

AGENDA & CONTENT

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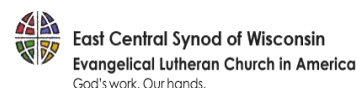
ANNUAL MEETING

Peace Lutheran Church Annual Meeting, January 28, 2024



1954 County Road U
Green Bay, WI
54313

Tel: 920 865 7595



Minutes for Peace Annual Meeting, Jan. 29, 2023

Peace Lutheran Church Annual Meeting was called to order by Vice President Erin DeGroot, at 10:32 AM with at least 150 voting members in attendance virtually and in person. Erin explained the meeting format and introduced the Council members. Erin thanked our staff retirees and those council members whose terms are ending.

Pastor Stuart shared a prayer.

Erin introduced the church council and our Peace Lutheran staff members. A special tribute in honor of Connie Fleigle's service on Council was shared by Pastor Stuart.

Mark shared the state of the church while highlighting three areas. He said 2022 was a year of change and thanked the key members of the team with specific highlights for Pastor Stuart as our rock who has created stability in times of transition. Pastor Jim was thanked for the time he shared at Peace. Mark stated that Peace Lutheran is doing well financially. More and more people are coming to church. We are spending money on our building and people are contributing towards our building needs including a new heating upgrade and monitoring alarm board. Mark highlighted the need for a new administrative leadership position for the church. Erin thanked Pastor Stuart, Deb and Matthew for picking up the office needs to fill the gap. We showed gratitude for the council members leaving the council and a welcome to the new members.

Motion was made by Elizabeth Lawler, seconded by Adam DeGroot to accept the minutes from 2022, the nomination for council members, and the nominating committee members. Pastor Stuart will include information about each council member in the following Tidings. Motion carried.

Pastor Stuart talked about our mission. We are here to share God's love. Our numbers are where we were before the pandemic. We are still growing and doing God's work. Bible studies, youth education and more are all being attended and enjoyed. We also continue to pay our bills and Pastor Stuart thanks our congregation for that. Pastor Stuart expressed gratitude for the staff who jump in and wear whatever hat is needed.

Deb shared highlights of the Treasurer's Report including highlighting specifics from page 5 of the annual report. The building fund pays the debt of the church and we are down to just over \$600,000 with 4-5 years left on that mortgage. The Peace Youth group line item is for the mission trip. Members generously give to that fund to cover mission trips for your youth so that is a dedicated amount. Pastor Stuart mentioned that we do want the kids to be vested in the trip as well which is why the money is not completely covering the cost. Clyde Schuette made the motion to accept the Treasurer's Report and Bruce Sorenson seconded the motion. Motion carried.

Paul Kamke made a motion to accept the Ministry Financial Plan and Financial Review Committee Report and Alicyn seconded. Motion Carried.

Committee reports were shared in the written report. Erin read the audit committee report which highlights that our books are in order. Dennis added to the Buildings and Grounds report stating that a tankless water heater was installed by Lincoln. Lincoln saves our church a lot of money. Alicyn shared a tribute to Dennis Winkler in honor of his dedication to Buildings and Grounds. A member asked about the issue of retaining an employee for the position in our office. Erin highlighted that the committee is investigating and researching needs. Motion to approve the committee reports was made by Sandy Nordman. Seconded by Dave Nyquist. Motion carried.

New business:

Members shared the following ideas to help us drive our decisions moving forward:

- Can the minutes be posted online from any committee? We do have meeting minutes. Minutes available to the congregation will be helpful and looked into as we develop a new website.
- Could our future call committee involve more members and discussions with the general population?. More input from the congregation is sought for next time. What is the process and how can the congregation have more involvement next time? Pastor Stuart mentioned that if you are interested in the call committee you can reach out and that he needs to be sure he's ready for the addition. Mark shared that we want to get congregational input on the vision of the leadership and Pastoral roles before even forming a call committee. Pastor Stuart will be a key member in the idea development and Call Committee process. Members do not want to be in a hurry, rather, let's go slow to do it right. The pool for pastors is not that big. Larger churches hire recruiters. We want to do a thorough evaluation of Pastoral models before moving forward.
- Is there an opportunity for a worship band at Peace? Has a survey been given to seek input on music vision for Peace? This could be part of our thought gathering team that is driving ministry decisions.
- Staffing: We have lost an administrator and a Parish Nurse. What is the plan to provide for that leadership for example shut ins and other needs? We are going to go slow to go fast. Carol mentioned this is a call for volunteers. How can we use a volunteers form to support the needs? Pastor Stuart mentioned that we have an average age of 33 which has families that are busy. We need to balance asking for volunteers while respecting family needs.
- Pastor Stuart is busy. Visiting shut ins is a concern. Pastor Stuart will reach out to those interested.
- Time and talent sheets could be an opportunity. Maybe 2023 could be the year to focus on volunteers. Create an online form to fill out to make it available anytime. Communicating frequently and often about opportunities is important.
- How can we support Pastor Stuart to take time off. Our Council encourages a work life/home life balance for Pastor Stuart and we have a list of Pastors that are available to sub or fill in for him.
- February Council Meeting will be a good place to create sub committees to help get things going. Identifying what committee the new ideas fall under. Come and we can figure it out.
- Members expressed gratitude for the current music along with the past music leaders, Karen and Mary.

Closing: Pastor Stuart led us in the Lord's Prayer.

Motion to adjourn by Dennis Schwenke seconded by Linda Will. Motion carried. Adjourned at 11:38.

Melanie Nyquist, Secretary

NOMINATING COMMITTEE REPORT

Names will be presented at the Annual Meeting

Pastor Stuart Dornfeld

TREASURER'S REPORT

DEB BOHM, TREASURER

2023 Financial Report - Dedicated Funds

Fund	Beginning Balance	Income	Expense	Ending Balance
Easter Lilies	5.00	965.00	970.00	0.00
Geraniums	0.00	360.00	360.00	0.00
Poinsettias	1,014.50	1,316.87	2,218.87	112.50
Soup & Sandwich	80.00	2,039.00	2,119.00	0.00
Shut In Gifts	1,069.96	0.00	0.00	1,069.96
Hunger Box	0.00	6,833.91	6,833.91	0.00
Tanzania	787.58	4,569.98	0.00	5,357.56
Food Pantry	350.29	3,125.60	3,475.89	0.00
Quilting Fund	1,999.05	1,460.00	1,156.14	2,302.91
Peace Youth Group	41,647.85	25,340.17	22,700.61	44,287.41
Katie's Circle	386.04	331.00	619.50	97.54
Insurance	23.00	0.00	0.00	23.00
Liberia Ministry	50.82	433.28	0.00	484.10
Families in Need	3,453.62	8,550.00	8,750.00	3,253.62
Canvas Painting	0.00	0.00	0.00	0.00
Landscaping Project	0.00	0.00	0.00	0.00
Disaster Relief	0.00	1,349.00	1,349.00	0.00
Miscellaneous	0.00	2,675.00	2,429.21	245.79
Parking Lot	27,073.92	0.00	17,144.80	9,929.12
Golf Outing	85.13	0.00	0.00	85.13
Hymnals for Faith Church	23.00	0.00	0.00	23.00
Nursery Pager	30.00	0.00	0.00	30.00
Men at Peace	3,501.20	6,243.50	5,394.43	4,350.27
Prayer Shawl Ministry	1,597.88	1,760.00	315.64	3,042.24
St John's Homeless	0.00	199.50	199.50	0.00
NEW Community Shelter	49.00	314.00	363.00	0.00
Weaver Family Fire	0.00	750.00	750.00	0.00
Kitchen	289.81	0.00	9.50	280.31
Music for Choir	0.00	0.00	0.00	0.00
Library	726.11	0.00	0.00	726.11
Camp Scholarship	1,536.50	0.00	720.00	816.50
Christmas in July	0.00	0.00	0.00	0.00
Full Circle	114.43	337.50	48.98	402.95
Garden of Eden	785.00	0.00	75.00	710.00
Scouts	0.00	101.00	101.00	0.00
Bible Sticks	50.00	0.00	0.00	50.00
ELCA Good Gifts	1,625.00	1,546.88	3,171.88	0.00
Music Ministry Band	873.41	0.00	0.00	873.41
My Brothers Keeper	0.00	0.00	0.00	0.00
Hearing Loop	0.00	0.00	0.00	0.00
Fire and Sprinkler	1,025.00	0.00	0.00	1,025.00
Women of the ELCA	0.00	1.14	0.00	1.14
Endowment Fund	<u>0.00</u>	<u>10,388.92</u>	<u>10,333.92</u>	<u>55.00</u>
	90,253.10	80,991.25	91,609.78	79,634.57

2024 Proposed Financial Ministry Plan

	BUDGET 2023	Actual 2023	BUDGET 2024
MISSION BENEVOLENCE	\$ -		
East Cent Synod	\$ 42,750	\$ 42,750	\$ 42,750
Lutheran Social Services	\$ 14,250	\$ 14,250	\$ 14,250
Camping Ministries	\$ 14,250	\$ 14,250	\$ 14,250
Seminary Student	\$ 14,250	\$ 9,500	\$ 14,250
Sub Total	\$ 85,500	\$ 80,750	\$ 85,500
PASTOR'S			
Pastors Salary	\$ 109,322	\$ 72,882	\$ 120,254
Pastors Housing	\$ 21,750	\$ 14,500	\$ 21,750
Pension	\$ 14,000	\$ 9,407	\$ 14,000
Health Insurance	\$ 20,000	\$ 13,119	\$ 20,000
Pastor Expenses		\$ 10,000	\$ 10,000
Social Security Allow	\$ 10,027	\$ 6,685	\$ 12,000
Ongoing Education	\$ 2,250	\$ 1,577	\$ 2,250
Sub Total	\$ 177,349	\$ 128,170	\$ 200,254
SUPPORT STAFF			
Organist & FICA	\$ 2,000	\$ 22,246	\$ 28,000
Choir Dir/Acc & FICA	\$ 7,000	\$ 3,839	\$ 7,000
Building Superintendent & FICA	\$ 30,000	\$ 37,352	\$ 41,500
Other staff support	\$ -	\$ 811	\$ -
Director of Music	\$ 60,000	\$ 26,196	\$ -
Retirement Plan Key Employees	\$ 3,000	\$ (222)	\$ 3,000
Nursery Coordinator & FICA	\$ 2,000	\$ 487	\$ 2,000
Treasurer & FICA	\$ 35,000	\$ 61,198	\$ 50,000
Staff Education	\$ 2,500	\$ 74	\$ 2,000
Sound and Video Recorder	\$ 3,000	\$ 2,873	\$ 3,000
Administrative Assistant	\$ -	\$ 3,624	\$ 15,000
Parish Education Coord.	\$ 15,000	\$ 6,928	\$ 15,000
Office Administer & FICA	\$ 41,000	\$ 9,937	\$ 40,000
Sub Total	\$ 200,500	\$ 175,343	\$ 206,500
WORSHIP SUPPLIES			
Worship Supplies	\$ 8,000	\$ 4,683	\$ 8,000
Supply Pastor&Travel	\$ 600	\$ 752	\$ 800
Sub Total	\$ 8,600	\$ 5,435	\$ 8,800
OFFICE SUPPLIES & EQUIP			
Office Supplies	\$ 24,870	\$ 22,121	\$ 26,150
Office Equipment	\$ 8,250	\$ 15,083	\$ 10,000
Sub Total	\$ 33,120	\$ 37,204	\$ 36,150
BUILDING&SUPPLIES			

Janitor Supplies	\$ 5,000	\$ 2,294	\$ 5,000
Insurance	\$ 16,000	\$ 11,562	\$ 16,000
Heat	\$ 11,000	\$ 8,642	\$ 11,000
Electricity	\$ 18,000	\$ 18,186	\$ 19,000
Telephone & Security	\$ 5,800	\$ 4,402	\$ 5,800
Improvement/Repairs	\$ 40,000	\$ 37,781	\$ 73,430
Future Building Improvements	\$ 6,000	\$ 6,000	\$ 6,000
Mowing/Snow Rem	\$ 7,000	\$ 2,362	\$ 7,000
Water/Sewer	\$ 6,000	\$ 3,575	\$ 6,000
Garbage Removal	\$ 3,000	\$ 3,382	\$ 3,000
HVAC Maintenance	\$ 18,000	\$ 18,572	\$ 18,000
Contingency Fund	\$ 18,000	\$ 18,000	\$ 18,000
Cleaning Service & Mats	\$ 10,000	\$ 8,652	\$ 10,000
Sub Total	\$ 163,800	\$ 143,410	\$ 198,230
SUPPORT ACTIVITIES			
Life & Growth	\$ 13,283	\$ 12,504	\$ 13,283
Youth Activities	\$ 9,700	\$ 22	\$ 9,700
Car Allowance	\$ 3,000	\$ 3,595	\$ 4,000
Ministry Support	\$ 8,200	\$ 7,337	\$ 8,200
Parish Educa Suppl	\$ 7,250	\$ 3,299	\$ 7,480
Conference&Convent	\$ 1,300	\$ 365	\$ 1,000
Miscellaneous	\$ -	\$ 1,180	
Sub Total	\$ 42,733	\$ 28,302	\$ 43,663
EXPENSES GENERAL FUND YR	\$ 711,602	\$ 598,614	\$ 779,097
MORTGAGE PAYMENTS	\$ 149,220	\$ 149,250	\$ 149,220
TOTAL EXPENDITURES	\$ 860,822	\$ 747,864	\$ 928,317

These items were included in improvements and repairs:

We are looking at Approximately \$100,000 for the next 3 projects. We have \$60,000 in Contingency that can be used and would budget \$40,000.

Air conditioner unit for office and library.

Furnace unit for quilters, 4K room and Lincoln's office.

Light Project

Lift \$7000

Replace 21 windows. We could use \$17,000 we have saved in Future Building money and then put \$4, 430 in budget.

Pastor's Section is for Pastor Stuart and a partial year of a New Pastor.

PASTOR'S REPORT

January 11, 2024

I am grateful that 2023 was another year of growth in many different ways for Peace.

We have grown in our staff. Yay! I am grateful for the dedication and hard work of Deb Bohm and Lincoln Andre and Laura Ruotsala. I am also so glad that we have added Lisa Juszczuk and Renee Every in the office and Mary Smith and Brittney Genal for our music! We are having a great time together as a whole staff as we continue to find ways to creatively and faithfully share the good news of Jesus. I hope that you can let our great staff know how valued they are by our whole church community!

I am thankful for our council and leadership that has continued to meet, discuss, discern and makes decisions for the people of Peace. Lynn Aprill, Deb Bohm, Erin DeGroot, Dick Lindstrom, Kiley Mroczynski, Sandy Nordman, Melanie Nyquist, Dennis Schwenke and Aaron Wallender. Especially with the ups and downs of staffing that we have experienced, I am so glad that the council has been such a source of faith, strength and purpose. They have done an outstanding job!

We have continued to share God's love in worship and the numbers for those are on par with pre-pandemic numbers. Sunday School, VBS and Confirmation have been steady as well. Many of the other activities of Peace continue to be places where people connect, grow, learn and serve: Bible studies, quilters, prayer shawl, Katie Circle, Full Circle, Choir, Bell Choir, Men of Peace and the Youth Mission Trip.

We are able to pay our bills and pay our staff because of the faithful giving of our people. Thank you! We have even met our benevolent giving outside of Peace as well for 2023. As many other congregations struggle to continue their giving trends AND paying their staff and their bills, I am so very thankful that our faith community is able to do so.

I was lovingly given the month of July off as a way of giving me a break and I am so thankful to everyone who helped plan, who preached and lead, and who sang and worshiped while I was gone. It was a gracious gift to me that did allow me to fill up my energy and creativity as well!

We have met as a Call Committee and we are looking forward to the future as we plan for an Associate Pastor. Cathy Cowling, our church consultant has been very helpful in the process. Thank you to everyone who came to the listening sessions in the fall as the information, ideas and comment shared were very helpful! The call committee is working hard to complete the Ministry Site Profile (MSP) which details the information about Peace church and also what we are looking for in the new pastor. I am grateful for the call committee people: Loren Fuglestad, Joel Gregozeski, Kelly Hohman, Cathy Jarosinski, Kiley Mroczynski, and Fred Stieg. I am on the call committee as well and it has been a great process so far as the group has connected well.

I try my best to keep our mission statement at the forefront of why we do things at Peace.

We are Here to Share God's Love.

It has been a good and solid reminder for me for the 12 years that I have been serving here.

I am thankful and happy to be your pastor as we all do our best to remember the love of God in Jesus. May 2024 be another year of blessing to us as we find ways of sharing God's love wherever we can.

+Pastor Stuart+

PRESIDENT'S REPORT

Our Peace Church Council and Peace Staff continue to live our Peace church mission, "We are here to share God's love." This year has been filled with hope, grace, peace, and joy as we have begun to dive deep into our mission and plan for the next chapter of Peace Church. Here are some highlights from 2023:

1. We provided opportunities to share ideas and visions through various congregational listening sessions over the course of the year. Your input provided valuable feedback and insight into our next priorities at Peace.
2. We communicated highlights and Council actions after each meeting.
3. We thoughtfully and methodically reflected on staffing needs, roles and responsibilities. We are grateful for the many wonderful people who are utilizing their gifts to serve on our Peace staff.
4. Opportunities for those interested in volunteering were expanded. Some examples for 2023 included the Pathways to Peace group and the Peace Scholarship Committee. We are appreciative of the many volunteers in our congregation who strive to make a difference. If you are interested in learning more about volunteer opportunities at Peace or need assistance joining a group, please reach out to Lisa or Renee.
5. We are excited for the kickoff of the Call Process. Council members met several times with the Synod Director of Transitions, Pastor Asher. Council also voted to hire an outside expert, Cathy Cowling, to help guide a thorough and thoughtful process. Council held two Saturday retreats where we discussed congregational input and reflected on next steps. Council approved the MSP/Call Committee team, the Senior Pastor and Associate Pastor Roles and Responsibilities and the Future Goals for Peace. Thank you to the following MSP/Call Committee Members: Pastor Stuart, Kiley Mroczynski, Fred Stieg, Cathy Jarosinski, Loren Fuglestad, Joel Gregozeski, and Kelly Hohman.
6. In December, Council discussed and approved our Peace priorities that reflect congregational input as well as our mission, "We are here to share God's love." The priorities include ministry team development, worship experience enhancement, and enhancing our opportunities for connection and involvement.

I am thankful for all of you. We are eager to continue the positive momentum into 2024 and look forward to deepening our work with our mission.

Submitted by: Melanie Nyquist, Council President

We are here to share God's love.

VICE PRESIDENT'S REPORT

2023 was another year of transformation for our congregation, but in that change, I recognize a deeper connection and desire to be closer to God and each other. We have taken the time to dig deep into our mission as a church, hear the ideas and concerns of the congregation, and do the work to truly identify what the needs are to move forward in faith. Much work has been done and I'm grateful for each person who engaged in the process and will continue to do so in 2024. As a Council, we are working diligently to make the

best choices we can for our congregation and those impacted by our mission. Thank you for your support and prayers in 2023 and the year ahead.

For the coming year, I will keep these words as a reminder to have faith in the process: "Trust in the Lord with all your heart, And lean not on your own understanding; In all your ways acknowledge Him, and He shall direct your paths." Proverbs 3:5-6

Submitted by Erin DeGroot, Council Vice President

STATISTICAL REPORT

Information Gathered from Shepherd Staff - ELCA Congregational Report - Form A	
1. Baptized Membership at end of 2022	# 2982
2. Baptized Membership received during 2023	# 124
① 43 a. By Baptism: children (15 yrs. and younger)	
① 3 b. By Baptism: adults (16 yrs. and older)	
① 12 c. By affirmation of faith	
① 57 d. By transfer	
① 9 e. From other sources and	
) 3. Baptized Members removed during 2023	# 32
① 14 a. By death	
① 9 b. By transfer	
① 9 c. For other reasons and statistical adjustment	
) 4. Baptized Membership, end of 2023	# 3074
) 5. Total Confirmed Membership, end of 2023	# 2220
) 6. Number of baptized youth confirmed in 2023	# 30

TRENDS:	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
-Baptized	2579	2700	2808	2887	2820	2900	2852	2954	2990	3074
-Confirmed	1806	1904	2012	2094	2027	2062	2040	2130	2185	2220
-Households	906	942	977	1094	1125	1130	1231	1166	1316	1300 (1/11/24)
-Worship (Avg.) (from counts)	553	531	532	528	537	528	*235	*377	530	547
-%@Worship (worship ave/baptized)	21%	22%	21%	19%	18.3%	18.6%	*8.2%	*13%	17.7%	17.8%
Sunday School	Starting with the 2023-2024 Sunday School Year, Average Attendance will be reported									

TOTAL	2017	2018	2019	2020	2021	2022	2023
GIVING	\$885,049.12	\$851,349.62	\$832,073.93	\$819,760.34	\$943,154.97	\$841,808.92	\$870,030.52
Giving Beyond Peace	\$106,618.27	\$117,784.33	\$87,385.62	\$68,215.49	\$48,674.83	\$60,589.25	\$108,406.96

Submitted by Renee Every

CHURCH LIBRARY REPORT

This year, the church library gained 30 new children & adult items. The library also received several donated items, which are greatly appreciated, as these will be sorted and accessioned. Our circulation consisted of: 129 books (44 children and 85 adult) and 25 DVDs (20 children and 5 adult). Adult fiction continues to be the most popular of the items checked out from the library. We hope members continue to utilize the library and the resources it has to offer.

Inventory of the entire library collection was completed May - July this year, with the help of Helen W. & Mary Lou G. It is requested that you please check at home to see if you have any church library materials, as the overdue or "missing" materials is quite lengthy. Unsure it belongs to the church library; "Peace Lutheran Church" will be stamped on the checkout card pocket. We appreciate your attentiveness to this issue.

Thank you to everyone who has either donated materials or assisted with projects as well as the organizing and processing of materials. Please check the monthly *Tidings Newsletter* for library updates, book and author features as well as when new materials are available. The library is open any time the church is open.

Peace Library would like to acknowledge and say "Thank You" to Elizabeth Lawler for her many years of assisting and overseeing the functions of Peace Library. She has been instrumental in acquiring the many great resources the library contains today as well as the numerous new book donations she has made over her 25+ years of involvement with the library.

Submitted by Rhonda Winter

LIFE & GROWTH COMMITTEE REPORT

2023 was a good year for the Life and Growth Committee with the annual church picnic on Sunday, September 10 being our largest event. With the help of volunteers and donations by church members, the picnic was a huge success. (A sunny day added to the festivities of grilled corn, brats and burgers.) A bouncy house, face painting, balloon artist and outside games interested the youth, and the older generation enjoyed the beautiful weather, great food and dining entertainment provided by Nick Kamke, Bob Rosenow and Gary Wilkinson.

Our committee continues to oversee Sunday morning donut/coffee hour. We are very appreciative of the efforts of amazing coffee makers and servers and for volunteers who give of their time tirelessly EVERY Sunday morning setting up and making/serving coffee, fruit and donuts to ensure meaningful fellowship for all church members.

Thanksgiving Eve “pie night” occurred seamlessly again in 2023. We are so thankful to willing volunteers who brought pies to share, helped in the kitchen and those who delivered the leftover pies to the hungry of our community.

The “Full Circle” women’s group, the “Men @ Peace” group, Katie’s Circle and Piece by Peace quilters continue their positive growth under the umbrella of the Life and Growth Committee. The people in these groups continue to support our committee by spending countless hours on church, community, national and international outreach projects and we are very appreciative of their positive efforts to humankind.

After last year’s annual meeting we are pleased to announce that this year, thanks to Sue Hancock and Jill Miller (co-chairs), we have added “Pathways to Peace” ministry to the Life and Growth Committee. This ministry provides phone calls, visitation, prayer, friendships, fellowship and faith to our Peace homebound members. The Life and Growth Committee would like to thank all who have made a contribution to our work during the last year. We always welcome new members to our committee as we come together in fellowship to “Share God’s Love.”

Submitted by Sandy Nordman

KATIE’S CIRCLE REPORT

Katie’s Circle meets for Bible study on the second Tuesday of every month. We use the Bible study in the bimonthly magazine “Gather”. We collect an offering every month, and this year we gave \$300.00 to the WELCA Katie’s Fund, an ELCA endowment fund to empower women world-wide; donations to the church’s Hunger Box, which goes to the ELCA World Hunger Relief; \$150.00 was given to Lutheran World Relief fund, for housing for women and children in Ukraine.

In addition to Bible study, we are involved in outreach projects.

We collected, assembled, and shipped 121 personal care kits to Lutheran World Relief.

We sponsored a trip to the Black Holocaust Museum, in coordination with Al Hill, of the Greater Galilee Baptist Church in Milwaukee, to learn about Black history. The day started with worship, followed by lunch with

members of the church at Daddy's Soul Food and Grille, ending with the museum tour. We learned about the history from civilizations in Africa to the present day in America.

All women of the congregation are members of WELCA. Please join us for fellowship and Bible study.

Submitted by Helen Wallinger

FULL CIRCLE REPORT

Full Circle is a spiritual group focused on church and community outreach. Full Circle was established in 2008 and has been going strong for 15 years. Meetings are held the first Saturday of each month. Meetings are a time of socialization, prayer and planning of a special outreach project for the month. All Christians are encouraged to join us.

Mission Statement: To unite as a Christian group as we share our talents and God's love with our church, community and each other. Meetings will be held two times per month; the first at Peace Church to support and explore our community, plan our outreach, and spiritually grow with friends. The second meeting is going into the community and sharing our talents as a group from Peace Lutheran Church. New ideas and volunteering/donating is welcomed from all Peace Church members. (Non-members also welcome.)

In 2023, "Full Circle" planned and completed the following projects:

- **Two Grocery Challenges** - benefiting Pulaski Food Panty and Howard "Giving Tree"
- **Caring Card Ministry** - sent cards monthly to congregation members for illness, deaths, etc.
- **Coats for Kids** - collected winter coats, hats, gloves, etc. for Salvation Army
- **Sewing for Smiles and Craft Days** - the focus this year was sewing tote bags for "*Willow Tree Cornerstone Child Advocacy Center*" and "*Freedom House*". Walker bags were also sewn to benefit disabled folks and nursing home residents. Made cards to use for "Caring Card" ministry and also made/assembled "Days for Girls" hygiene kits on two occasions.
- **N.E.W. Homeless Shelter** - prepared and served two meals during the year
- **Volunteered at and supported annual church picnic**
- **"Giving Tree" Christmas Store** - collected donations and organized, packed and delivered gifts
- **Annual Ladies Tea** - hosted 12th annual "Humani-Tea" and collected personal care items for Lutheran World Relief
- **Salvation Army** - rang bells at Super Ron's and helped count money in red kettles at the Kroc Center during the Christmas season

"Full Circle" would like to express its gratitude to members of Peace Church in their willingness to participate and donate to our outreach projects - without all of YOU, these projects would be difficult for us to provide.

Please watch for our upcoming card making/sewing day taking place at church Feb. 3 and the upcoming "Ladies Tea" scheduled for April 20. One of the most difficult things to give away is "KINDNESS" ... it usually comes back to you.

Submitted by: Sandy Nordman

MEN AT PEACE REPORT

We look back at our Men @ Peace from 2023 and realize that we were unable to have our Shrove Tuesday but it is back for this 2024! Our spaghetti dinner will be on February 13. We look forward to a fun night of a delicious spaghetti dinner with entertainment from a local quartet. Watch for more information in our church newsletter.

Our Veteran's Breakfast will be on May 18 this year. Looking back at last year, our attendance was great and we look forward to serving Veterans again this year. More information on this will be coming this spring. Mark May 18 on your calendar!

We will be having our Strawberry Sundae on Sunday in June to celebrate Wisconsin Dairy Month. This is an annual event held right after church.

We had another successful pizza sale in October that supports a percentage for Peace Youth and Mission Trips. Thanks to all those who participated this past year in this intergenerational activity!

We continue to support St John's Homeless Shelter on the 2nd Thursday of the month from November through April. Thank you to Greg Schuelke who provides the meal and to those who volunteer to serve the meal and those who donate desserts.

We look to other ways to do God's work to help our church and community by supporting the Mauthe Center at UWGB, Crossways Bible Camps, etc.

Thank you to the men who form the core group whose mission it is to plan intergenerational events for our congregation. All men of our Peace Congregation are invited to join us in any of these activities. We meet the first Sunday of each month, at 9:15, in the chapel to listen to new ideas and plan on upcoming events.

Contact Harvey Jaeger at 920-606-0494 or Marty Hancock at 920-737-1651 for more information.

God's Peace and Blessings to you all this coming year!

Submitted by Marty Hancock

BUILDING & GROUNDS COMMITTEE REPORT

Many building items were accomplished in 2023.

- New roof installed on the original section of the old Church. Approximate cost \$ 19,000.
- New tank less water heater installed above the rest room area at the front of Church. Approximate cost \$2,000.
- New electric wall - mounted heating system has been installed. The eight heating units were placed in the "donut room" classroom, and conference room. These units can be controlled remotely. This system is much cheaper to install and operate. Approximate installation cost of \$16,000.

- The garage siding has been replaced. Approximate cost of \$3,000. Labor was done internally.
- Heating/boiler controls were replaced for the new section of Church. This included base- board heaters and air handlers. This major expense was voted on in 2023 and approved by the congregation. Cost was approximately \$40,000.
- New phones have been installed in the offices of the Church. The \$4,000 cost of the new phone system was graciously paid by a Church member.

Plans for 2024

- Need to redo air conditioning system in Church office and library. The old system failed in 2023.
- Need to replace approximately 20 leaky windows in the day care area. Deb Bohm, treasurer has this outlined in the 2024 Financial Ministry plan.
- The heat and air conditioning system is also failing in the day care area of the Church. Staff is getting cost figures for an out door heat pump.
- To replace all exterior lights with efficient LED light fixtures. Lincoln has plans to do the work. We have a cost of approximately \$5,500 for the fixtures. Lincoln is working with Focus on Energy (Dave Nyquist) in getting up to 75% credit for this cost.

Submitted by Dennis Schwenke

STAFFING COMMITTEE REPORT

The staffing committee was quite busy this year as several personnel changes transpired.

- The Director of Music Ministry full time position was vacated and music responsibilities reverted back to its previous personnel structure. Brittany Genal was hired as our church organist/musician. Mary Smith was hired as choir director for the adult and bell choirs.
- Laura Ruotsala was hired as the Parish Education Coordinator. (part time)
- The Office Assistant position was filled by Lisa Juszczuk. (part time)
- The full time position of Church Administrator did not continue after Jim Justman retired. To fill that void an Office Administrator position was created and Renee Every was hired to fulfill that role. (part time)
- Lincoln Andre continues as our Building Superintendent. (part time)
- Deb Bohm continues to serve as our Church Treasurer.

Annual staff evaluations were conducted for Lincoln and Deb with the other staff evaluations to be held when their first year of employment has been completed.

Job descriptions were updated in accordance with the new hires with significant input from Joel Gregozeski.

Renee and Deb brought forth updated Personnel Manual recommendations to the Staffing Committee with further personnel upgrades and revisions to be made and approved by Council during this coming year.

We are truly blessed to have all of our staff positions filled with dedicated, professional and friendly team members working together to make Peace Lutheran a positive place to work.

The staffing committee currently consists of Joel Gregozeski, Mark Wernicke and Dick Lindstrom. We are open to having additional members share their talents with us so please consider joining our committee.

Submitted by,

Dick Lindstrom – Staffing Committee Chair

MINISTRY SUPPORT COMMITTEE REPORT

The year of 2023 has seen a positive trend continue for Peace, including an increase in in-person worship and the continued financial support of the congregation for God's work at Peace. "We are Here to Share God's Love" is our mission statement and we are thankful that the members of Peace have continued to give and help us support that mission.

The Ministry Support committee met to plan, dream and keep accounting of the church's giving and the paying of bills in 2023. Accounting was completed and financial reports were prepared and presented by the Church treasurer, Deb Bohm. As always, Deb did a thorough and fantastic job. The congregation continued to receive updates through social media and the newsletter, while the Pastoral staff spread the message, thanks and need.

The congregation has met all expenses for 2023 and we give special thanks to everyone for meeting the financial needs and responsibilities that we have. The church council met in November to look at the coming year's budget and to confirm we're on track with our numbers. The 2023 financial report and proposed 2024 Financial Ministry Plan (Budget) is in the annual meeting outline. During the final meeting of the year, we discussed ways to continue to further the goals of the Ministry Support committee we move into the new year.

With our continued focus on increasing member engagement, we discussed organizing more in-person events, such as fundraisers, golf outings, sports events groups, etc.

Thank you to all the members of our congregation for their continued support both spiritually and financially. We would also like to express our gratitude to the entire staff for their continued hard work, dedication, skills and faith as they and the leadership of Peace have done a fantastic job navigating, at times, challenging circumstances. May God continue to bless our congregation and staff in the new year.

Respectfully submitted, Aaron Wallender

PARISH ED COMMITTEE REPORT

The Council was thrilled to move forward this year in creating a paid part-time Parish Education Coordinator position and enormously blessed to retain Laura Ruotsala in this position this spring. Laura has been coordinating Sunday School and VBS as a volunteer for years, so moving her into this position and ensuring that she is compensated for her expertise was an easy decision for the Staffing Committee. Under her direction, Sunday School finished this spring with around 50 students regularly attending. During the summer, Vacation Bible School was provided to 61 children with the help of about 20 adult and youth volunteers. Laura also provided summer Sunday School sessions monthly this summer for a small group of students who attended. This fall we saw a significant increase in students attending (92 students the first week), with an average of about 65 students per week since then. We are thankful for our teachers who are either teaching every week or working with others to provide a rotation of teachers for some grades.

As always, we encourage any adults (but especially parents with students who are Sunday school age) to consider teaching Sunday School or volunteering to help in classrooms. Laura is always looking for help with singing during opening (and thank you to Andrea Felmer for stepping up to do that this year), as Sunday School helpers, or volunteers during special Sunday School weeks, such as helping with the scavenger hunt. Interested volunteers can contact Laura at youthed@peacecl.org or speak with Lisa or Renee in the Peace office.

The Parish Ed Committee also works with the Peace Library, and we are blessed to have Rhonda Winter working as our church librarian. Just a reminder that the library houses books and DVDs for adults and children. Rhonda would love to see more people use those resources, so stop in when you're at church and see what we have to offer!

Respectfully submitted, Lynn Aprill, Committee Chair

WORSHIP COMMITTEE REPORT

Sharing God's love was the prevalent sentiment this year realized by the Worship Committee. Peace enjoyed pre-pandemic worship attendance and giving this year, certainly as a nod to our welcoming, open environment.

We continue to have enough congregational support to have four well-attended weekly services (Thursday evenings at 7:00 and Sunday mornings at 8:00, 9:20, and 10:30), as well as online streaming of the 9:20 service on Sunday.

While we continue to identify ways to engage greeters for services, we are strongly supported in the areas of acolytes, ushers, communion assistants, greeters, bulletin folders, altar committee members, sound booth operators, childcare workers in the nursery, and those who decorate the church for holidays. Thank you to all that are feel called to help in these areas.

In light of staffing changes and a directional change to music worship this year, we have been blessed to have Mary Smith direct our Adult and Bell Choirs, as well as Brittney Genal share her musical gifts as our Church Musician. Thank you to all of our talented members who have also shared their musical gifts this year during worship.

We welcome your worship feedback and are eager to continue to enhance the worship experience at Peace in 2024!

Respectfully submitted by Kiley Mroczynski.

ENDOWMENT FUND FINANCIAL REPORT

The Endowment Fund provides an opportunity and means for the congregation to expand its mission and ministry outreach beyond normal budgeted items.

The Endowment Fund receives, holds, and distributes assets with a long-term view centered on the mission of Peace Lutheran Church. Each year an amount of 5% of the Funds value is distributed to community social and spiritual needs served through special programs benefiting youth, adults, and families.

We are happy to say, this year we distributed \$ 6,997.84 as outlined in the accompanying Financial Statement.

Two new grants were issued this year, 5-STONE - human trafficking awareness and SLEEP IN HEAVENLY PEACE - provides beds to children without beds to sleep in.

THANK YOU for your support. This year the Fund received \$ 10,389.00 in contributions from members.

Thank you to Arden Christenson who completed his term and to James LaFond and Shirley Paulson for their service to the committee.

There are two vacancies presently. Robert Schultz and Dennis Hoppe will fill those terms. Sue Hancock will fill the current year opening starting in 2024.

This year we are planning an informative forum in the fall with emphasis on gift planning with a speaker from the ELCA Foundation. More information will follow.

Mike Hallada, Fund Treasurer

Financial Report submitted by Mike Hallada, Treasurer				2023	
		Contribution History			
2008		\$19,700.00		2017	\$4,275.00
2010		500.00		2018	\$3,192.00
2011		796.00		2019	\$3,922.18
2012		2,640.48		2020	\$4581.00
2013		1,704.00		2021	\$82,208.00
2014		1,278.00		2022	\$10,701.76
2015		\$2,036.00		2023	\$10388.92
2016		\$1,466.00		Total contributions	149389.34
ASSETS					
Checking account		12/31/23		\$13,585.60	
Deposit in Transit at YR End				\$55.00	
Vanguard Investment Acct.		12/31/23		\$148,239.96	
TOTAL ASSETS					\$161,880.56
Beginning Balance January			1/1/23		\$139,956.71
Income and Expenses					
Contributions from Members				\$10,388.92	
Dividends Earned				\$3,282.27	
Capital Gains				\$5,320.84	
Reinvested	Vanguard	VWENX		<u>-\$8,603.11</u>	
INVESTMENT	gain	Vanguard Fund		\$18,672.26	
		total gain			\$29,061.18
Annual Grants Distributed					
House of Hope			\$250.00	5-Stones	\$200.00
St. Johns Homeless Shelter			\$400.00	Sleep in Heavenly	
N.E.W. Community Shelter			\$400.00	Peace	\$450.00
Pulaski Food Pantry			\$500.00		
The Giving Tree			\$450.00		
Sams House Shawano WI			\$250.00		
Crossways Camping Ministries			\$500.00		
The Richad Mauthe Center			\$200.00		
Golden House			\$250.00		
"Piece by Peace" Quilters			\$300.00		
Peace Prayer Shawl Ministries			\$300.00		
ELCA World Hunger- Ukraine			\$300.00		
Exceptional Equestrians			<u>\$300.00</u>		
Peace Youth fund			\$1,147.84		
Peace scholarship Fund			\$800.00		
Total Grant Paid					6997.84
Expenses Bank fees		139.49			
Ending Balance Endowment Fund					161880.56

MUSIC MINISTRIES REPORT

This past year the music department has seen a few changes, but the passion in music continues to stay strong. We are very pleased with all the different special music that has enhanced our services this year. From singers, to guitarists, to flute choirs, to clarinets and hand bells; a special thanks goes out to each and every one for offering their time and talent that enhanced our worship. There are several opportunities for more musical outreach on the horizon and all new ideas are welcome. If you are interested at all to share your gifts during a service, please contact Brittney Genal at bgenal13@gmail.com. Vocal and instrumentalists of all ages and abilities are welcome.

It has also been a joy to see the Peaceful Harmony Choir and Bell Choir perform multiple times a month. Both groups meet weekly and continue to bring joyous music to Sunday mornings. We are very grateful that Mary Smith has continued to direct both Choirs. In December, both Choirs went caroling at Emerald Bay; all had a wonderful time. We are also grateful to all members of both choirs – both new and old. If you have any interest in joining either choir, please come to a practice and give it a try or email Mary Smith at marymusic1mb@gmail.com; all our welcome. Bell Choir continues to meet Mondays at 6pm and Peaceful Harmony Choir meets Wednesdays at 6:30pm.

We look forward to continuing to share God's love through music in the coming year.

Submitted by Brittney Genal

PEACEFUL BEGINNINGS DAYCARE

With 2023 now behind us we have a lot to look back on and much to look forward to. In February of this year, our Board of Directors made the decision to restructure our Administrative positions. Devon Mannenbach took over as our Director of Center Operations and Lyndsi Gronke stepped into the new Office Administrator position. Previously, Devon was the Assistant Director at Peaceful Beginnings and Lyndsi was a Lead Teacher in our four-year-old classroom.

We also saw a change in some of our board members and officers this year. After four years, Danielle Harter stepped down and Amy Hagel took on the role as President. We would like to thank Danielle for her dedication and passion throughout her time here. Additionally, we would like to thank our Board Member and Peace congregation member, Chris Piso for her continued support of our Center as she continues to nurture our relationship with Peace Lutheran Church.

Peaceful Beginnings currently has just over 70 children enrolled. They range from ages six weeks through ten years of age. We are licensed for up to 88 children, including our school age children in summer. Our center also acts as a community partner site for the Pulaski School District. We operate both an AM and PM 4K class in our center for the Pulaski School District. We are proud to say that we have the highest 4K enrollment in the district. This year, we are serving a total of 34 children between both classes.

While we have accomplished many small tasks this year, there are a few big ones that we are proud to share. First and foremost, we've spent the last year working towards a 4 Star rating through a program called YoungStar. YoungStar is an early childhood rating program that aims to increase the quality of childcare being provided in any given center. It looks at employee education, classroom space and design, teacher-child interactions, curriculum, developmental goals, and child outcomes. We are excited to announce that we have reached a 4 Star rating! This is something that our teachers have worked extremely hard for and we are proud of the quality care they provide each day.

In April, Adam and Rich Gronke volunteered their time to remodel our center's storage closet. They built and installed all new shelving for us to organize our toys and classroom materials. Thank you to both Adam and Rich for the donation of time to improving our center!

In July we remodeled our infant classroom. We removed a wall between two smaller classrooms and opened it up to create one large infant room. With the changes made to the physical space, we have been able to offer a significantly higher quality of care. We now have designated sleeping space, large motor areas, diapering space, eating areas, and a variety of other play spaces. Additionally, we increased our staffing from two teachers to three to better meet the care routines of the infants in our care. We would like to thank Dan Egan and his crew from Egan Construction for all of their donated time and materials.

Moving into 2024, we want to thank all of our teachers, admin, board members, and volunteers. It takes a lot to make a childcare center successful and we are beyond grateful for all of the help and support we have received. We are looking forward to the growth and adventure that this year brings!

Submitted by Devon Mannenbach