5%
Facilities/Admin	\$7,815	\$5,085	\$6,886	\$4,767	\$5,670	9%
Total	\$85,447	\$55,601	\$75,287	\$52,119	\$61,989	\$330,443
% of Budget	26%	17%	23%	16%	19%	100%



Our 2019 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 2019 Budget

	2019 PROPOSED Operating Budget	Comments
Our Support (Giving and Other Income)		
Individual Giving	295,000	
ELCA Partnership Grant	10,000	
Synod Outreach Grant	5,000	
Organizations	1,500	
Interest & Facility Rental & Other Income	2,500	
Total Support	314,000	
Ministry Investments:		
Missions		
Benevolence, SW Synod/ELCA	14,750	5% of Individual Giving
Peace Community Center	11,800	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	
Total Missions	31,950	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	
FOCUS Groups	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	
Celebrations	300	
Bishop's Convocation	163	
Synod Assembly	750	
Affordable Housing Ministry	1,475	0.5% of Individual Giving
Racial Reconciliation Ministry	1,000	
Total Ministry Activities	15,088	

	2019 PROPOSED Operating Budget	Comments
Salary & Benefits		
Pastor Salary / Housing	80,675	Synod guidelines
Pastor's Social Security Allowance	6,172	Synod guidelines
Pastor's Benefits (Med/Dental/Disability/Pension)	16,764	Synod guidelines
Pastor Travel Reimbursement	1,000	
Dir. of Children, Youth, & Family Ministry Salary	48,781	
Dir. of Children, Youth, & Family Ministry Benefits	9,660	
Office Coordinator Salary	21,216	
Office Coordinator Benefits	6,533	
Children's Sunday Morning Coordinator Salary	3,900	
Intergenerational Outreach Coordinator Salary	11,700	
Music Director Salary	23,707	
Custodian Salary	4,004	
Finance Coordinator Salary	5,200	
Nursery Attendant Salary	1,820	
Vision and Call Fellows Contribution	5,750	
WA State family and sick leave	518	
Payroll taxes	12,000	
Total Salary and Benefits	259,400	
Supplies/Office Administration		
Office supplies and stamps	2,000	
Worship supplies	1,200	
Computer hardware/software	1,000	
Copy machine	2,000	
Payroll expenses	120	
Total Supplies/Office Administration	6,320	
Building and Grounds, Insurance, Other Expenses		
Utilities	2,000	
Water/Sewer	1,125	
Garbage	1,250	
Phone / Internet	960	
Building maintenance	2,000	
Grounds maintenance	1,350	
Security	500	
Elevator	875	
Janitorial supplies	375	
Kitchen supplies	500	
Insurance/taxes	6,500	
Bank charges & Church database system	250	
Total Building, Grounds, Insurance, Other	17,685	
Total Ministry Investments	330,443	
Budget surplus or shortfall	-16,443	