

2025 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 2025 Ministry Plan



Introduction

The 2025 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. Since then, through prayer and discernment, God has revealed statements of welcome and land acknowledgment and a foundational commitment to anti-racism.

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 our foundational commitment to anti-racism and action plans. 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 2024. The **2025 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 2024 reflected in the 2025 Ministry Plan include living into our future directions, our anti-racism commitment and ministry of place in housing and community resources ministry, and children’s/youth/family/ intergenerational ministry. 2025 will be an exciting year as two Future Directions Work Groups help us continue to live out our action plans for God’s ministry, we vision for youth and family ministry, and Pastor John goes on a three-month sabbatical in the summer.***

A Narrative Presentation to the 2025 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 Guiding Statements

Mission

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



Values

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

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

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

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

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

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

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

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

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

Vision

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

The 2025 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.

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!



Foundational Commitment to Anti-Racism

As followers of Jesus, we believe that God created all people in God's image (Genesis 1:27), Jesus breaks down all dividing walls (Ephesians 2:14), and the Holy Spirit connects and unites all people. The whole church looks forward to God's future when people will be gathered from all cultures and peoples in the reign of God (Revelation 7). This church names racism (individual and systemic) as sin. We affirm that the diversity of cultures is a God-given gift, and we seek to extend God's love to all our neighbors. 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 (Luke 4).



Land Acknowledgment

Peace Lutheran Church is located on the traditional homelands of a living people, the Puyallup people of the coast Salish nation. This is a statement of honoring as well as a confession of the deep injustices our country and the church have perpetuated against Native American people and a call to stand in solidarity and seek God's justice.



**I'M AT
PEACE
ON THE HILLTOP**

2106 S CUSHMAN AVENUE PEACELUTHERANTACOMA.ORG



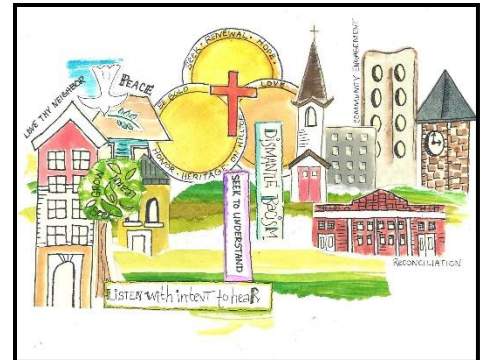
Visioning and Future Directions

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 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 2024, the work group focused on increasing educational opportunities for church members, creating the resource book library, and developing an equity toolkit that church leaders can utilize during decision and policy making.

Actions this Year Toward These Future Directions:

- **Conversations Around Race Workshop Series on Housing, Homelessness, & Race:** An ecumenical group of leaders, including Peace leaders, called the Conversation Around Race planning team hosted a series to listen to the voices of those who have experienced homelessness and those who volunteer in the homeless community, learn about the link between housing and the racial wealth gap, discuss actions and advocacy to meet the needs of homeless neighbors and increase housing availability and affordability, and encourage and support churches to join in housing actions and advocacy.
- **“Hope Is Here! Spiritual Practices for Pursuing Justice and Beloved Community”:** The Anti-Racism Work Group led a Sunday Lenten series based on the book by the same name written by Luther E. Smith, Jr. We asked, “How do we live into God’s dream of justice and beloved community when racism, mass incarceration, environmental crises, divisive politics, and indifference imperil the dream?” We explored how hope and hope-filled spiritual practices are essential for personal and social transformations on this journey as we live into our Foundational Commitment to Anti-Racism.
- **Anti-Racism Book Resource Library and List of Equity Community Events & Opportunities:** These new resources are available for your personal growth, learning, and deeper understanding.
- **Anti-Racism Toolkit:** The Anti-Racism Work Group developed a toolkit for use throughout our church to help us apply an equity lens to our life and work together. The Council, staff, and congregation were introduced to the toolkit in an intentional process, and we began to use the equity lens with the Nominating Team, Budget Team, and Council.
- **RiseWithUs Training:** We engaged RiseWithUs consultants AJ and KJ Williams to work with Council, staff, and congregation through trainings in cultural humility and inclusivity and a powerful “Building an Inclusive Church” all-church retreat.



Anti-Racism Action Plan:

Action	End Goal
Integrating our Foundational Commitment to Anti-Racism	
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 Work Group:

The Ministry of Place 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.

Actions this Year Toward These Future Directions:

- **Housing Ministry:** The church now stewards four houses and provides affordable housing for four families in our gentrifying Hilltop neighborhood. The Ministry of Place team is helping our congregation vision for the future in housing ministry.
- **Ministry of Place Work Group Listening:** The Ministry of Place Work Group engaged in intentional one on one conversations of listening and discernment with community members to help guide us as we live into our ministry of place in the future.
- **Enterprise Partners Feasibility Study:** A year ago, Peace Lutheran Church was part of a faith-based development initiative around housing through a group called Enterprise Partners, equipping participants with knowledge and tools in ways to develop underutilized land into affordable homes and community space. We now have a Request for Proposal for a feasibility study funded by an Enterprise Partners grant.
- **ELCA Big Dream Grant Extension:** In 2022 Peace Lutheran Church received an ELCA Hunger Big Dream Grant for \$125,000 total, including DADU (detached accessible dwelling unit) support (\$90,000), a resource navigator (\$10,000), and Future Directions implementation (\$25,000). In 2023 and again this past year in 2024 we received an additional \$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/Greening Actions:** This year our Shalom Project partnership with St. Marks by the Narrows church and grant funds with federal rebates allowed us to install solar panels on a second of the homes we steward, and a third will receive solar panels by year-end. We installed a heat pump on one of our homes to provide efficient heating and cooling with the solar panels producing the electricity.
- **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. We added a Peace Café on Fridays 3-7 pm as a warm, welcoming gathering space. 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, "We Are an Offering." In Sunday faith education and worship we explored scripture, shared faith reflections, and heard personal stories from people at Peace about God working in us and through us, knowing we need everybody's gifts and service. Talk with Brendan about church serving opportunities.

Ministry of Place Action Plan:

Action	End Goal
Strengthening our Ministry of Place & Activating people to Serve our Community	
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 is taking intentional steps to strengthen our ministry of place in community development. In **Housing ministry**, with the addition of the two-bedroom small home (DADU) we built in 2023, we now steward four houses (a 1-, 2-, 3-, and 4-bedroom) and 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 Work Group is helping us vision for future ministry in housing. In **Community Resources ministry**, we offer a year-round Friday Community Meal program and Peace Café 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, helps 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 journey. We desire to make space for them to share their stories and experiences to hear (again) the story of God's love for us and for this world. We want to continue this by creating intentional connections between youth and caring adults in trusting, faith-filled relationships. We offer youth opportunities to grow in faith, discover gifts, serve meaningfully, and be known.



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.

2025 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 9:45-10:45 am Godly Play (Ages 4 through 3rd)
- Children's Worship Time during 11 am Worship

Regular Youth Ministry Opportunities:

- Sunday School 9:45-10:45 am (4th-6th Explorers, 7th-8th Feet to Faith Confirmation)
- Youth Dinners as hosted by families
- Movement towards one on one youth to adult mentor relationships
- 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!

Evaluating and Visioning for Youth Ministry: Peace is at the point of looking at reevaluating what youth ministry looks like now that we are into a new normal after Covid-19. Children in the church are aging up and we're seeing the opportunity to invest in personal relationships with each individual youth to be a part of their lives. We look forward to bringing together a children's, youth and intergenerational committee to help drive and guide the vision of the ministries going forward.

Classes for Children and Youth: 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. Classes for children and youth:

- **Godly Play** opens children up to experience the wonder of God's love expressed in Bible stories and to respond with creativity and reflection.
- **Explorers** 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.



Pastor John's Sabbatical in Summer 2025

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

In an effort to nurture wholeness and wellness in ministry for rostered and full-time programmatic ministry staff, Peace Lutheran Church provides a three-month sabbatical after every six years of service in the congregation. In February 2025, Pastor John will have served Peace 18 years and will be granted a third three-month sabbatical. He will be away on sabbatical with his wife Leigh and their children this summer 2025. They will have the opportunity to visit friends and family across the United States, travel outside the United States for a global experience, spend time at a Christian camp, and Pastor John will take intentional time for retreat, reading, prayer, and spiritual growth, guided by his spiritual director. Rest and renewal in God will be the goal. In his many experiences on sabbatical and in reading and reflection, Pastor John will explore the gift and calling of hospitality in Christian life and in our community at Peace Lutheran Church.

What is a sabbatical? A sabbatical gives a pastor time away from the intense demands of full-time pastoral ministry to reflect on the call to ministry, the pastor's relationship with God and God's people, and theology and practice that will sharpen congregational ministry. It is a gift for the pastor and for the congregation. Sabbaticals are highly recommended by our Southwestern Washington Synod as a way to nurture wholeness and wellness in ministry and promote longer pastoral tenures in congregations. A sabbatical is meant as a time of rest and renewal so that pastors may step away and be spiritually filled in order to step back in and serve. That's a big benefit to the congregation. There are many other benefits to our church.

The sabbatical is an opportunity for everyone at Peace to consider how God is calling us all to rest and renewal in our lives. At the same time, a pastor's sabbatical is a chance to “get in where you fit in” and serve. The congregation gains a deeper appreciation and understanding of shared ministry responsibility and the opportunity to grow in their own spiritual lives through taking on new roles and having new experiences while the pastor is away for rest and renewal.

A sabbatical planning team will be formed in the new year to plan for the congregational sabbatical experience and for Pastor John's duties to be covered in his absence.



Partnership with Peace Community Center

A Word from the Peace Community Center Board of Directors:

Dear Peace Lutheran Church,

In this time of transition, the Board's commitment continues to be to **Reset** (address immediate financial and administrative needs), **Build Trust** (recognize the hurt and pain caused by this unexpected transition, and work to regain trust), **Renew** (renew our mission and vision by engaging the community and developing a strategic plan), and **Rebuild** (strengthen our operations to fulfill our commitment to the Hilltop community).



We are excited to share that we have completed the Reset phase of our work, solidifying Peace Community Center's finances and ensuring for the immediate future that the Center is sustainable. Many thanks to each of you who continue to support us during this time of transition through your financial support, encouraging words, prayers and or well wishes.

Our commitment as a Board to Build Trust and Renew started in earnest last June. Pastor Annie Jones-Barnes graciously and passionately led a service of lament helping those in attendance to reflect on the hurt and pain that so many associated with the Center experienced over the last two years. This service was a good way to launch our efforts to rebuild trust and renew the Center's Mission.



As this work continues, the Board has moved the Center into a time of Community Engagement and Strategic Planning. We are thankful to have this work guided by the able hands of our consultant, Dr. Tali Hairston of Equitable Development LLC. In addition, the Board has engaged a Community Advisory Committee made up of members who have called the Hilltop community home for many years, active members of Peace Lutheran Church, and individuals who have had a variety of levels of connection to the Center. The Advisory Committee and Board, with Dr. Hairston, began meeting monthly in August. Our initial focus has been on building relationships, clarifying goals, and mapping our community. We had significant conversation on community engagement, and how to co-create with our community, rather than simply identifying community needs – what are our community's strengths, what brings our community joy, along with the challenges.

The Center's goals for this process include:

- Capturing lessons learned from the history of the Center and this past challenging season.
- Authentically engaging the community with curiosity, listening, and learning. Leaning into assets and joys, as much as (or more than) challenges and need.
- Rebuilding trust and relationships with the community and partners.
- Updating the mission, vision, and values of the Center.
- Creating a modest strategic plan to guide the Center into the future over the next 18 to 24 months.
- Clearly defining the partnership between the Center and Peace Lutheran Church.

Our community engagement portion of this process will begin shortly with interviews, focus groups, and a survey, which will inform our strategic planning retreat that will happen in early 2025. Our goal is to have a new strategic plan in place by the end of the first quarter of 2025 to guide us into the future.

As we enter the month of November and our attention is moved towards the upcoming holiday season, we are deeply thankful for the Hilltop community and the myriad of people who have made our mission come to life. If you have any questions or simply want to talk about the Center, please do not hesitate to reach out to the Board of Directors at directors@peacecommunitycenter.org.

With gratitude, Peace Community Center Board of Directors

Kerri Pedrick, President
Joanne McWilson, Vice President

Sarah Detweiler, Treasurer
Trina Kagochi, Secretary

Pastor John Stroeh, Ex Officio

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 \$21,250

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 \$17,000

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 \$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	\$13,680
Staffing	\$98,855
Activities	\$3,764
Facilities/Admin	\$12,933
Total	\$129,232



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 | Intergenerational Events |
| Van Ministry | Outdoor Game Day | |
| Care Ministry | Visitation | Crisis Ministry |
| Meal Train Ministry | Servant Events | Clothes Closet |
| Christmas Adoption | College Care Packages | Sunday Breakfast |
| Community Meals/Peace Café | Community Resources Ministry | |

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



Blessing Others	\$5,139
Staffing	\$74,091
Activities	\$7,480
<u>Facilities/Admin</u>	<u>\$9,643</u>
Total	\$96,353



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	\$7,389
Staffing	\$98,903
Activities	\$7,880
<u>Facilities/Admin</u>	<u>\$12,696</u>
Total	\$126,869



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 Humility/Inclusivity & Anti-Racism Training	
	Diverse Leadership	Youth & Adult Conversations
Blessing Others		\$15,647
Staffing		\$60,347
Activities		\$6,130
Facilities/Admin		\$9,133
Total		\$91,257

Conversations Around Race
Servant Learning Experiences



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
	Faith Action Network / Advocacy	Bread for the World
	Holiday Bazaar	Social Justice Ministry
	Peace Community Center	Plaehn Scholarship
Blessing Others		\$8,420
Staffing		\$87,087
Activities		\$4,045
Facilities/Admin		\$11,071
Total		\$110,622



2024 Highlights of Our Journey toward Our Vision at Peace



We Are an Offering

This fall we took as our stewardship theme the song from our hymnbook “We Are an Offering” and invited the congregation to think about the ways our voices, hands, and lives are an offering to God to use to serve God and our community. How are we being good stewards, faithful managers, of God’s gift of our lives, sharing our lives for others, as individuals and as a community of faith? Theme verse: “So here’s what I want you to do, God helping you: Take your everyday, ordinary life—your sleeping, eating, going-to-work, and walking-around life—and place it before God as an offering.” – Romans 12:1 (*The Message*)

Summer Bible Adventure – Created by God

In the summer of 2024 Peace experienced the story of creation through “Created by: God,” a one-day event for families. We told the story from Genesis, experienced each day of creation through crafts, worshipped together and heard of God’s love for all of creation through the imagined perspective of prominent animals in Bible stories. We had amazing helpers lead crafts for each day of

creation, and had the children be in the skit to tell the stories of the animals in the Bible. It was wonderful to see the joy and wonder of the children throughout the day. – Jayna Detweiler



Youth Service-Learning Week

The Youth Service-Learning Week was full of fun with our youth. I worked with Advocates for Immigrants in Detention Northwest, Emergency Food Network, Graduate Tacoma, and Tacoma Tree Foundation to create opportunities for our youth to meet others in our community that show God’s love for us each and every day. The youth especially liked getting to hear about educational and career pathways from the caring adults we worked with. – Jayna Detweiler

The Experience of Worship at Peace

We come together in worship at Peace to hear God’s Word, to express gratitude, to share our joy, our fears, and our grief. We come to hear, say, and sing words of thanks, words of longing, and words that remind us of God’s presence. We could do all that on our own, so why do we do the ritual of worship together? If we believe God’s promise, then we know we are each created in God’s image and we know the Spirit is in each of us; sharing worship with each other is experiencing God as community. For two months this summer our community tried something new; we gathered for one service at 10 am each Sunday. This intentional disruption of our routine simplified a season of vacations and time out of



town, brought folks who always attend 8:30 worship or always attend 11 am worship together into a unified worship time, and reminded us that doing things a different way—even if it’s just for a season—can serve us well. Peace continues, in every season, to offer online access to worship through our livestream at 11 am and our worship videos that



remain available whenever someone wants to drop in. Worship and liturgy give us a place to root our lives each week in a pattern of praise, good news, confession, guidance, prayer, and receiving the physical reminder of God’s promise into our bodies through Communion. Music is a defining part of worship at Peace where we invite a variety of hands and voices to bring us into songs across centuries and styles that meet us in different ways. But music is far from the only way to serve in worship. People of all ages, from a variety of gifts and talents support and sustain our worship every single Sunday by serving on our sound team and prayer team, as ushers, greeters, assisting ministers, and Children’s Worship teachers. Even if you’re not called to any of that, your call to be present in worship at Peace is a gift to all of us. Always, no matter the Sunday, no matter the style of music, no matter who is preaching, we seek to step into our vision of a community of worship that is “spirit-filled, compassionate, healthy, reconciled, and just” and we need each other to do that. – Gretchen Duggan



Peace Café: A Place for Community Connection

The Peace Café (Fridays, 3-7pm at Peace) began as a simple warming center, a place for people to escape the cold and find relief from the harsh elements. Yet, with time and a deep commitment to fostering community, it quickly transformed into a beloved sanctuary—a place where individuals and families alike feel safe, supported, and welcomed. Peace Café has become a space that brings people together, embodying the spirit of connection and unity that Hilltop values so deeply. For families, Peace Café provides a gathering space where they can meet, relax, and enjoy

a sense of belonging. The environment is warm and inviting, fostering intergenerational connections where parents, children, and elders alike share moments over snacks, games and simple conversation. It's not uncommon to find strangers becoming friends, conversations flowing freely between diverse people of all ages and backgrounds. For many who have faced hardship or are looking for a reprieve from life's stresses, the café has become a haven. Our team offers compassionate support, and the atmosphere is calm and nonjudgmental. This intentional focus on care has earned the trust of many people, making it a place where anyone can feel at ease and find solace. The Hilltop community, in particular, has found in Peace Café a place of refuge, a reminder that even in times of difficulty, there is always somewhere to go where one is respected and valued. Beyond Hilltop, Peace Café has become a symbol of inclusivity and resilience, drawing people from across the city who seek a space where they are seen and heard. Its transformation from a warming center to a vibrant community hub exemplifies the power of a shared vision. As it continues to serve, Peace Café remains a reminder that a true community is built on a foundation of trust, compassion, and a willingness to care for one another. – Brendan Nelson



Resource Navigation

Resource navigation has been a cornerstone of Peace Lutheran Church's mission, demonstrating our commitment to supporting the Hilltop community and congregation. By connecting individuals and families with vital resources, the church has cultivated trust, strengthened relationships, and addressed critical needs within the community. This impactful work laid the foundation for the church to hire Deacon Charissa Carroll in a full-time capacity, marking a significant milestone

in our outreach ministry. Deacon Charissa's leadership and dedication have amplified Peace's outreach efforts. Her full-time role has allowed her to provide personalized, consistent support to those facing challenges, whether navigating housing, employment, or accessing essential services. Her compassionate presence has not only uplifted individuals but also strengthened the broader Hilltop community by fostering hope and resilience. Deacon Charissa's work has been transformative, deepening Peace's mission of service and creating tangible, lasting change in the lives of many. Her impact exemplifies the church's mission and vision and ensures that no one faces life's challenges alone. "If you pour yourself out for the hungry and satisfy the desires of the afflicted, then your light shall rise in the darkness, and your gloom be as the noonday." Isaiah 58:10 – Brendan Nelson

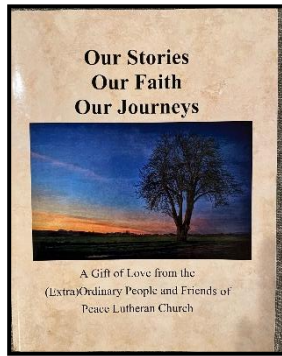


Shalom Project – A Ministry of Solar Panels, Heat Pumps & Trees

The Shalom project is a partnership between Peace and St. Mark's Lutheran churches focused on solar energy and greening our community. In 2023 the Shalom project was the recipient of the Tacoma Public Utilities Evergreen Options grant, chosen by TPU customers. In 2024 we installed solar panels on

the roof of our second Affordable Housing Ministry home, and on the roof of St. Mark's church. Federal rebates through President Biden's Inflation Reduction Act will help fund the solar panel installation on a third home, planned for the end of 2024, and fund additional panels at St. Mark's. We also received a 100% forgivable loan to install a heat pump on one of our homes. It was installed in the spring, providing efficient cooling for the home during the summer and heat this fall and winter, with the solar panels producing most of the electricity. In addition, we planted and are maintaining five street trees to provide shade and cooling along S 21 St and Ainsworth Avenue for two of our Affordable Housing Ministry homes. – Craig Cogger





Writing Group and Peace Devotional Book

Our Peace Lutheran Church has had a well-attended Writing Group for about 15 years that meets most months on the 4th Tuesday from 6 to 8 p.m., except for a month off in the summer, November, and Christmas. We spend time sharing our writings, giving each other good advice on how to publish, ideas on how to improve a writing, and much more. Our first group of writers included Pastor Holle Plaehn and his wife Carol, both of whom were/are great writers and published several books. We were so sad when their health got worse and they couldn't come any more. The last 4 years, we have had many new people bringing more life to our group, and all of them are quite talented and amaze us each time we meet, and have several published books, articles in magazines, and more. One of the things I love about our group is that all of us come with different

and very diverse stories and gifts of wisdom to share, for we are from many different families and cultures, and through sharing our stories, some very rough and some very funny at times (thanks Abe!), we have become close and known, which seems to be at the very heart of Jesus when he told his disciples to love one another as he loved us, for by their love others will know that you are his. My own faith, hope, and joy have been watered well in this group each time we meet. We are currently working on finishing up our 2nd Peace Devotional Book, which will come out in February of 2025, if all goes well. A shout-out to my fellow writers and to those who may be interested in coming soon in the future! We'd love to hear your stories, too! 253.906.3769 (if questions)

– Shari Shelton

Anti-Racism Work Group

"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 with your God?" - Micah 6:8. The anti-racism workgroup began 2024 with a vision to offer learning opportunities that deepen the church's understanding of faith and justice and to develop a



comprehensive anti-racism lens that could meet the different needs of the church body. We spent significant time researching and drafting an anti-racism toolkit with multiple lenses. After many months of writing and thanks to the feedback of the council and staff, it went through various forms before it was finally introduced to the whole congregation in the Fall. The workgroup intentionally took the process slowly, allowing time for the congregation to review, digest, ask questions, and wonder together. The anti-racism toolkit will have one final iteration by the New Year, and the workgroup plans to have an annual process for gathering feedback as the congregation begins to incorporate it into church practice. During the Lenten season, we facilitated a 6-week dive into Rev. Dr. Luther E. Smith's book Hope is Here. Alongside the congregation, we discussed spiritual practices for pursuing justice, leaned into contemplative prayer, and



explored how conflict is necessary for transformation. During the May church council retreat, we were also introduced to the Rise with Us team, KJ and AJ Williams, who led the council through a conversation about cultural humility and practice. We loved them so much that we immediately began exploring the many ways we could work with them. Ultimately, we decided on inviting them back to preach on Sept. 29 and then lead us to a congregation-wide retreat on Nov. 9th called "Building an Inclusive Church." We enjoyed delicious food and leaned into thought-provoking conversations. As the inaugural year of the anti-racism workgroup comes to a close, we will be shifting our time in 2025 (going to quarterly meetings), but are even more committed to

furthering and expanding on our collective anti-racism work. More to come!

– Julia Kagochi



Ministry of Place

The Peace Lutheran Ministry of Place team grew out of the church's commitment as part of our Future Directions planning to build on our identity as a locally rooted community of faith in the Hilltop of Tacoma. As a team, we believe that 'place' - the neighborhood, the people, the history, and the land itself - matters deeply and is the context for our ministry as a church. Jesus is God who becomes flesh in the real world, and we too are called to be deeply present in creation for the sake of peace. In recent years we have participated in supportive cohorts

with the SWWA Synod, Design For Peace and Enterprise Community Partners to support the work of our team. We are stewards of the church building, the empty lot behind the church, and several single-family homes we operate as transitional affordable housing. We see our role as leading a process of discernment, design and experimentation around how we can sustainably steward this land towards our vision of peace in the Hilltop. In our listening and discernment in the last two years, it has become clear that our priority in stewarding this land is to sustainably resist the displacement of BIPOC community members from the Hilltop. This year, it has become clear that there are limitations and challenges associated with our current model of managing the homes in our affordable housing ministry. This model is staff-reliant, resource intensive and may delay displacement but does not create lasting opportunities to remain in the Hilltop long-term. We have learned a great deal about possible alternative models for providing housing on our land that offer a more sustainable model from the perspective of our church's resources, and that offer ways that we might meaningfully resist displacement. Our next step is to take advantage of available financial resources through partners to conduct a feasibility study into building options, possible financing, and management models. This work will then enable us to bring options to the wider congregation in 2025 for further discernment. Our 'place' is precious: to commit to our ministry of place is to love our neighbors. We see this as a fundamental aspect of our identity and our future as a community of faith in the Hilltop.

– Joey Ager

Spring Focus Groups

Focus Groups are small groups on particular topics of life and faith meeting once a week up to 6 weeks—a great opportunity for faith growth, fellowship, prayer, and support. Focus Groups last spring:

- **Women of Peace: Rooted and Grounded in Love:** Women gather for a time of contemplation and connection with scripture, song, and meditation.
- **Talking to Kids:** Adults unpack our own barriers, shift our perspectives, and learn how to navigate hot topic conversations with our young people.
- **Scripture, Nature, and Us:** Women connect with each other, God's Word, and nature using the ELCA Gather magazine's Bible study.
- **Knowing God, Knowing Yourself:** Participants look at our lives through a spiritual lens, using scripture, powerful questions, and life coaching to gain insight into our deeper selves and find courage and encouragement for transformation.
- **Let's Chat about It:** Participants experience recorded and in-person meaningful conversations with four Peace folks about pivotal moments when they realized they were different; each session will be a celebration of the diverse paths that shape our identities.
- **Let's Take a Walk:** Participants meet at some of the beautiful parks in our area to walk, talk, meditate, and pray as we decompress and reflect on the beauty and blessings around us.



The Ministry of Administration

Though not nearly as exciting as worship, Bible studies, children and youth ministry, community meals and resources, and housing ministry, the ministry of administration and the development of sound policies and procedures is key to our healthy, strong functioning as a church community in mission for God. The Church Council is ultimately in charge of the policies and procedures for the church, and this year a whole lot of energy, time, research, and intentional hard work has gone into administrative processes to strengthen our ministry together. Here is a list of administrative accomplishments in 2024:

- **Equitable Compensation Recommendations:** Responding to a congregation mandate from the 2023 annual meeting, an Equitable Compensation task force came together to produce a Compensation Philosophy and set of Equity in Compensation Recommendations that have been enacted by Council. The congregation stepped up its financial giving to make increases possible!
- **Personnel Handbook:** A Human Resources task force revised and updated the staff handbook to reflect current state law and church practice, giving clear direction for staff moving forward.
- **Child, Youth, and Vulnerable Adult Protection Policies and Procedures:** A revised set of policies and procedures protecting the most vulnerable among us is almost ready for Council approval.

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

2025 Church Ministry Plan by VISION Area

	Spirit-Filled	Compassionate	Healthy	Reconciled	Just	Budget %
Blessing Others	\$13,680	\$5,139	\$7,389	\$15,647	\$8,420	9%
Staffing	\$98,855	\$74,091	\$98,903	\$60,347	\$87,087	76%
Activities	\$3,764	\$7,480	\$7,880	\$6,130	\$4,045	5%
Facilities/Admin	\$12,933	\$9,643	\$12,696	\$9,133	\$11,071	10%
Total	\$129,232	\$96,353	\$126,869	\$91,257	\$110,622	\$554,333
% of Budget	23%	17%	23%	16%	20%	100%



Our 2025 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 2025 Budget

	2025 Proposed Operating Budget	Comments
Our Support (Giving and Other Income)		
Individual Giving	425,000	
ELCA Partnership Grant & Synod Shalom Grant	19,000	
ELCA Hunger Grant & Other Synod Grants	14,000	Unconfirmed for 2025
Community Grants (VA Mason, Bamford, etc)	33,000	Unconfirmed for 2025
Big Dream Grant & 2024 Extension Funds	30,000	
Interest & Facility Rental & Other Income	20,400	
Total Support	541,400	
 Ministry Investments:		
Mission		
Benevolence, SW Synod/ELCA	21,250	5% of Individual Giving
Peace Community Center	17,000	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	
Total Mission	45,150	Represents 11% of Individual Giving
 Ministry Activities		
Staff Continuing Education Funds	2,625	
Sabbatical Fund	7,500	Church ministry support during Pastor's 2025 sabbatical
Anti-Racism Training	5,000	Taken from designated Big Dream Grant Future Directions funds
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	Note: Community Resources ministries (e.g., Peace Café, Community Meals) are not reflected in this 2025 budget; these ministries are all funded by grants and special giving.
Men's Ministry	500	
Confirmation Ministry	250	
Nursery	100	
Music Ministry	1,000	
Fellowship/Evangelism	700	
Celebrations	400	
Bishop's Convocation / 2025 Synod Assembly	1,150	
Sunday Breakfast	500	
Housing Ministry	2,125	
Total Ministry Activities	31,700	0.5% of Individual Giving

	2025 Proposed Operating Budget	Comments
Salary & Benefits		
Pastor Salary / Housing	104,818	
Pastor's Social Security Allowance	8,019	
Pastor's Benefits (Med/Dental/Disability/Pension)	16,048	
Church Staff Travel Reimbursement	1,000	
Dir. of Comm. Engagement & Outreach Salary	78,889	
Dir. of Comm. Engagement & Outreach Benefits	12,089	
Deacon of Cong. Care & Comm. Resources Salary	71,591	
Deacon of Cong. Care & Comm. Resources Benefits	11,717	
Operations Manager Salary	34,394	Shared with PCC; total is \$57,324
Operations Manager Benefits	4,610	Shared with PCC
Coordinator of Children, Youth, Intergen Min Salary	28,541	
Coordinator of CYI Retirement Benefits	1,427	
Music Director Salary	22,846	
Finance Manager Salary	12,000	
Nursery Attendant Salary	2,169	
Payroll taxes	23,550	
Total Salary and Benefits	433,709	
Supplies/Office Administration		
Office supplies and stamps	3,000	
Worship supplies	1,000	
Computer hardware/software	3,500	
Information Technology	3,500	
Copy machine	3,000	
Kitchen supplies	100	
Janitorial supplies	100	
Bank charges	4,000	
Total Supplies/Office Administration	18,200	
Building and Grounds, Insurance		
Utilities	3,000	Includes electricity, gas, water, sewer, garbage
Phone/Internet	1,550	
Cleaning Service	5,675	
Building maintenance	1,600	
Grounds maintenance	2,500	
Security	100	
Elevator	875	
Insurance/taxes	10,275	
Total Building, Grounds, Insurance, Other	25,575	
Total Ministry Investments	554,334	
Total Support Minus Total Investments	-12,934	
Income from Staffing Growth Fund	10,000	
Budget surplus or shortfall	-2,934	

Note: \$10,000 is allocated from the \$100,000 in restricted funds dedicated to staff support as part of Council sustainability plan.