

2020 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

2020 Ministry Plan

Introduction



The 2020 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 **2020 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 2019 reflected in the 2020 Ministry Plan include a stewardship theme "Stewards of God's Garden," affordable housing and community resources ministry, intergenerational ministry, and Ambassadors for Christ. 2020 will be an exciting year as a Vision and Future Directions Team meets to discern how God is leading our congregation into the future. The sabbatical exploration of our multiethnic ministry will inform our work together.***

A Narrative Presentation to the 2020 Budget

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

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

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

Peace Lutheran Church

Mission

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

Values

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

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

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

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

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

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

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

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

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

Vision

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

Welcome Statement

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

The 2020 Ministry Plan is organized around the five elements of our vision.

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

Visioning and Future Directions

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

Vision gives hope and purpose for people and community, what we need to truly live! We are reminded of the vision statement of Peace Lutheran Church every Sunday in worship. God is calling us to be a diverse community of faith in the Hilltop where all are welcome – a community that is Spirit-Filled, Compassionate, Healthy, Reconciled, and Just. It is a good time now to spend time in scripture study, conversation, and prayer to discern what that means for Peace Lutheran Church as we walk into the future. The sabbatical year is over, our renovation and building expansion is complete, Peace Community Center has a new Executive Director, and our context is changing with the gentrification of the Hilltop neighborhood. At the same time, God is good and God is faithful, and God continues to give us energy to move into the future with hope and a strong sense of calling. A Vision and Future Directions Team will meet in the new year to prayerfully discern more specifically how God is inviting us to live into God's vision in the coming years. The 2019 sabbatical emphasis on celebrating our multiethnic community and exploring multiethnic ministry will inform our discernment.



Stewards of God's Garden...



A Verse for Being Stewards of God's Garden — Genesis 2:15: "The Lord God took the human being and put him in the garden of Eden to till it and keep it."

The image we've been using to guide our thinking and imagining this year has been God's garden. God's gifts and provisions are abundant for us in God's garden, and all of us have been placed in God's garden to live and serve. The theme "Stewards of God's Garden" helps us think about how God has given us so many gifts, most importantly God's unconditional love revealed in God's Son Jesus, and invites us to be good stewards, managers, of all that is entrusted to our care in God's garden. Over four Sundays we looked at four types of gifts: Time, Relationships, Talents and Service (home, work, neighborhood, community), and Money. We listened to God inspire and guide us through Bible stories and one another's personal stories. The 2020 Ministry Plan is a story of Peace Lutheran Church and Peace Community Center receiving and sharing God's gifts as we serve in and with our Hilltop community and beyond. We continue to ask four questions. How have we learned to Acknowledge our gifts? How do we cultivate (Tend & Keep) our gifts? How are we Bearing Fruit? How are we Sharing our harvest of gifts?

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 2019, Peace Lutheran Church took intentional steps toward strengthening our ministry in community development. For the first time, a new position on Church Council is specifically for Community Resources, held by Carmen Lampman. In **Affordable Housing ministry**, we purchased a third house (from Peace Community Center) so we are able to offer affordable housing to another family. A Housing team oversees our housing program, renovation and maintenance of the houses, and family support for tenants. In this time of a homelessness crisis in Tacoma, individuals from Peace are participating in a Moral Voice Group to urge decision-makers to create more just affordable housing policies. As a church, we continue to explore how we may expand our impact for affordable housing in the Hilltop. In the future we hope to create and implement a plan for involvement of other congregations. Our Housing ministry is a significant and faithful response to the gentrification of our neighborhood and accompanying displacement of long-tenured Hilltop families.

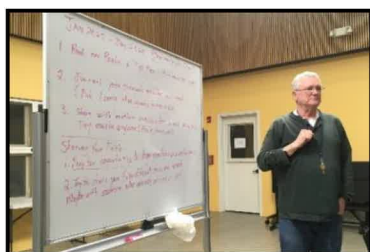


In **Community Resources ministry**, in February 2019 we kicked off a new year-round Friday Community Meal program with community resources under the leadership of Teri Jelinek. Groups from churches and organizations provide and serve the meals with a different social service advocate present to share with participants about community resources. In the future we hope to add a Community Resources Minister, a social worker present each Friday to come alongside individuals who seek longer term sustainability for their families. This is a step beyond charity toward individual and community development.



Ambassadors for Christ Ministry

A Verse for Sharing Faith — 2 Timothy 1:1-2,5-7: “Paul, an apostle of Christ Jesus by the will of God, for the sake of the promise of life that is in Christ Jesus, To Timothy, my beloved child: Grace, mercy, and peace from God the Father and Christ Jesus our Lord. I am reminded of your sincere faith, a faith that lived first in your grandmother Lois and your mother Eunice and now, I am sure, lives in you. For this reason I remind you to rekindle the gift of God that is within you through the laying on of my hands; for God did not give us a spirit of cowardice, but rather a spirit of power and of love and of self-discipline.”



Growing in faith in Jesus and sharing faith in Jesus is key to our Christian calling, and the Ambassadors for Christ Team has come together again to help our congregation live out this calling. We met twice in the fall and will meet quarterly in 2020, with regular adult forums being planned to keep growing in faith and sharing our faith a priority at Peace. A key part of this ministry is welcome, hospitality, and fellowship. What steps are you taking to intentionally grow in your faith in 2020? With whom will you share the love of Jesus and an invitation to be part of the Peace faith community?

Youth and Family / Intergenerational Ministry

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

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



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



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

- youth and God, youth and the family, youth and peers, youth and Peace Community Center, and youth and the congregation
- so that **through these relationships**,
- they may hear the Gospel of Jesus Christ, which will create, nourish and strengthen their faith.



2020 Ministry Goals:

- To draw youth to meaningful 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 mentor relationships among multiple generations.
- Partner with local youth ministry groups to build connections

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



Youth Reflections: Here are some thoughts about Peace youth ministry from Peace youth:
 "Open your eyes to be aware what other people are living. It's important to serve our community."
 -- Karena Gillis, high school
 "I love that I was able to build connections on the mission trip with people that were different from me."
 -- Kamari Carroll, high school

Intergenerational Ministry: The Intergenerational Outreach Ministry was formed at Peace Lutheran Church to nurture ministry opportunities for people of all ages. Intergenerational Outreach Coordinator Jae Bates has worked to bring people from diverse backgrounds together and encourage faith formation and spiritual growth in intergenerational community at Peace Lutheran Church. He conducts outreach to residents of the Hilltop neighborhood and families of Peace Community Center programs, publicizes activities, builds supportive relationships, and recruits caring persons to be involved in ministry.



Partnership with Peace Community Center

A Word from Executive Director L. Denice Randle:



Dear Peace Lutheran Church family,

I count it a blessing and a joy to serve as the new Executive Director of Peace Community Center. I am so thankful for your partnership in this great work of serving the Hilltop community. Thank you for your on-going leadership and prayers as we impact the academic, social-emotional and leadership development of our students, families and community.

As we transition into 2020, we are excited for the focus areas for the year, which will include the following:

- Kicking-off a 5-year strategic planning process that includes community, stakeholder, family and student voice;
- Reviewing the mission and vision of the Center;
- Fulfilling the metrics and benchmarks of clearly identified organizational goals across education and development;
- Engaging in meaningful and strategic partnerships with businesses, community-based organizations and other churches in our community.

The growth and impact on the horizon is leading us to a very strong and stable future. Thank you in advance for your on-going prayers and investment in the Center. Peace Lutheran Church, as a whole, is the very foundation that allows us to advance our impact and reach.

Thank you for your partnership in this work. We are blessed to walk with you on this journey and we look forward to deepening our partnership in the years ahead.

Blessings,

L. Denice Randle,
Executive Director
Peace Community Center



Did You Know?

For more information on how you can be more involved and support the mission, vision and values of Peace Community Center, please email Sammy Coy, Peace Service Engagement and Data Intelligence Manager at sammy@peacecommunitycenter.org.



God Blesses Us to Bless Others

Our support for other ministries:

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

Southwest Washington Synod of the ELCA \$15,000

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

ELCA World Hunger \$1,000

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

Peace Community Center \$12,000

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

Lutheran Community Services Northwest \$500

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

Associated Ministries \$200

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

Tacoma Ministerial Alliance \$200

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

Davis African Mission \$2,500

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

Salishan Lutheran Mission – Fear No Evil \$500

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

Living Stones Prison Congregation \$500

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

Rock City Church \$500

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

Our Partnership with the Peace Community Center:

Our Mission:

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	Men's Discipleship Group
Bible Studies	Men's Breakfast Group
Davis African Mission	Evangelism Scholarship
Prayer Chain	Women's Bible Study
Worship Committee	Retreats & Mission Trips
Worship Leaders	Neighborhood Calling
Liturgical Arts	Prayer Ministry

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

Our Partnership with the Peace Community Center:

Elementary Program Update

This year at the McCarver Scholars program, we will enroll and serve 100 students in grades 2-5. Through our program, students within a range of academic abilities will receive academic tutoring; one-on-one mentoring; social-emotional development strategies and participate in after school enrichment programming. Enrichment programming includes fun classes that focus on science, technology, engineering, leadership and the arts. We are thankful to have been re-awarded the 21st Century grant to support our investment in students' academic and social-emotional growth. This funding will allow us to strengthen our relationships with students and families by reinstating a critical position, the Family Engagement Coordinator.



Thank you to the many individuals who have and continue to volunteer at the elementary program. We are so grateful for your leadership and investment in our programs and students.

Estimated Volunteer Hours	Countless
Blessing Others	\$10,193
Staffing	\$66,098
Activities	\$3,234
Facilities/Admin	\$7,556
Total	\$87,081

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

Three examples:

"Mixed Plate" Sabbatical Worship and Sunday Adult Education

1 Corinthians 12:14 "Indeed, the body does not consist of one member but of many."

This summer during Pastor John & Leigh's sabbatical the congregation took time to learn how members and friends of Peace Lutheran Church interpret the gospel of Jesus Christ. We were able to hear the gospel from various ethnicities, cultures, classes, and genders in both the worship service and adult forum. These conversations were a time for us to grow in the Spirit and in relationship with one another and God. This growth will help the congregation of Peace to live into what it means to be Spirit-filled. In the worship service, members and friends of Peace reflected on the scripture from their ethnic and cultural backgrounds. This helped us to see our world and scripture through the eyes of people who have a different perspective than our own. In the adult forum, members and friends of the congregation shared how other cultures have influenced their understanding of what it means to live a Christian life in our world today. This helped us to have a broader understanding of what it means to be a Christian. There is not just one way of looking at things, and as we heard each other's stories we were able to have a better understanding of what it means to be the body of Christ.

-- Pastor Louise Buckles



Men's Discipleship Group

"...all along my pilgrim journey, Lord I want Jesus to walk with me." verse 1 of "I Want Jesus to Walk with Me"

When my family and I came back from Pennsylvania two years ago, I knew that I wanted to focus some of my energy at Peace trying to connect men of the community with each other and with God's word. Not just because I thought the men of our community would benefit, but mostly because I know of the need I have for fellowship and opportunities to reflect on God's transformative word together with other men. I reengaged many brothers here at Peace when I got back. I got involved with the Men's Breakfast and looked and prayed for other opportunities to connect men around reflection on God's word. Hans Brockhoff had been looking for opportunities for that as well, and we agreed to partner together with the Holy Spirit to focus on discipleship.



Life, for all of us, is varied and complex. This is no exception for the men of our community. We come from many different backgrounds, experiences and perspectives. Yet, we can learn from God and one another as we center our time in God's word. I happen to be a Bible "nerd" and love to read, meditate on and prayerfully reflect on scripture. So I looked forward to diving in to the curriculum (we called it "Walking with God") that Hans found for us that took us through the building blocks of daily personal

devotions, scripture memorization, and prayer in the first book. The second book challenged and encouraged the men of the group in the relationships closest to us: marriage and parenting. We were shown the call in God's word for sacrificial service in our families.

This was something new at Peace. I am grateful for the way God used our time together to help us learn more about God's love for us and God's love for our families, and God's love that overflows into our community. A few men who were newer to Peace saw this as an opportunity to get to know some other men at a more significant level beyond seeing each other just on Sunday mornings. Others were looking for something like this to encourage them in their marriages and parenting. I know that like the line quoted above from "I Want Jesus to Walk with Me" that this pilgrim journey is difficult, and that the desire for Jesus to walk with me is also a desire to walk with other pilgrims with Jesus in our midst. This group met and continues to meet that need for me while on the journey.

I am grateful for the ways Jesus walks with us as we gather around His word and trust Him to lead the way. I'm grateful for the opportunity to use the few gifts I have to help men in our community mutually encourage one another to love and good deeds. May we all be encouraged to see opportunities to start something new that will be a blessing to others as we live out our faith in Christ in word and deed. Peace in Christ, Malcolm Carroll

Summer Bible Adventure

Our Summer Bible Adventure this year immersed us in Ancient Egypt. This special time at our church has always made lasting memories for everyone who participates, and for good reason! God's blessings are ever present....in the story, in the folks that attend to every detail creating such a special experience for the children, in the volunteers that come to share with the children, the children, the storytellers and leaders... a perfect blend of all that is Peace. This event gives our congregation a unique opportunity to gather Peace kids and community kids, grown-ups from Peace and grown-ups from the neighborhood to spend four evenings together, learning, laughing, eating, worshipping, praising and wondering! The Multipurpose room is transformed into a bustling marketplace with colorful tents, engaging crafts that are meaningful to the context of the times we are learning about and the area where we dance and sing! The Sanctuary was beautifully appointed to draw us into the experience of Joseph from the Pharaoh's palace while the basement became the prison where he was captive. The story was brought to life with our talented actors, Karena Gillis and her dad, Don Gillis along with our very own Brendan Nelson! Indeed it was a memorable week! -- Carmen Lampman



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.

2019 update: Early in 2019, music ministry at Peace transitioned from the leadership of Music Director Jimothy Rogers to Interim Music Director Dorothy White, a member and former Music Director at Peace. Victoria Frimpong serves in partnership with Dorothy as Music Ministry Scheduler, and Irene Manley is a mainstay on the organ, together with musicians and song leaders who share their gifts in worship! Dorothy leads the children's Angel Choir. Fall 2019 we went through a search process for a new Music Director at Peace. We use the narrative lectionary in worship, following the story of the Bible starting from Genesis so we better understand biblical stories and themes. Prayer ministers offer prayer for individuals every Sunday during Communion. Pastor John's "Mixed Plate" sabbatical in the summer of 2019 gave the opportunity for many individuals from Peace to share messages in worship, reflecting on scripture readings through the lens of their cultural heritage and family stories. It was a rich and valuable experience!



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.

2019 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 growing in faith and sharing faith, responding to refugees and immigrants with grace, contemporary wisdom teachers, youth and adult conversation, living as stewards of God's garden, and gifts and calling in multiethnic ministry. In a whole series of adult forums in the summer, individuals of the Peace community shared faith and stories from their cultural roots and appreciation of multiethnic experiences and relationships. 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, including FOCUS groups, offer experiences of faith, fellowship, service, and prayer. A Men's Discipleship Group met weekly for several months to take a deep dive into what it means to walk with Jesus. A day-long women's retreat was a meaningful and faith-enriching experience this spring. 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.

2019 update: *After a meaningful fall emphasizing the theme, "Stewards of God's Garden," the congregation pledged gifts of time, talent, and treasure to God in worship on Commitment Sunday. There was an opportunity to make a financial commitment to the church for 2020. The Stewardship Team helped us think of stewardship as connecting with all aspects of our lives. There are opportunities every week 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 Ambassadors for Christ team, led by Hans Brockhoff and Malcolm Carroll, is lifting up our calling to intentionally grow in faith in Jesus and find 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 (inreach).

Our Investments:

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

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

Estimated Volunteer Hours	Countless
Blessing Others	\$3,514
Staffing	\$43,114
Activities	\$5,800
Facilities/Admin	\$4,981
Total	\$57,409



Our Partnership with the Peace Community Center:

Why We're Here

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



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

Highlights of Our Journey to a COMPASSIONATE Community at Peace:

Two examples:

Friday Community Meals and Community Resources Ministry

Community Resources Ministry started serving Friday dinners February 1, 2019. Since then we have served over 1,600 meals, largely provided by Peace Lutheran members and ministries. As coordinator, I locate volunteers from the community to provide and serve meals and coordinate with local agencies to provide advocates that attend dinners and explain services available to guests. Our next step is to identify a social worker who will serve as a consistent Community Resources Minister for each Friday meal. The hope that guests will encounter a warm meal, fellowship, and resources reflects Peace Lutheran's vision to value everyone's well-being and provide a place where all are welcome. One guest said that while he first came for a free meal he then came to the Sunday morning breakfast and felt welcomed. He enjoys the fellowship at Peace meals and the cultural exchange. One meal provider said, "It is a rare opportunity to bring a bit of comfort to those who have the need for a sense of community and they express their appreciation in their smiling faces and words of thanks." Our Community Resources Ministry is making a difference in people's lives. On a recent Friday a member of Peace provided free blood pressure checks to many interested guests after sharing that high blood pressure is the "silent killer." One guest got connected to Veteran's benefits through a VA advocate on a Friday evening. Another guest experiencing homelessness on a snowy day talked with a Tacoma Rescue Mission advocate who drove her directly to the mission for shelter. Another guest helps clean up after meals, received a letter of reference for work from Pastor John, and now has a better job. Several guests now attend worship at Peace. -- Teri Jelinek



Van Ministry Reflection

I feel that in some small way the van ministry (with the new church van!) contributes to the vision that God calls on us to be a compassionate community by being an extension of the church. Whereby helping members who may not have the means, on their own, get to the church and participate in the fellowship that is Peace Lutheran Church. I have the honor of being part of the van ministry the first Sunday each month. I enjoy being a part of this ministry because it gives me a opportunity to connect with church members on a deeper level. As a member of the church van ministry, you are the first person the riders see on Sunday morning that starts the journey to worship. I know passengers appreciate the flexibility of van drivers to get them home right away or delay their departure so they have more time to congregate. God Bless -- Antonio Yune



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.

2019 update: *Peace continues our strong outreach programs with and among folks in the Hilltop neighborhood, especially those struggling economically. As we move forward in the visioning and future directions process, we will evaluate outreach ministries through the lens of our mission, vision, values, and community development principles.*

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.

2019 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 get to doctors or do tasks around the home.*

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

2019 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

Our Partnership with the Peace Community Center: Middle School Update

Middle school students are developing as young leaders and our goal is to help them think critically about their interests and futures. In addition to supporting our elementary programs, the 21st Century grant supports our middle school program. Via 21st Century, we are able to provide students access to science, technology, engineering and math curriculum in our after school programming. Our middle school students also receive meaningful academic coaching, tutoring, after school enrichments, and a 5-week summer program.



Estimated Volunteer Hours

Countless

Blessing Others	\$5,764
Staffing	\$61,935
Activities	\$2,075
Facilities/Admin	\$6,629
Total	\$76,403



Highlights of Our Journey to a HEALTHY Community at Peace:

Two examples:

A Greener Peace

In January 2019 a group at Peace met to discuss how we can act to become a greener congregation. We set out three goals:

- Reduce Peace's environmental footprint
- Set example to help us make changes at home
- Collaborate with youth at church and Peace Community Center. Develop youth leadership.

We took some significant steps toward these goals during the year, but still have a lot of work ahead of us. *Reduce Peace's environmental footprint.* The biggest step that we took is moving from disposable paper and plastic for our meal service to washable dishes, cups, and silverware. We serve about 7,500 meals a year at Peace in our food ministry, so this change makes a big difference in our use and disposal of paper and plastic. We are also actively promoting the use of our food waste bins, so that any wasted food becomes compost rather than going to a landfill and causing environmental harm.

Set an example to help us make changes at home. We prepared and distributed Lenten "Feasts and Fasts" handouts again this year to highlight ways to reduce our environmental footprint at home and cultivate out appreciation for Creation.

Collaborate with youth at church and Peace Community Center. Develop youth leadership. Our youth have been helping with food waste recycling and in the kitchen as we transition to reusable meal service. We still have a long way to go to more fully involve more youth and encourage youth leadership in our Greener Peace ministry.

-- Craig Cogger

FOCUS Groups

"Let us FOCUS on Jesus, the source and goal of our faith." — Hebrews 12:2a

At Peace we seek ways to live in community, ways to enrich the community in which we live, and ways to extend community outward, beyond the boundaries of the building and beyond the time we set aside for Sunday worship. FOCUS Groups are part of this building, extending, and enriching of our community. A FOCUS Group is a small group, usually between 8-10 people, who meet for several weeks around a topic, book, or activity.

Community is built in part by relationships of respect, understanding, empathy, and love. FOCUS Groups are valuable in their role as relationship builders. They're an opportunity to sit face to face with people, to listen, and to explore. FOCUS Group attendee and facilitator Jae Bates shared, "I think in general the value of a FOCUS Group is that it provides an opportunity and space to approach tough issues through a faith-lens with members of our community. It has helped me get to know other parishioners better and learn more about other people's stories." Everyone is invited to get involved in these groups of study, prayer, and support.

In 2019 we organized two rounds of FOCUS Groups, one set in the spring and another in the fall. A total of nine groups met this year, facilitated by twelve different members of the community. We extend thanks and appreciation to all who participated in or facilitated groups this year!

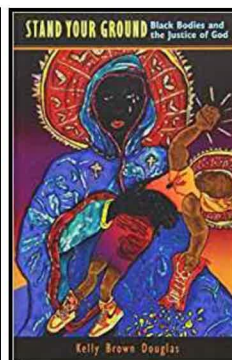
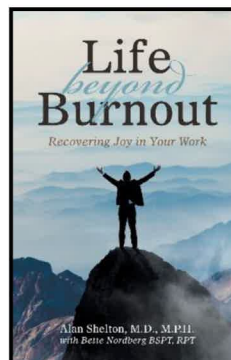
Spring 2019 FOCUS Groups:

Knitting Together in Love, facilitated by Machel Tellis and Dagmar Williams

Overcoming Burnout, facilitated by Al Shelton

Bible Study: The Book of Daniel, facilitated by Hans Brockhoff

Black Bodies and the Justice of God, facilitated by Pastor Louise Buckles and Kiah Daniels



Fall 2019 FOCUS Groups:

Contemplative Spirituality, facilitated by Chris Ferguson and Lynn Longfield

Knitting for Nepal, facilitated Machel Tellis and Dagmar Williams

Bible Study: 1 John, facilitated by Hans Brockhoff

Comfort & Joy: Living With Loss, facilitated by Kathy Olson

Listen, God is Calling, facilitated by Jae Bates, Andie Lyons, and Brendan Nelson



In FOCUS Groups, as in all aspects of life at Peace, we seek diversity within community. If you have an idea for a FOCUS Group, or if you'd like to facilitate a group, let us know! We want to reflect your interests and ideas in upcoming sessions. Reach out to your FOCUS Group Committee members: Judy Brockhoff, Gretchen Duggan, Pat Ferguson, and Pastor John Stroeh. – Gretchen Duggan

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."

2019 update: *With our new kitchen, we're using real plates, cups, and silverware as much as possible. 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.

2019 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.

2019 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	\$11,272
Staffing	\$33,618
Activities	\$4,225
<u>Facilities/Admin</u>	<u>\$4,666</u>
Total	\$53,782



Our Partnership with the Peace Community Center:

High School and College and Career Update

High School programming has thoroughly made use of the new classroom! The program continues to focus on preparing students for meaningful college and career connections. Students actively engage in scholarship identification, writing workshops, financial aid workshops and more. Our Hilltop Scholars graduate from high school and enroll in college, AmeriCorps service programs, join the military and serve in their communities.



Hilltop Scholar Nick, recent graduate of The Evergreen State College.

Highlights of our journey to a RECONCILED community at Peace

Three examples:

High School Mission Trip: Mending Wings Ministry

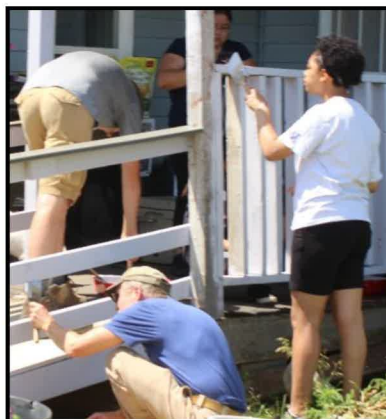
In June our high school young people and leaders were hosted by Mending Wings on a youth mission/learning trip in the Yakama Nation. Mending Wings is an indigenous Yakama organization, focused on supporting and empowering their young people. We worked during our trip, but more importantly we learned about Yakama culture, and the history of the last two centuries – from the Yakama and greater Native American perspective. A history of invasion and conquest by white Americans, a history of broken treaties, stolen lands, and efforts to destroy native languages, cultures, families, and connection with the Creator and creation, done under the authority of the US government, and with the willing assistance of Christian churches. This history continues to harm Native people today as evidenced today through suicides, poverty, and violence against native women.

Despite these efforts to eradicate their culture, the vital tradition of elders teaching youth how to respect and practice their culture goes on. The young people who we met embrace this – but it also places a burden on them, as practicing their traditions often come in conflict with expectations at school and in the dominant American culture.

This is a difficult picture – but one of the amazing things about this mission trip is that our hosts, Mending Wings leaders and youth council, were able to share this with us by speaking truth to power with love. Like Jesus would do it. This abundant love was able to open our hearts and minds to receive their message. One of the fundamentals of Yakama living is Timnak'nik – wise compassion. Our hosts modeled Timnak'nik through their compassion in teaching us and inviting us to share in not only their sorrows but their joys. They hosted a pow-wow with native dances done by youth council members and others, and fresh salmon and fry bread. We also played games, danced, and had a wonderful volleyball game while Motown played in the background.

What can we do to return that love? A few thoughts.

- We can learn about and respect native cultures.
- We can educate others, we can speak out when native treaties, rights, and people are threatened.
- We can support the ministry of Mending Wings. – Craig Cogger



Blanket Exercise – An Interactive Learning Experience for the Sake of Reconciliation and Understanding

On June 22nd I walked into the multi-purpose room entirely unsure what to expect. Everyone in the church and community had been invited to bring a blanket which carried some special meaning for them, keeping in mind that the blankets would be spread on the floor and people would be walking on them in their stocking feet. We were told that as participants, we would take on the roles of Native Americans, populating the lands that were to become America. With a sense of anticipation and reverence, we took our places on the blankets, waiting. Then the leaders, representing a Native narrator (read by Richard Vendiola) and the European colonizers who justified the seizure of Native land and culture (read by Craig Cogger), began to speak, using actual quotes and statistics to tell the story of a history none of us learned in school. Each of us were given a card that would determine our fate, ranging from extermination, to forced movement on to reservations. With each terrible event described, people and blankets were removed, forcing those of us remaining into a smaller and smaller space. I could feel an immense sorrow as people and blankets vanished, as language was stamped out, as beautiful cultures were disrespected and all but extinguished. Both my mind and heart were fully engaged as I learned a truth I had only vaguely known. I got in touch with the anguish of the generational trauma Europeans visited upon our Native brothers and sisters, as well as a new respect for Native strength and resilience. Even though emotions were strong and painful, by the end of the exercise hope for a more culturally diverse and reconciled community prevailed. The goal was never shame or blame but rather to foster learning, respect, and reconciliation through truth telling, understanding and reconciliation.



The Blanket Exercise was first developed in Canada in 1996 and is now being offered throughout the world, including in the U.S., Guatemala, and Australia. Rev. Irvin Porter, PC(USA) associate for Native American Intercultural Congregational Support, sponsored the event, along with Peace, Conversations on Race, and the SW Washington Synod Native American Task Force of the ELCA. – Lynn Longfield

Pride @ Peace: Reconciliation through Art



This summer Peace Lutheran Church co-hosted its first ever LGBTQ Pride event with Peace Community Center. We provided a safe and reflective space for people to collage and create a piece of communal art that represented their experience of being LGBTQ or their experiences and memories with LGBTQ loved ones. We began in an opening prayer and closed in prayer and allowed people to share a bit about why they attended the event. There were first time visitors, parishioners, and staff present for this event which made for a wonderful environment. Even a large group of students on the Tacoma Urban Project joined us and helped us create something beautiful! Many attendees felt that this project was healing for them

and that it gave them hope to know a church would host this event. Some parishioners who attended felt that the event helped them truly feel welcome and loved as part of the community and as a beloved child of God. While our community recognizes and values the theological diversity of our community, we also believe it's part of God's vision for us to be a "reconciled" community to be able to reconcile the hurt, pain, and rejection that LGBTQ people have felt from the Church. Words that stick out to me are: healing, love, light, joy, passionate, and giving. I have certainly experienced all of these from my LGBTQ loved ones and these feelings were experienced in the space. – Jae Bates

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.

2019 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.



2019 update: *The Church Council adopted a new Welcome Statement (see bottom of page 3 in this Ministry Plan) to explicitly unpack what it means to say, "All Are Welcome at Peace." 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. The sabbatical sermons, adult forums, and special events called us to listen to the faith stories and perspectives of folks from different cultural backgrounds, find connections and celebrate differences, be challenged and encouraged, and grow in faith and in our multiethnic community.

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.

2019 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 again 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

Estimated Volunteer Hours

Countless

Blessing Others	\$7,420
Staffing	\$49,193
Activities	\$1,015
Facilities/Admin	\$5,475
Total	\$63,103

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:

We are very happy to announce we successfully completed our capital/sustainability campaign. Highlights:

- More than 200 generous donors gave to the campaign in gifts ranging from \$25 to \$320,000!
- We received 10 separate gifts of \$100,000 or more.
- Our Board of Directors contributed over \$450,000.
- Peace Lutheran Church and its membership contributed over \$200,000.

The facility renovation features a new classroom for students, commercial kitchen, youthful learning space, and offices for our growing staff. We are incredibly thankful for our incredible Peace Lutheran Church family for their partnership, love and support.

Highlights of Our Journey to a JUST Community at Peace

An example:

Affordable Housing Ministry

Peace Lutheran Church's Housing Ministry serves families in the community who are in need of affordable housing in our gentrifying Hilltop Neighborhood. Residents typically come to us out of homelessness or from shelters for the homeless. We currently maintain three houses (and thus support three households) on two parcels of property adjacent to church grounds – a one-bedroom house, a two-story/three-bedroom house, and a four-bedroom house. Two houses were acquired in 2014, extensively renovated, and first occupied under our ownership in 2015; a third house was acquired, lightly refurbished, and first occupied under our ownership in 2019. Our goal is to provide stable places for families to live following periods of instability in housing and other living conditions, and to enable a variety of service providers to work with the household on their journey toward a healthy, positive future for all members of the family. Achieving this goal requires for each family a unique combination of a) public agencies that provide material support and case management services, and b) support from our church community, including a member of the Housing Ministry team who serves as an ongoing family support minister. This family support minister provides a communication link for the families if needs arise that we can either direct to other resources or seek within our congregation. The family support minister keeps lines of communication open, lending an ear, and just being accessible to the families.



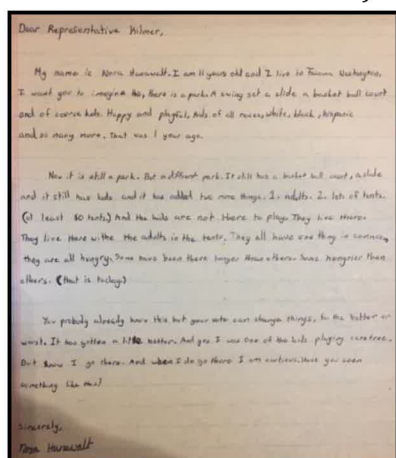
One of our tenants shared her thoughts about how this program has blessed her family: "I just want to say to affordable housing has been a great program provided by Peace Lutheran Community. The congregation and the people in the church has made it very possible for me to continue to provide shelter for my family. It has made us one happy home. I am blessed to have everyone that partnered in this program. It has allowed me to have benefits to other resources and Outreach programs and it's just been a blessing to have known that there is affordable housing for people. Without this program I don't know where I would be after being evicted after getting very sick and affordable housing took me in because they felt everyone deserve a second chance. They're still caring for each and every one in the community. Again I am very thankful." -- 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 in the Peace Community Center.

2019 update: With the purchase of a third house, we expanded our affordable housing ministry which provides housing at affordable rates to families in need connected to the Hilltop. 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. Teri Jelinek now serves as Community Resources Coordinator, leading our new Community Resources ministry, providing a once-a-week meal and community resource advocates to journey alongside individuals toward individual and community development.



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.

2019 update: We held a Bread for the World Offering of Letters to voice to legislators our concern to support legislation that helps the most vulnerable in our society. We are a church partner in the Faith Action Network (FAN). In this time of a housing crisis in Tacoma, individuals from Peace participated in a faith leaders' Moral Voice group to lift up to decision-makers the need for more just affordable housing policy.

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.

2019 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 support the Davis family in mission in Africa, and we pray for global friends in ministry, our companion synod the Evangelical Lutheran Church in Namibia and Rev. Jane Kagochi and Solid Faith Church in Kenya. We regularly sell 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 being ready to help wherever necessary. Behind-the-scenes service is necessary and important to the work of the church. There are many opportunities to serve God through the church that provide administrative support to ministries, keep the church financially sound and organized, and maintain the facility and grounds.

Sunday Morning Offering Counters

Facility Maintenance

Groundskeeping

Finance Team

Newsletter

Office Support

Estimated Volunteer Hours

Countless

2020 Church Ministry Plan by VISION Area

	Spirit-Filled	Compassionate	Healthy	Reconciled	Just	Budget %
Blessing Others	\$10,193	\$3,514	\$5,764	\$11,272	\$7,420	11%
Staffing	\$66,098	\$43,114	\$61,935	\$33,618	\$49,193	75%
Activities	\$3,234	\$5,800	\$2,075	\$4,225	\$1,015	5%
Facilities/Admin	\$7,556	\$4,981	\$6,629	\$4,666	\$5,475	9%
Total	\$87,081	\$57,409	\$76,403	\$53,782	\$63,103	\$337,779
% of Budget	26%	17%	23%	16%	19%	100%



Our 2020 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 2020 Budget

	2020 Proposed Operating Budget	Comments
Our Support (Giving and Other Income)		
Individual Giving	300,000	
ELCA Partnership Grant	10,000	
Synod Outreach Grant	5,000	
Organizations	1,500	
Interest & Facility Rental & Other Income	7,750	
Total Support	324,250	
Ministry Investments:		
Mission		
Benevolence, SW Synod/ELCA	15,000	5% of Individual Giving
Peace Community Center	12,000	4% of Individual Giving
Davis African Mission	2,500	
World Hunger	1,000	
Lutheran Community Services	500	
Salishan Lutheran Mission / Fear No Evil	500	
Rock City	500	
Living Stones Prison Congregation	500	
Associated Ministries	200	
Tacoma Ministerial Alliance	200	
Total Mission	32,900	Represents 11% of Individual Giving
Ministry Activities		
Pastor's Continuing Education	750	
Dir. of Children, Youth, & Family Ministry Cont. Ed.	750	
Seminars/Retreats	500	
Summer Bible Adventure (Vacation Bible School)	750	
Adult Education	300	
FOCUS Groups	300	
Van Ministry	2,000	
Children's Ministry	1,000	
Youth Ministry	1,250	
Intergenerational Ministry	1,250	
Women's Ministry	200	
Confirmation Ministry	250	
Nursery	100	
Music Ministry	1,000	
Fellowship/Evangelism	700	
Celebrations	300	
Bishop's Convocation	163	
Sunday Breakfast	500	
Community Resources Ministry	1,000	
Affordable Housing Ministry	1,500	0.5% of Individual Giving
Racial Reconciliation Ministry	1,000	
Total Ministry Activities	15,563	

	2020 Proposed Operating Budget	Comments
Salary & Benefits		
Pastor Salary / Housing	84,263	Synod guidelines + 2% increase
Pastor's Social Security Allowance	6,446	Synod guidelines
Pastor's Benefits (Med/Dental/Disability/Pension)	14,185	Synod guidelines
Pastor Travel Reimbursement	1,000	
Dir. of Children, Youth, & Family Ministry Salary	51,873	
Dir. of Children, Youth, & Family Ministry Benefits	9,846	
Office Coordinator Salary	22,464	
Office Coordinator Benefits	6,820	
Intergenerational Outreach Coordinator Salary	17,680	
Music Director /Music Scheduler /Musician Salaries	23,707	
Custodian Salary	4,290	
Finance Coordinator Salary	5,434	
Nursery Attendant Salary	1,950	
Vision and Call Fellows Contribution	3,500	
Direct Deposit Fees	120	
Payroll taxes	12,538	
Total Salary and Benefits	266,116	
Supplies/Office Administration		
Office supplies and stamps	2,000	
Worship supplies	1,000	
Computer hardware/software	2,000	
Copy machine	2,700	
Coffee and tea	300	
Kitchen supplies	600	
Janitorial supplies	550	
Bank charges	300	
Total Supplies/Office Administration	9,450	
Building and Grounds, Insurance		
Electricity/Gas Utilities	1,800	
Water/Sewer	1,100	
Garbage	600	
Phone / Internet	900	
Building maintenance	2,000	
Grounds maintenance	1,500	
Security	250	
Elevator	600	
Insurance/taxes	5,000	
Total Building, Grounds, Insurance, Other	13,750	
Total Ministry Investments	337,779	
Budget surplus or shortfall	-13,529	