

# 2024 Ministry Plan for Peace Lutheran Church Tacoma, Washington

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



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

# Peace Lutheran Church 2024 Ministry Plan



## Introduction

The 2024 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 lives and blessing the community.

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.*** With the Future Directions discerned during the pandemic, we have more clarity of purpose as we live into God's vision, grounded in a Foundational Commitment to Anti-Racism. 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.

God has been at work in powerful ways through Peace Lutheran Church in 2023. The **2024 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 2023 reflected in the 2024 Ministry Plan include living into our future directions, our strong ministry of place in housing and community resources ministry, and children's/youth/family/intergenerational ministry. 2024 will be an exciting year as two Future Directions Work Groups help us live out our action plans for God's ministry in the future and Deacon Charissa Carroll takes on a full-time role as Deacon of Congregational Care and Community Resources.***

## A Narrative Presentation to the 2024 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. 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 and community 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 voice, your service, your leadership, and our shared life together in community!

***The 2024 Ministry Plan is organized around the five elements of our vision.***

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



# Visioning and Future Directions

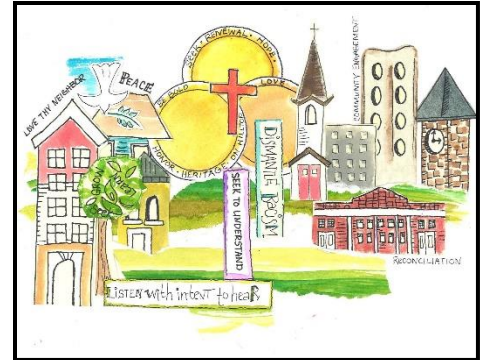
**A Verse for Discerning God's Vision** — Proverbs 29:18: "Where there is no vision, the people perish."



Vision gives hope and purpose for people and community, what we need to truly live! We are reminded of the vision statement of Peace Lutheran Church every Sunday in worship.

God is calling us to be a diverse community of faith in the Hilltop where all are welcome – a community that is Spirit-Filled, Compassionate, Healthy, Reconciled, and Just. A Future Directions Team met for 18 months during the pandemic to discern what that means for Peace Lutheran Church as we walk into the future. Our context is changing with the gentrification of the Hilltop

neighborhood with accompanying displacement of long-term residents (especially families of color), and there is a deep need for racial justice in our diverse community and nation. God is good and God is faithful, and God continues to give us energy to move into the future with hope and a strong sense of calling. The congregation has embraced a Foundational Commitment to Anti-Racism and four Future Directions that guide us as we live into God's vision in the coming years as a multiethnic, multigenerational church. Brendan Nelson's church staff position as Director of Community Engagement and Outreach was set up to help us move forward toward these Future Directions.



## Where have we come so far this year, and where are we going in our Future Directions?

In 2023, a Future Directions Action Plan Team under the facilitation of Bill Hanawalt, working closely with Brendan Nelson and Pastor John, met to create an action plan for our Future Directions with action items including timelines, outcomes, leadership and accountability, and resources needed, all undergirded by our Foundational Commitment to Anti-Racism. Two work groups emerged out of this process to help our congregation put these plans into action – an **Anti-Racism Work Group** facilitated by Julia Kagochi with Pastor John as church staff support, and a **Ministry of Place/Activation Work Group** facilitated by Bill Hanawalt and Joey Ager with Brendan Nelson as church staff support. You are invited to discern how you will be part of living out these Future Directions. As we always say at Peace, "Get in where you fit in!"

### Overarching Future Direction: Anti-Racism

*Our Foundational Commitment to Anti-Racism: As followers of Jesus, we believe Jesus calls us to understand, address, and dismantle racism in individuals, communities, systems, and structures, joining God in bringing about justice for the oppressed and transformation of all society.*



### Future Direction: Catechism of Peace

*The Catechism of Peace is how we teach our Christian faith in the context of our community and embed theology that is crucial to our congregation living out our faith, like loving our neighbor, justice, anti-racism, reconciliation, and other areas.*

### Taking action through the Anti-Racism Work Group:

The Anti-Racism Work Group's goal is to strengthen the congregation's commitment to anti-racism while moving the work forward. We began meeting in September 2023 to determine the values and decision-making practices of the group, as well as assess our immediate next steps based on the Future Directions Action Plan. The first course of action was to review and share with the congregation the survey responses from Spring 2023. In the new year, the work group will be focusing on increasing educational opportunities for church members, creating the resource library book list, and developing an equity toolkit that church leaders can utilize during decision and policy making. – Julia Kagochi

## Actions this Year Toward These Future Directions:



- **Conversations Around Race Workshop Series on Racial Justice:** Several leaders from Peace are part of an ecumenical group of leaders called the Conversation Around Race planning team with some other local congregations, and we hosted a workshop series to listen to stories of historic injustice (Native American genocide/colonialism, the WW2 Japanese American internment, and the historical experience of the Black community in Tacoma), and invite the stories of how some local Tacoma congregations, including Peace, are confronting racism in their congregations and communities.
- **Confronting Racism Synod Cohort Gatherings:** A cohort of representatives from 7 different Lutheran congregations in our synod gathered monthly for a six-month journey together called “Confronting Racism.” A team of six from Peace participated and met for deeper conversation around confronting racism and actions for justice that would make a difference.
- **“Were You There? Lenten Reflections on the Spirituals”:** Lynn Longfield led a Sunday Lenten series on Spirituals found in Black Church traditions, with music and reflection provided by Gospel musicians in our community, including Twylla Moore, Dorothy White, Damishe Greenwood-Walker, and Rev. Annie Jones-Barnes. The series helped us face the reality of our lives, center on our relationship to God in Jesus, and find hope in God’s future of justice and love. We listened to the Spirituals’ witness to trust in God’s power of deliverance, reminding us, despite what any of us may face, with faith we too shall overcome.
- **Anti-Racism Congregational Survey:** The Future Directions Action Plan Team surveyed our church in the spring to get feedback from the whole congregation to help the Anti-Racism Work Group help us all live out our commitment to anti-racism as inclusively as possible in life and ministry at Peace.



## Where are we going in 2024? Anti-Racism Action Plan:

Action	End Goal
<b>Integrating our Foundational Commitment to Anti-Racism</b>	
Initial Survey of Congregation	Gain understanding of how our congregation members understand and interact with our commitment to Anti-Racism.
Create Anti-Racism Decision Making Screen	Council, Staff and Volunteers have a tool to support anti-racist decision making.
Assess current church functions with Anti-Racism commitment	Look at worship, community ministries, policy, education, leadership groups, outreach, structures, etc.
Strengthen Racially Diverse Leadership (Places of Decision Making)	Increase engagement and leadership of our Black, Brown, Indigenous, and People of Color at Peace.
Integrate Commitment to Anti-Racism in Church Education	Commitment to Anti-Racism is thoroughly embedded in church teachings (new member class, confirmation, Council orientation, Sunday School (children, youth, and adults), small group ministries, and preaching)
Determine Anti-Racism Training Offerings	Individual members & congregation grow in knowledge of anti-racism and cross-cultural communication & relationships.
Individual Learning Library	Develop resources for individuals to grow in their commitment to and knowledge of anti-racism

## **Future Direction: Ministry of Place**

*The Ministry of Place is how we build relationships with our changing neighborhood to serve and learn as well as to invite our Hilltop community into the life of the church.*

## **Future Direction: Priesthood of All Believers**

*The Priesthood of All Believers is how we support the discipleship and leadership development of all participants in our Peace community of faith.*

## **Taking action through the Ministry of Place/Activation Work Group:**

The Ministry of Place/Activation Work Group is responsible for stewarding Peace's embodied presence in the Hilltop of Tacoma, in particular through the work of the affordable Housing ministry, Peace Community Center, the Community Meal & Resources ministry, and other projects. We believe Peace is at its best when we live into our identity as a neighborhood church: we are called to incarnational presence here in the Hilltop where we work to be good neighbors. We recognize that our neighbors are often impacted by housing insecurity, economic instability, displacement and gentrification, violence and other challenges. We acknowledge that to be good neighbors in a diverse, multicultural neighborhood we must confess the structural sin of racism - and the church's historic complicity in that system - and live into our foundational commitment to anti-racism. Our work team is responsible for nurturing the community ministries rooted in at Peace, stewarding their growth and sustainability, and connecting them to Peace's future direction.

-- Joey Ager

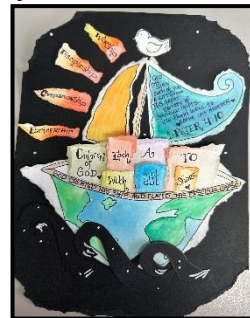
## **Actions this Year Toward These Future Directions:**

- **Housing Ministry:** With the addition of the 2-bedroom DADU, we have expanded the Housing ministry to provide affordable housing for another family displaced from our gentrifying Hilltop neighborhood. The Ministry of Place team is helping our congregation vision for the future in housing ministry.
- **Enterprise Partners:** Peace Lutheran Church was part of a faith-based development initiative around housing through a group called Enterprise Partners. The group met over 6 months and was equipped with the knowledge and tools to guide us in ways to develop our underutilized land into affordable homes and community space. Soon an Enterprise Partners grant will help us do a future feasibility study.
- **ELCA Big Dream Grant Extension:** In 2022 Peace Lutheran Church received an ELCA Hunger Big Dream Grant for \$125,000 total, including the DADU (detached accessible dwelling unit) housing down payment (\$90,000), a resource navigator to support families (\$10,000), and Future Directions implementation (\$25,000). This year we received another \$30,000 in Big Dream Grant funds, including increasing staff capacity (\$25,000) and partnerships in community ministry (\$5,000). Praise God!
- **St. Mark's Partnership:** This year our partnership with St. Marks by the Narrows church led to a joint grant application for solar panels for another one of the houses we steward in our Housing ministry. St. Mark's and we together received a total of \$50,000 in grant funds from Tacoma Public Utilities to share for solar panels! We will add solar panels to the 1-bedroom house we steward early next year.
- **Community Resources Ministry and Resource Navigator:** We continue to offer a free community meal every Friday evening throughout the year, partnering with congregations and community groups to provide and serve meals. Through Resource Navigator, Deacon Charissa Carroll, we support individuals in need toward a more sustainable livelihood. The goal is to walk alongside and equip individuals struggling with economic poverty to take positive steps toward greater economic sustainability.



- **Stewardship Series:** The Stewardship Team planned our fall series themed, "All Hands on Deck." We took time during the Sunday faith education hour and in worship to explore scripture, share faith reflections, and hear personal stories from people at Peace about God working in us and through us as we jump in and serve, knowing we need everybody's gifts and service.

• **Ministry Fair:** The fall Ministry Fair showcased church ministries and gave opportunities for people to sign up to serve. All hands on deck!





## Where are we going in 2024? Ministry of Place/Activation Action Plan:

Action	End Goal
<b>Strengthening our Ministry of Place &amp; Activating people to Serve our Community</b>	
History of Hilltop and Church	Be able to share the full story of the history of Peace Lutheran Church and our Hilltop community.
Codify Housing Ministry & Future Vision	Have a full plan for growth of housing ministry, sustainability, etc.
Redefine partnership with Peace Community Center	Create a plan for ways to strengthen partnership at all levels (communication, collaboration, etc).
Discover Gifts	Members of church and community are knowledgeable of their gifts and how they can serve the community.
Activate People for Local Service	People are serving the local community, with anti-racism lens, to strengthen justice and vibrancy.

## Housing and Community Resources Ministries

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

Peace Lutheran Church has been taking intentional steps toward strengthening our ministry of place in community development. In **Housing ministry**, we have expanded the number of houses we steward from three to four by building a two-bedroom small home (DADU) in the backyard of the house at 1953 S. Cushman. Now we are able to offer affordable housing to four families with connections to the Hilltop who have been affected by the displacement that has come with gentrification. This is a justice ministry. A Housing team oversees our housing program, renovation and maintenance of the houses, and family support for tenants. The Ministry of Place/Activation Work Group is helping us vision for future ministry in housing. In **Community Resources ministry**, we offer a year-round Friday Community Meal program with community resources, and our Resource Navigator, Deacon Charissa Carroll, comes alongside individuals who seek longer term sustainability for their families. This is a step beyond charity toward individual and community development, grounded in justice.



## Children's, Youth and Family / Intergenerational Ministry

**A Verse for Children's, 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."

Jayna Detweiler, Coordinator of Children's, Youth and Intergenerational Ministry, continues to help Peace establish a solid foundation for children's, youth and intergenerational ministry. The Church Council approves and strongly supports the vision and plan for moving forward in this ministry at Peace.



**Children's Ministry Vision:** Children and families of all backgrounds and walks of life feel welcome, safe, and loved; encounter and experience the wonder and love of God in Jesus through regular worship, dynamic Bible stories, engaging prayer, and caring relationships; learn and grow in faith surrounded by grace-filled community; discover their God-given gifts; and use their gifts to serve God, the church, the neighborhood, and the world. We celebrate and lift up children, create opportunities for children to give and serve, and encourage the community to open our arms and to receive the gifts children offer.

**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.



### 2024 Ministry Goals:

- **INVEST** in the lives of young people in significant ways
- **INSPIRE** them by our example and challenge them to strengthen and deepen their faith
- **IGNITE** them with a passion for Jesus Christ, a love for the lost, a commitment to the local community, church, and finally, to support them in being prepared for life, for relationships, for service, and for leadership



### Regular Children's Ministry Opportunities:

- Sunday School (Ages 4 through 3rd grade Godly Play) 9:45-10:45 am
- Children's Worship Time during 11 am Worship

### Regular Youth Ministry Opportunities:

- Sunday School (4th-6th Explorers, 7th-8th Feet to Faith Confirmation) 9:45-10:45 am
- Periodic Service Projects for youth to serve the community, i.e. make and serve

the Friday community meal, yard clean up, Peace gardening, and more!

- Youth Dinners Once a month at different host homes





Jayna Detweiler has worked to build connections with each youth and fellowship between the youth. We have continued to pour into faith education opportunities that permit our young people time with one another to continue and explore their faith and identity journeys. We look forward to more opportunities to dive deeper into their interests and ways to continue to live out their faith by serving the community. The highlight of this past year was spending a week last summer getting to serve and learn with the Yakama Nation and Mending Wings ministry. We hope to continue our relationship with those on the reservation and look for more ways to grow and learn in youth ministry.

Our classes for children and youth continue to explore the Bible while connecting with how we interact with the world each day. We focus on compassion, love and joy for God, ourselves, and each other.

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

- **Explorers** is a class that bridges the gap between children's ministry and the youth group and helps youth expand their understanding of the Bible through engaging, powerful lessons scripted just for them.
- **Feet to Faith Confirmation** is a two-year program of study and service with fun and challenging ways to help students grow in faith in God.



## Increased Staffing for Ministry in 2024

The proposed 2024 budget from the Church Council allows the congregation to expand Deacon Charissa Carroll's part-time Resource Navigator position to full-time Deacon of Congregational Care & Community Resources. She will lead the congregation and serve in worship, pastoral care, teaching/fellowship formation, and community engagement/outreach and resource navigation, areas of ministry need at Peace. In April 2023 Deacon Charissa was ordained into Word and Service rostered ministry in the ELCA (Evangelical Lutheran Church in America) at Peace Lutheran Church.

## Partnership with Peace Community Center

### A Word from the Peace Community Center Board of Directors:

Dear Peace Lutheran Church,

We are grateful for your continued care and support for Hilltop youth!



In this time of transition, the Peace Community Center remains committed to the children, youth, and families of our Hilltop neighborhood. We, the Board of Directors of Peace Community Center want to share an update with you and our community. In an effort to stabilize our financial foundation and discern paths forward for the Center's future and sustainability, we have paused academic programming for this school year. While we pause programming, here are our current four areas of focus:

- **Reset:** We are currently addressing immediate finance and administrative needs to stabilize the organization.
- **Build Trust:** We acknowledge that this has been a challenging transition, and some confidence has been lost in our community, and with the young people and families we are committed to serving. Soon we will communicate with community members and partners to listen to feedback and share next steps so that we are able to move forward together.
- **Renew:** We intend to undergo a community needs assessment and strategic planning so we may more effectively serve our mission in our Hilltop neighborhood.
- **Rebuild:** We will tackle Board and organizational development so we can build back stronger and fulfill our commitments to our community.

In the meantime, please know that Peace Community Center continues to actively partner with Peace Lutheran Church to serve the Hilltop in many ways:

- Supports regular free community meals on site with community resource navigation, a clothing closet, and hygiene supplies,
- Serves as an affordable space for community gatherings (e.g., around housing, youth concerns, and police/community safety), events hosted by local social service organizations, and community groups,
- Provides care and support for youth and families of the Hilltop neighborhood.

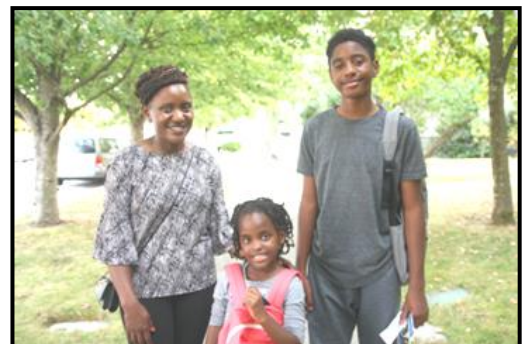
We are grateful for your partnership and welcome your ongoing support as we reassess, revision, and rebuild.

If you have questions or would like to share your support, please email [directors@peacecommunitycenter.org](mailto:directors@peacecommunitycenter.org) or reach out to any of the Peace Community Center Board Members.

In community, Peace Community Center Board of Directors

Arthur Jones-President  
Kerri Pedrick-Vice President/Treasurer  
Sarah Detweiler-Secretary

Trina Kagochi-Board Member  
Joanne Few McWilson-Board Member  
Stephen Olson-Board Member





## 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.

### **Southwestern Washington Synod of the ELCA \$19,250**

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 \$15,400**

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 \$1,000**

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 \$3,000**

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.

### **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.

### **eliseo Foundation \$500**

Formerly Tacoma Lutheran Retirement Community, for which Peace Lutheran Church has been an ongoing partner congregation.

## **Our Partnership with the Peace Community Center:**

### **Our Mission:**

Peace Community Center creates transformational educational experiences for Hilltop youth and families of promise empowering future success in college, career, and community leadership.



### **Our Vision:**

We envision a vibrant community where youth and families are life-long learners who use their diverse gifts to cultivate love, justice, and peace for generations to come.

### **Our Values:**

Community – Justice – Wholeness  
– Learning – Joy!

### **Anti-Racism Statement:**

Peace Community Center is committed to confronting systemic racism and all forms of oppression to promote personal growth, social justice, and reconciliation.

### **Faith Rootedness Statement:**

Peace Lutheran Church birthed Peace Community Center out of faith and a deep commitment of love for the Hilltop neighborhood, gifted Peace Community Center to Tacoma, and continues to closely partner with Peace Community Center to serve Hilltop youth and families today.



## 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 & Men’s Ministry
Community Bible Study	Musicians
Confirmation	Youth Ministry
Evangelism	Children’s Choir
Special Worship Services	Sunday Worship
FOCUS Groups	Small Groups
Sidewalk Ministry	Men’s Breakfast Group
Bible Studies	Evangelism Scholarship
Davis African Mission	Women’s Fellowship
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.

Blessing Others	\$12,580
Staffing	\$89,747
Activities	\$4,364
<b>Facilities/Admin</b>	<b>\$11,451</b>
<b>Total</b>	<b>\$118,142</b>



## 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
Van Ministry	Block Party / Family Day	
Care Ministry	Visitation	Crisis Ministry
Meal Train Ministry	Servant Events	Clothes Closet
Christmas Adoption	College Care Packages	Sunday Breakfast
Community Meals	Community Resources Ministry	

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

Blessing Others	\$4,739
Staffing	\$69,161
Activities	\$7,109
<u>Facilities/Admin</u>	<u>\$8,694</u>
<b>Total</b>	<b>\$89,703</b>



## 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 Premarital Counseling	Fellowship	Health Ministries
Intergenerational Ministry Opportunities	Organic Mentoring	
Blessing Others	\$6,989	
Staffing	\$90,001	
Activities	\$2,189	
<u>Facilities/Admin</u>	<u>\$10,644</u>	
<b>Total</b>	<b>\$109,823</b>	



## 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:

Cultural Competency Training	Anti-Racism Training	Conversations Around Race
Diverse Leadership	Youth & Adult Conversations	Servant Learning Experiences
<b>Blessing Others</b>	<b>\$14,247</b>	
<b>Staffing</b>	<b>\$56,313</b>	
<b>Activities</b>	<b>\$3,134</b>	
<b>Facilities/Admin</b>	<b>\$7,909</b>	
<b>Total</b>	<b>\$81,603</b>	



## 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, advocacy with decision makers toward eliminating the opportunity gap in education for low-income and underrepresented students, increasing access to affordable housing for low-income residents, dismantling racially unjust policies and practices in hiring, housing, and healthcare.

### Our Investments:

Community Resources Ministry	Housing Ministry	Financial Coaches
Faith Action Network / Advocacy	Bread for the World	Social Justice Ministry
Holiday Bazaar	Hunger Walk	Plaehn Scholarship
Peace Community Center		
<b>Blessing Others</b>	<b>\$7,820</b>	
<b>Staffing</b>	<b>\$74,054</b>	
<b>Activities</b>	<b>\$1,395</b>	
<b>Facilities/Admin</b>	<b>\$8,937</b>	
<b>Total</b>	<b>\$92,205</b>	





# 2023 Highlights of Our Journey toward Our Vision at Peace



## All Hands on Deck!

In October we held a Ministry Fair and showcased lots of Peace ministries, providing opportunities for everyone to sign up to share their gifts. The Ministry Fair was organized around the theme, "Peace Takes Care of..."

Our Children	Our Worship and Welcoming	Our Neighbors	One Another
Our Relationships	Our Women and Men	Our House	Our Future Directions

## Peace Takes Care of Our Children...

### Summer Bible Adventure – Compassion Camp!

This summer I was blessed with the opportunity to serve at Compassion Camp by assisting with music and worship. My family and I had attended this event the previous summer and got a lot out of it, so to be on the giving end of this powerful ministry this time rather than the receiving end was a special treat! Of course I received as well. I enjoy seeing kids often catch onto the songs quickly and surrender their bodies and voices to uplifting God and tasting and seeing that He is good. Though I do not say that to sing is to worship, worshipping through music regularly can tend to guide us to worship Jesus in other ways regularly. So selecting and presenting songs that had direct ties to the themes of the lessons as prelude to or reinforcement of the learning was spiritually important. I'm thankful that I was part of a discerning team that made musical choices and that assisted in helping Summer Bible Adventure be relevant and fun! -- Michael Green



### Youth Servant Learning Mission Week

In July, I and other youth members went to the Yakama reservation for an opportunity to learn, serve, and grow. I was nervous about what was going to happen, but we were welcomed with open arms. We spent the week helping elders clean their property on the reservation and getting to spend time learning about their ways of life. Our supervisor told us the story of the creator which shocked me because I didn't know how animals and land played such a big part in their life. He told us how the animals gave themselves to the people and how the

people were tasked with protecting them, how the people, animals, and land worked together to make life for everyone and everything better. On the last few days of our trip, we went to museums and learned about how in the 1800s there were 250,000 Natives left. We also went to historical sites where we got to see and learn how their ancestors lived. We prayed together, sang together, and other times just listened and took notes. One thing that really caught my attention was how everyone who lives there was so connected to their faith and so kind and understanding when they taught us about their history and language. When we mispronounced a word or didn't understand something, everyone took the time to teach us and told us the truth that we wouldn't learn otherwise. At the end of my time there I wanted to become more connected with my community and become more passionate about my beliefs. -- Lillie Brooks-Walker

## Peace Takes Care of Our Worship and Welcoming...

### Assisting Minister for Worship

Serving is my way of teaching my family the value of serving others. From the first time I came to Peace I started volunteering in the kitchen and then we became members as a family. When you use your time, talent and treasure, think of ways you can make new friends, be helpful and serve at places that mean so much to you. In my childhood years, I was taught to be selfless, to lend a helping hand with family, friends, and my church. I taught my kids the same values. All three of my children serve in our church in many ways and we thrive as a family to live and breathe to serve our community. I love to help as an assisting minister because it is not only fun but I feel excited and see all of the amazing faces from the pulpit, engage more with the congregation, and stay grounded at Peace. I serve in many ways not only in our worship service but in other committees at Peace, including dinners and hygiene drives. Please allow yourself to remember how much you mean to us at Peace and your time, talent and treasure will be valued always. Blessings! -- Myrah Lyle Ballentine



### Music Ministry

I am so grateful to be able to worship God through singing with the Gospel Choir and with Ms. Twylla. Not only is there an intergenerational value which I cherish and through which I am blessed, but that my talents, as a holy offering, have been well received is uplifting as well. -- Gabi Nelson-King

## Usher and Greeter for Worship

In our younger days growing up, God showed us that church is more than a building you go to on Sundays. It is the body of Christ. That is the church. Serving Peace Lutheran Church as ushers and greeters has allowed us a chance to get to know members of the church by name. We have found a sense of belonging here while also hopefully helping others to experience the same. Pastor John reminds us weekly, that "all are welcome" at Peace, and ushering and greeting allows us to live out that truth as we welcome each person on Sunday into this community for worship. Serving in this capacity isn't always easy for us. We have our introverted tendencies. But God has used what we have made available to him by faith and challenged us to step forward into this role to work in us and through us. We are grateful for the opportunity to serve the church.

-- Jay Maeboori and Shelley Ryan-Kelzenberg

## Peace Takes Care of Our Neighbors...



### Housing Ministry

Thanks be to God! Our housing ministry, from the very beginning, has been something to behold! I do not believe that any of us could have imagined what this ministry has become and the potential it has to thrive. Being a part of this has been very meaningful. Having the opportunity to walk alongside people through very emotionally charged and vulnerable positions has helped me to appreciate relationships, garner a deeper understanding of the complexity of housing, and to witness, up close, just how important the work is that God has tasked us with. The concept of building DADUs on our existing lots was a "pie-in-the-sky" dream that God has led to fruition. So many individuals worked to make that place a reality!

Preparing that unit with such love by all involved was a blessing to me too. Knowing that the unit was soon to be occupied by a father and his children was heartwarming. The special touches that Charissa, Brendan and others arranged for were just so wonderful. Had I not been part of the housing ministry, I would not have known. I will end with this: the ministry needs each of you and you will, indeed, be blessed in some way being a witness firsthand. I am grateful.

-- Carmen Lampman

### Community Meals and Resources and Evangelism

I'm on this journey to do the very best I can to be able to touch lives in people and to let them know there is a light better for them. That name is Jesus. With the strength that I have through the help of God I will make an impact on listening and hearing and showing the Fruits of the Spirit to the people wherever I go: when I'm cooking a meal for the community, helping



out with the holiday bazaar, going to serve people on the job, or greeting them at the door on Sundays. Wherever we go we want

the people to see Jesus in us. That is the impact of peace that passes all understanding, joy in the hearts, and loving themselves as they would love their neighbors. ❤️ So Peace Family we have a lot to give with all of our gifts and talents to share and we all have work to do in the Kingdom of God. So let's all stay prayed up continually and hear what the Spirit of God is saying to us. Let's stay on this journey to impact the lives of God's people.

-- Neoma Clay



### Peace Community Meals Garden

The Peace Community Meals garden arose from suggestions by our youth at an intergenerational education hour two years ago. We started the garden in the spring of 2022, along the parking strip on S 21st St. across from the Peace parking lot. Food from the garden is used for our Friday community meals. In 2023 we grew lettuce, peas, potatoes, tomatoes, kale, collard greens, and winter squash, which were used in community meals in the summer and fall. Several folks from Peace formed an informal gardening team, who prepared the beds, planted, weeded, irrigated, harvested, cleaned up in the fall, and did some cooking. We welcome more folks to join the team (or just pitch in for an hour or two). If you like to get your hands in the soil, grow healthy food, and serve our neighbors, you are welcome to join our team. Contact Craig Cogger for more information.

-- Craig Cogger





## Peace Takes Care of One Another...



### Sunday Breakfast

When Teresa Jackson asked me to be the breakfast provider for Sunday October 15 I did not realize it conflicted with the women's retreat. Although I missed the camaraderie and spiritual insights from this retreat, my family and I had an amazing and blessed experience serving breakfast. You could say we had our own mini family rejuvenating and strengthening retreat. They were excited to help mom and to interact with the family of Peace. We were surrounded with joy. -- Sharon Olson



### Prayer Corner and Prayer Chain

The **Prayer Corner** (praying one on one with folks during worship) is very meaningful to me. I feel honored when someone trusts me enough to talk to me and have me pray with them. Pastor Plaehn used to come up to the Prayer Corner and have me pray with him. You can't get closer to God than in prayer. I've been given a gift that comes easy to me—praying—and I like to share talking with God with people. I feel very honored I'm allowed to do this. The **Prayer Chain** is a more remote form of the Prayer Corner. We gather prayers and we know our brothers and sisters are praying for us. We pray remotely from them. We don't always get updates on how our prayers have turned out. We have to trust when we bring these needs to God that God will take care of it. Where two or three are gathered in his name, there he is also. The Prayer Chain is a big group. I like doing the Prayer Chain because I feel like I'm actively helping others. I can be part of the prayer community even as a person who experiences disability. I can participate in the Prayer Chain wherever I am, which oftentimes means being at home.

-- Sandra Puckett

### Card Ministry

The Papers of Peace Card-Making group has been meeting and creating cards since June of 2015. We have been a small but productive group. (4 to 6 people at our meetings). What a blessing this group has been to us who have been the creators of the cards and also to those connected with Peace who have been the recipients. The onset of Covid put an end to our meeting in person for nearly three years but it did not stop our production of messages of God's love, hope, and encouragement. Hundreds of cards were sent out during our time of isolation. We have had a few meetings in person as times are getting back to our new normal. We hope to get back to our meeting schedule of every six weeks in 2024. We would love to have others join us for this time of fellowship, creativity and sharing God's love for all. -- Nancy Heavey



### Home Communion Ministry

Giving service: Providing service comes into many categories—from community, church, political charity—whichever category one may choose and has the desire to help and care for others. Kit Thompson is that person who has committed herself to providing service to the church. She provides Communion and prayer to the homebound. We find her being a good listener as we share concerns around our health issues. Moreover, just having the opportunity to receive the love of Jesus is a good thing for us. Her ministry is a monthly compassion and service. We are forever grateful for Kit being the link between church and homebound folks like us.

-- Ted and Billie Johnstone

## Peace Takes Care of Our Relationships...

### Sunday Faith Education

I serve in discipleship ministry at Peace – specifically, I do what I can to help with men's ministry and help in facilitating our adult forum from time to time. Those who know me know that I value greatly the work of Holy Spirit in a gathering of people, as we gather around God's word and wrestle to see, hear, and respond to how God speaks to us, and through us, through God's Word. I have two scriptures for us to consider. They inspire me and give me great hope for what it means for us to grow in prayerful reflection of the scriptures, and in faithful action in our homes, communities, and places where God meets us daily.





+ **1 Peter 4:10** - "Like good stewards of the manifold grace of God, serve one another with whatever gift each of you has received." The communities of faith that I have been nurtured in have encouraged me to use the gifts I have of facilitation, listening, encouragement and maybe a little teaching. Whatever gift I have is meant to serve members of my household, people on my block, my community, my co-workers, and my greater church family. I pray to be better at acknowledging and encouraging you all in the gifts you have, because the Holy Spirit, who has created and nurtures our faith, also gifts each of us for the purpose of service to others wherever we are.

+ The second passage that I'd like us to consider comes from Paul's letter to the Christians who are in Rome. Paul's gift from Holy Spirit to be an apostle (or sent one) brought him to many places to share the good news of Jesus' love. It's easy for me to think that Paul is really great and he has no need to get encouragement from others who haven't done all the great things for Jesus and the Church that Paul has done. However, listen to what Paul says to the Roman Christians who he had yet to meet. **Romans 1:11-12** - "For I am longing to see you so that I may share with you some spiritual gift to strengthen you - or rather so we may be mutually encouraged by each other's faith both yours and mine." Did you catch that? The great apostle Paul needs to be encouraged in his faith as much as you and I. I experience this time and time again as I meet with guys one on one to share life and faith, and as I have the privilege to facilitate prayerful and faithful conversations in adult forum, I see how we as the body of Christ mutually encourage one another by our trust in what Jesus has done, and is doing in and through us, and in the world. May we see that God continues to bless us with opportunities to encourage one another as we gather to hear God's word, be transformed by the power of Holy Spirit, and be sent out to serve. There's always more that can be said but I pray we can see with new eyes the great gift we share when we take opportunities to share faith and life with one another because that is what discipleship is.

-- Malcolm Carroll

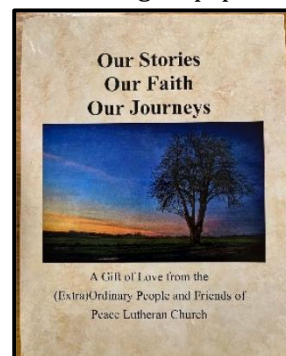


## Community Bible Study

Like many things at Peace Lutheran, our weekly Bible study ministry is a bit unorthodox compared to what many traditionalists might expect. We do not get into dense theology, but rather we explore Bible themes in the context of the real world and apply them to the lives of the participants and our church. Typically the pastor (or sometimes a lay leader) starts the session by asking a question relating to what's going on in the world or in the members' lives and anyone who wishes can provide answers. Then we read the scheduled lessons, with discussions and observations sparked by the Q&A. We delve into the meaning of the writings, especially in the light of what was going on at the times they were written and what the Holy Spirit is trying to get people to hear, now as well as in ancient times. The participants — either in person or online — are Peace Lutheran's particularly diverse group, reflecting our congregational makeup, from all walks of life, various neighborhoods, assorted lifestyles, and with the full gamut of this world's ups and downs. Nobody goes away hungry for knowledge, and we do get our appetites for Bible learning refreshed for the next meeting. -- Dee Dahlke and Duncan Johnson

## Writing Group

Retirement got me started. I'd been writing for a while and reading my stories to my fourth graders at school, but now it seemed like time to take it a step further. So, enter the Peace writing group. It's a welcoming, low-intensity place. We get together to write and share our writing with each other. It's interesting because we are all so different. Some of us are poets (not me!), some write novels, some are historians. We write for adult audiences, for children, to inform, and to share ourselves. Writing is also a way to explore our past and what goes on inside, often unnoticed by us until we begin to put our feelings into words. And it's a way to share our faith journeys. I began to try to put some of my stories together to form a book. I'd read them to the group, polish them up, and bring another one the next time. This past July I was able to self-publish a book of short stories to read aloud to kids. The writing group cheered me on and gave me the confidence to accomplish this dream. Thanks, groupies! You should have seen us trying to maneuver through the pandemic! Most of us were new to zooming, and some didn't have the technology. We had quite a few laughs, along with cat and dog drop-ins, or walk-over-the-keyboard visits. To mute or not to mute? What? What? How do I unmute myself? That's how it went. Now, however, we meet in person monthly at the church, on the third Tuesday of the month, at 6. We are working on getting a new devotional book to publication, made up of stories, poems, art, and photographs from all the people at Peace. So, if you have some writing up your sleeve, now is the time to share it! -- Gail Storrs



## Peace Takes Care of Our Women and Men...

### Women's Ministry – Women's Retreat



The retreat was for three days at Lake Retreat in Ravensdale. 26 women attended from Friday 5pm to Sunday 1pm. We began with a meal that Charissa had brought and ate together while people continued to join in. The first session began that evening at 7pm, and



we discussed how we experience time and make room for Kairos time where the Holy Spirit breaks in. Saturday, we started with breakfast, and by wearing safety glasses we got to see the eclipse! We had a group photo, and then started on session two: the person and ministry of the Holy Spirit. We experienced different ways of creating spaces to encounter the Holy Spirit. The first was in-depth scripture study. In small groups we condensed several verses and came up with our own definition of the ministry of the Holy Spirit. The afternoon was free time, and some people walked, some did crafts, some slept, and most of us joined in a creative writing session led by Shari. After dinner was session three: the power of the Holy Spirit. Here we practiced Lectio Divina and imaginative prayer. It was powerful to experience the power of the resurrection, and know it is available to us at any time. Sunday, we had a nice breakfast and worship service. We sang hymns, and shared communion. Session four was about our gifts, which are manifestations of the Holy Spirit, available to us to extend the mission of Jesus into the community. We tried worshipping in different postures. We packed up and left after lunch. It was a terrific time for us all. Many women responded that they learned so much, they enjoyed being with each other, and the setting was beautiful. -- Sarah ButlerWills



### Men's Ministry – Men's Fellowship Group

Earlier this year the Men's group was reborn and has had solid attendance every 2nd Saturday of the month. While centered in Christ, we come together in prayer and devotionals, learning about our common struggles and how we can support each other. More often than not, we start on a scheduled learning path; however, the beauty of the Holy Spirit takes hold and we diverge our conversations, hear other viewpoints, and come back to what Jesus would do. Several men have stepped up to teach lessons. For example, one Saturday we had a knife sharpening (Proverbs 27:17) demonstration facilitated, used to signify men can be accountable

to each other. Another lesson was done with oddly shaped gingerbread cookies, meaning that God can use everyone for his purpose even if we think we are imperfect, to GOD we are always worthy for good. Currently the Men's group is on hiatus as we form a new shared management group and anchor this group for many years to come. Please keep us in your prayers that those on the management committee work out the details needed to be a blessing to serve the men and the greater church at Peace Lutheran Church. -- Antonio Yune

## Peace Takes Care of Our House...

### Maintenance of the Church Building

The next time you are in worship or at a community meal or community gathering at Peace stop to look around. We have a wonderful building that does so much! Fortunately for us we don't pay property taxes since we're a church because this property is valued at over \$1.6 million. Literally hundreds of people before us made a financial commitment to build and renovate this facility into what we have today. It truly is a gift from God! With such a gift comes our duty to maintain it in good order. I have been working with our facilities lead Jeanie Correa, and have been a general "fixit guy" when something needs to be repaired around the church. I feel it is my calling to be part of the maintenance team, but with only a few people on the team the task can be daunting. Our goal is to become more proactive and less reactive with regard to facility maintenance, but with such a limited group we struggle to do that. Please consider becoming involved at any level in the ongoing maintenance of our beautiful facility. We look forward to working together. God's work. Our hands. -- Alan Kies

### Serving on Church Council

I trust this letter finds you in good health and high spirits. I am writing to you today with a sense of gratitude and enthusiasm, having had the privilege of serving on the Peace Lutheran Church Council. I wanted to take a moment to express how this experience has profoundly impacted my life and the vital role it plays in our beloved community. Serving on the Peace Lutheran Church Council has been a truly enriching experience for me. It has provided a unique opportunity to give back to our church community, a place that holds a special and

central role in our lives. The act of giving back is not only a personal calling but also a fundamental pillar of our faith. As we know, serving our church is a way of sharing the gifts that we have been blessed with, be it time, talent, or treasure. It allows us to contribute to the well-being of our congregation and, by extension, the greater community. In my time on the Council, I have had the privilege of working with fellow church members who share a similar commitment to our faith and community. The collaborative nature of our efforts has been both inspiring and humbling. Sharing our diverse gifts and talents within the Council has allowed us to harness the collective strength of our community to bring about positive change. This shared purpose has not only strengthened my connection to our church but has also deepened my relationships with fellow members. Additionally, my service on the Peace Lutheran Church Council has afforded me a unique opportunity to learn more about how our church works within the broader community. It has been an eye-opening experience to witness the impact our church has on the lives of those in our neighborhood and beyond. By actively participating in Council discussions and initiatives, I have gained a deeper understanding of the essential role our church plays in promoting love, compassion, and support in our community. I firmly believe that the Peace Lutheran Church Council is a vital conduit between the congregation and the greater community, and I am excited about the potential for positive change and continued growth in our church's outreach and impact. My time on the Council has deepened my commitment to our church's mission and has further solidified my belief in the transformative power of collective action rooted in faith. In closing, I want to express my heartfelt gratitude for the opportunity to serve on the Peace Lutheran Church Council. It has been a privilege and an honor, and I am excited to continue contributing to the betterment of our community. I encourage anyone who has not yet had the chance to serve on the Council to consider this rewarding experience as a way to give back and learn more about the significant role our church plays in our community. Thank you for your time, support, and unwavering commitment to our beloved Peace Lutheran Church. -- Pam Asadi

## **Finance Ministry**

In Christian tradition, the idea of stewardship originates in the book of Genesis. At the creation, Adam is put in the garden of Eden to "till it and keep it" (Gen 2:15). This may not seem to have much to do with financial planning, but in the context of a congregational community it is central to carrying forth our mission to serve and seek God's kingdom in this world. In my service as treasurer this year, I've often thought of my role as being a gardener who helps care for the plants (our mission activities) so they can grow and bear fruit. Truth be told, this is not just the role of one person, but the entire congregation. Ultimately, it's an opportunity to say YES: yes to Christ's guidance, yes to new mission activities, yes to peace and justice in the world, and yes to our ongoing commitments to our community. Tending to the church's financial well-being in the past year has shown me how saying YES is only possible with the stewardship of our whole congregation: we are all partners in the project of tilling and keeping God's garden as we live together in this world. -- Erik Tou

## **Office Support**

At the Ministry Fair, this office help position came under the category "Peace takes care of our house." This is an apt description, as to me it involves creating a feeling of home for our Peace family and the community. Much of the work is a ministry of presence, welcoming people and being available to help with questions and concerns, providing information on available services, and praying for and with people. Along the lines of our "All Hands on Deck" theme, part of the work is literally using my hands: answering phones, entering information on the computer, writing in the red book to record baptisms, marriages, memorial services and other important events in the lives of our congregation. I am thankful for this chance to interact with staff, congregation, and community in different ways. It is a blessing for me to use my gifts by helping out in the office to further the ministry of Peace. -- Kit Thompson

## **Tech Team**

Live from the Stream Team! As most of you know live streaming services started at Peace due to the desire to share God's Word during the Covid pandemic as we were forced to close our doors to public worship. Pastor Jae Bates was instrumental in bringing this new process to life. We give thanks to God for Pastor Jae's efforts to make this a reality! As he took on new responsibilities at Peace, it was necessary for Pastor Jae to step back from live streaming and a call was put out for volunteers. I saw this as an opportunity to help fill a need as well as the chance to go back to church and experience in person services once again. This month is my 3rd year serving in this role. It has truly been a blessing to me to be able to do this! Brad Wills offered his expertise earlier this year and improved our sound capabilities greatly as well as taking every other week services for live streaming. A big thank you to Brad for all his help! We have recently added 3 more members to the Stream Team as Kamari Carroll, Peter Jacobson, and Jay Maebori all answered the call for more volunteers. They are each doing an amazing job! We give thanks to them as well and look forward to continuing to bring the live streaming service to all! Blessings to you all! -- Don Gillis



## 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

## 2024 Church Ministry Plan by VISION Area

	Spirit-Filled	Compassionate	Healthy	Reconciled	Just	Budget %
<b>Blessing Others</b>	\$12,580	\$4,739	\$6,989	\$14,247	\$7,820	9%
<b>Staffing</b>	\$89,747	\$69,161	\$90,001	\$56,313	\$74,054	77%
<b>Activities</b>	\$4,364	\$7,109	\$2,189	\$3,134	\$1,395	4%
<b>Facilities/Admin</b>	\$11,451	\$8,694	\$10,644	\$7,909	\$8,937	10%
<b>Total</b>	\$118,142	\$89,703	\$109,823	\$81,603	\$92,205	\$491,476
<b>% of Budget</b>	24%	18%	22%	17%	19%	100%



## Our 2024 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 2024 Budget

	2024 Proposed Operating Budget	Comments
<b>Our Support (Giving and Other Income)</b>		
Individual Giving	385,000	
ELCA Partnership Grant	10,000	
ELCA Hunger Grant & Synod Shalom Grant	15,000	
Virginia Mason Franciscan Grant	20,000	
2023 Big Dream Grant Rollover	35,000	
Interest & Facility Rental & Other Income	13,950	
<b>Total Support</b>	<b>478,950</b>	
<b>Ministry Investments:</b>		
<b>Mission</b>		
Benevolence, SW Synod/ELCA	19,250	5% of Individual Giving
Peace Community Center	15,400	4% of Individual Giving
Davis African Mission	3,000	
World Hunger	1,000	
Lutheran Community Services	1,000	
eliseo (Tacoma Lutheran Retirement Community)	500	
Rock City	500	
Living Stones Prison Congregation	500	
Associated Ministries	200	
Tacoma Ministerial Alliance	200	
<b>Total Mission</b>	<b>41,550</b>	Represents 11% of Individual Giving
<b>Ministry Activities</b>		
Pastor's Continuing Education	750	
Dir. of Comm. Engagement & Outreach Cont. Ed	750	
Deacon of Cong. Care & Comm. Resources Cont. Ed	750	
Seminars/Retreats	500	
Summer Bible Adventure (Vacation Bible School)	750	
Adult Education	300	
FOCUS Groups	300	
Van Ministry	3,000	
Children's Ministry	1,250	
Youth Ministry	1,250	
Intergenerational Ministry	1,250	
Women's Ministry	1,250	<b>Note: Future Directions / Community Resources Ministry / Cultural Competency Ministry are not reflected in this 2024 budget; these ministries are all funded by past grants and special giving.</b>
Men's Ministry	500	
Confirmation Ministry	250	
Nursery	100	
Music Ministry	1,000	
Fellowship/Evangelism	700	
Celebrations	400	
Bishop's Convocation	300	
Sunday Breakfast	500	
Housing Ministry	1,925	0.5% of Individual Giving
<b>Total Ministry Activities</b>	<b>17,775</b>	



	2024 Proposed Operating Budget	Comments
<b>Salary &amp; Benefits</b>		
Pastor Salary / Housing	100,533	
Pastor's Social Security Allowance	7,691	
Pastor's Benefits (Med/Dental/Disability/Pension)	14,905	
Church Staff Travel Reimbursement	1,000	
Dir. of Comm. Engagement & Outreach Salary	68,666	
Dir. of Comm. Engagement & Outreach Benefits	7,120	
Deacon of Cong. Care & Comm. Resources Salary	68,666	
Deacon of Cong. Care & Comm. Resources Benefits	7,120	
Operations Manager Salary	29,993	Shared with PCC; total is \$49,988
Operations Manager Benefits	2,721	Shared with PCC
Coordinator of Children, Youth, Intergen Min Salary	27,375	
Music Director Salary	21,913	
Custodian Salary	5,577	Shared with PCC; total is \$22,308
Finance Manager Salary	10,400	
Nursery Attendant Salary	1,846	
Community Meal Coordinator Salary	2,500	
Payroll taxes	18,000	
<b>Total Salary and Benefits</b>	<b>396,026</b>	
<b>Supplies/Office Administration</b>		
Office supplies and stamps	3,000	
Worship supplies	1,750	
Computer hardware/software	3,500	
Information Technology	2,500	
Copy machine	2,800	
Coffee and tea	200	
Kitchen supplies	300	
Janitorial supplies	240	
Bank charges	2,500	
<b>Total Supplies/Office Administration</b>	<b>16,790</b>	
<b>Building and Grounds, Insurance</b>		
Electricity/Gas Utilities	2,235	
Water/Sewer/Garbage	1,450	
Phone / Internet	1,100	
Building maintenance	1,600	
Grounds maintenance	1,400	
Security	550	
Elevator	1,000	
Insurance/taxes	10,000	
<b>Total Building, Grounds, Insurance, Other</b>	<b>19,335</b>	
<b>Total Ministry Investments</b>	<b>491,476</b>	
Total Support Minus Total Investments	-12,526	
Income from Staffing Growth Fund	10,000	<b>Note: \$10,000 is allocated from the \$100,000 in restricted funds dedicated to staff support as part of Council sustainability plan.</b>
<b>Budget surplus or shortfall</b>	<b>-2,526</b>	