

# ANNUAL MEETING

## Peace Lutheran Church Annual Meeting, January 26, 2025



1954 County Road U  
Green Bay, WI  
54313

Tel: 920 865 7595



East Central Synod of Wisconsin  
Evangelical Lutheran Church in America  
God's work. Our hands.

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# Minutes for Peace Annual Meeting, Jan. 28, 2024

Peace Lutheran Church Annual Meeting was called to order by President Melanie Nyquist at 10:33 am with over 100 voting members in attendance virtually and in person. Melanie explained the meeting format.

Pastor Stuart shared a devotion.

Melanie thanked our Council members and Peace Staff with a slide show presentation. She noted that we did not add any new people to Council this year. Also, noted was that Council will be meeting every other month (6 times per year) in 2024. Pastor Stuart mentioned that the goal of the Council in 2024 will be to learn how to function clearly and well as a team. Melanie noted that by "Sharing God's Love" in-person and on-line, we have shifted our momentum in a positive direction. "Our congregation continues to be concerned, kind and generous" and she sincerely thanked everyone for that.

The State of the Church is financially strong (we've maintained financial stability for a full year.) In 2023, the following upgrades were made to our aging facility; A new roof was put on the old Church, new water fountains installed, office computers and phones were upgraded and new water heaters installed in bathrooms.

The facility is showing signs of aging and ongoing upgrades and repairs will be needed in 2024 which include; A/C, furnace unit, light project, new windows and scissor lift.

A motion was made by Erin DeGroot and seconded by Ed Nordman to accept the Annual Church Minutes from 2023. Motion carried.

Pastor Stuart talked about our mission (short and simple) ... "We are Here to Share God's Love". We are back to pre-covid numbers. We've learned and grown from our past and our future is looking positive.

Deb Bohm shared highlights of the Treasurer's Report including specifics from page 4 of the Annual Report ... there is a typo in the "Income Breakdown - General Fund" - The amount for Good Friday & Holy Thursday should be "1,780.00". She also noted that our mortgage balance started at \$2.1M and we are now down to \$489,916.

The church Audit Committee (Greg Cieslewicz, Kevin Johnson and Elizabeth Lawler) has met over the past year and all checks and balances are in place as required by the ELCA. A question was asked by Harvey Jaeger - "Does the seminary student fund accumulate?" Deb answered "as of now it does not accumulate, and we spend what we have budgeted for the year. Part of this fund for 2023 was sent to Luther Seminary and the other part was given to the Peace Scholarship fund and three students were awarded."

A motion was made by Clyde Schuette and seconded by Rosie Wyand to accept the Treasurer's Report. Motion carried.

Ministry Team Development's focus for 2024 is; Worship experience, enhancements and opportunities for connection and involvement.

Committee reports were shared in the written report.

For Building and Grounds, Dennis Schwenke shared that the church was given a discount for the new roof that was installed; a tankless water heater was installed and new electrical system was put in nursery. He noted that Lincoln does a phenomenal job and saves the church lots of money. Tom Binish helped in getting Peace a new phone system and \$4,000 was given by a church member for this. Interior lighting will be replaced with LED lighting (Dave Nyquist and Lincoln is working on this project.)

- Dick Lindstrom of Staffing said we are blessed to have a full staff.
- Aaron Wallender said everything is going in the right direction and had nothing else to add to Ministry Support.
- Sandy Nordman of Life and Growth had nothing to add to what was reported.
- Lynn Aprill is thankful for Rhonda Winter (librarian); and mentioned we could use new front-facing bookshelves for the younger kids in the library. She also thanked Laura Ruotsala and said we are fortunate to have her.
- Worship Committee Chair Kiley Mroczynski complimented Mary Smith and Brittney Genal and said we are blessed to have them. Also, we need people to sign up ahead for volunteering for ushering.
- Renee Every (Office Admin.) noted she made changes to the website and Council and Committee pages will be set up (with meeting minutes, etc.) Watch for more to come.
- Mike Hallada (Endowment Fund) noted that the fund is doing very well and 2023 was a good year. Over \$10M was received from church members. Approximately \$7M in grants were given out to 14 places this past year. He thanked Arden Christensen for his term on the Endowment Committee and welcomed new members for 2024, Sue Hancock, Dennis Hoppe and Robert Schultz.
- Kiley Mroczynski gave an update on the Call Committee; The MSP team is a well-rounded group of members who started their work in early November. She noted there is a good representation of our membership on the committee. They have established group norms for conversations and a unified front. Kiley noted that it is a lengthy process - the team is following the process but not a timeline. The MSP team's goal is to come together with a shared vision and Kiley will report their progress to the Council each time they meet.
- Pastor Stuart noted that the committee cannot give out any specific information (name/genders/places) because of confidentiality to the candidates. Pastor said we should pray for this process and he noted we should "let it take as long as needed for a good fit.
- Kelly Hohman made a progression chart of the MSP/Call Committee in the "Gathering Area".

- A question was asked by Gloria Jaeger: “Are the same people on the Call Committee as last time?” Pastor Stuart said some of the people are the same and some are different than Pastor Jim’s call. Pastor Stuart and Pastor Asher (ELCA) are also on the team.
- Melanie gave a daycare update; Renee meets weekly with staff from Peaceful Beginnings, and we are grateful for their partnership and are blessed to have them.

A motion was made to accept all committee reports by Dan Rogers and seconded by Kurt Wallinger. Motion carried.

Proposed Financial Ministry Report:

- Harvey Jaeger asked a question (Pg. 6 bottom - planning for 2024 improvements) ...What is a lift? Dennis Schwenke noted that the item is a “Scissor Lift” that Lincoln can use for replacing lights, etc. It is a good investment as it will pay for itself in a year and a half. Peace Church will now own instead of renting.

Erin DeGroot made a motion to accept the proposed Financial Ministry Report and Mary Smith seconded the motion. Motion carried.

Pastor Stuart gave some closing thoughts: “There were lots of numbers thrown at us. It is important to be proactive and to stay healthy. The last three years have been a little messy, but we’ve grown and learned from it. God is walking with us and leading us.”

Dan Kane thanked Pastor Stuart for being a rock in our transition and for all he’s done. Congregation applauded and Pastor responded with “I feel blessed to be here.”

Pastor Stuart led us in The Lord’s Prayer.

Motion was Made by Deb Fuglestad and seconded by Ed Nordman to adjourn.

Meeting adjourned at 11:38 am

## **NOMINATING COMMITTEE REPORT**

Mark Wernicke and Dan Kane are being nominated for Church Council

Pastor Stuart Dornfeld

## **TREASURER’S REPORT**

-Submitted by Deb Bohm

### 2024 Financial Report - Dedicated Funds

<b>Fund</b>	<b>Beginning Balance</b>	<b>Income</b>	<b>Expense</b>	<b>Ending Balance</b>
Easter Lilies	0.00	1,230.00	1,230.00	0.00
Geraniums	0.00	585.00	443.00	142.00
Poinsettias	112.50	1,119.00	1,231.50	0.00
Soup & Sandwich	0.00	2,110.86	2,110.86	0.00
Shut In Gifts	1,069.96	0.00	0.00	1,069.96
Hunger Box	0.00	7,786.10	7,786.10	0.00
Tanzania	5,357.56	6,803.89	166.00	11,995.45
Food Pantry	0.00	3,007.86	3,007.86	0.00
Quilting Fund	2,302.91	825.00	2,119.48	1,008.43
Peace Youth Group	44,287.41	30,728.49	55,411.85	19,604.05
Katie's Circle	97.54	248.25	170.00	175.79
Insurance	23.00	0.00	0.00	23.00
Liberia Ministry	484.10	498.16	710.75	271.51
Families in Need	3,253.62	300.00	2,000.00	1,553.62
Security	0.00	5,000.00	0.00	5,000.00
Landscaping Project	0.00	0.00	0.00	0.00
Disaster Relief	0.00	2,147.64	2,147.64	0.00
Miscellaneous	245.79	50.00	295.79	0.00
Parking Lot	9,929.12	0.00	4,286.29	5,642.83
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	4,350.27	6,447.05	7,466.68	3,330.64
Prayer Shawl Ministry	3,042.24	725.00	326.83	3,440.41
St John's Homeless	0.00	149.00	149.00	0.00
NEW Community Shelter	0.00	300.00	300.00	0.00
Weaver Family Fire	0.00	750.00	750.00	0.00
Kitchen	280.31	140.00	0.00	420.31
Music for Choir	0.00	0.00	0.00	0.00
Library	726.11	0.00	0.00	726.11
Camp Scholarship	816.50	0.00	677.50	139.00
Christmas in July	0.00	0.00	0.00	0.00
Full Circle	402.95	42.15	53.52	391.58
Garden of Eden	710.00	0.00	25.00	685.00
Scouts	0.00	172.00	172.00	0.00
Bible Sticks	50.00	0.00	0.00	50.00
ELCA Good Gifts	0.00	2,346.00	0.00	2,346.00
Music Ministry Band	873.41	0.00	0.00	873.41
Sound and Video	0.00	0.00	0.00	0.00
Scholarship Fund	800.00	10,050.00	0.00	10,850.00
Fire and Sprinkler	1,025.00	0.00	1,025.00	0.00
Women of the ELCA	1.14	0.00	0.00	1.14
Endowment Fund	55.00	6,837.95	6,892.95	0.00
	80,434.57	90,399.40	100,955.60	69,878.37

<b>2024 Financial Report</b>					
	<b>Balance</b>			<b>Balance</b>	
	<b>Jan. 1, 2024</b>	<b>Income</b>	<b>Expense</b>	<b>Dec. 31, 2024</b>	
General Treasury	\$48,982.08	\$634,582.68	(\$621,896.02)	\$61,668.74	
Dedicated Accounts	\$80,434.57	\$90,123.28	(\$100,679.48)	\$69,878.37	
Memorials & Gifts	\$21,003.85	\$1,375.69	\$0.00	\$22,379.54	
Building Contingency	\$60,596.20	\$32,112.00	(\$78,754.71)	\$13,953.49	
Building Fund	\$27,465.69	\$149,971.60	(\$149,220.00)	\$28,217.29	
Sound and Video	\$45.15	\$5.00	\$0.00	\$50.15	
Savings Account	\$949.96	\$407.17	\$0.00	\$1,357.13	
Future Bldg. Improvement	\$17,055.00	\$6,000.00	(\$17,000.00)	\$6,055.00	
<b>Totals all Funds</b>	<b>\$256,532.50</b>	<b>\$914,577.42</b>	<b>(\$967,550.21)</b>	<b>\$203,559.71</b>	
<b>INCOME BREAKDOWN</b>			<b>EXPENSE BREAKDOWN</b>		
<b>General Fund</b>			<b>General Fund (On Financial Plan sh</b>		
Regular Envelope	\$575,760.62			\$621,896.02	
Loose Offerings	\$14,645.34			<b>Memorial Fund</b>	
Sunday School	\$295.00				
Initial	\$490.00				
Ash Wednesday	\$1,606.00			<b>Future Building Improvement Fund</b>	
Palm Sunday	\$1,578.00				
Lent	\$3,471.12			<b>Building Fund</b>	
Easter	\$7,922.00			Interest Paid	
Good Friday	\$2,488.00			Principal Paid	
Holy Thursday	\$773.00			Fees to the account	
Pentecost	\$198.00				
Reformation	\$273.00				
Thanksgiving	\$1,724.00			<b>Building Contingency</b>	
Christmas Eve	\$15,416.60				
Christmas Day	\$1,673.00				
Misc	\$99.00			<b>Mortgage - Principal Balance as of 12/31/2024</b>	
Facility Use	\$6,170.00			\$ 353,966.89	
	<b>\$634,582.68</b>				

<b>Memorials &amp; Gifts</b>	<b>\$1,375.69</b>	<b>Sound and Video</b>	<b>\$0.00</b>
<b>Contingency Fund</b>	<b>\$32,112.00</b>		
<b>Building Fund</b>	<b>\$149,971.60</b>		
<b>Sound and Video</b>	<b>\$5.00</b>		
<b>Future Building Improvement</b>	<b>\$6000.00</b>		

<b>2025 Proposed Financial Ministry Plan</b>			
	<b>BUDGET</b>	<b>Actual</b>	<b>BUDGET</b>
	<b>2024</b>	<b>2024</b>	<b>2025</b>
<b>MISSION BENEVOLENCE</b>			
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
Scholarship Fund	\$ 14,250	\$ 14,250	\$ 14,250
<b>Sub Total</b>	<b>\$ 85,500</b>	<b>\$ 85,500</b>	<b>\$ 85,500</b>
<b>SENIOR PASTOR</b>			
Pastors Salary	\$ 80,169	\$ 84,333	\$ 84,979
Pastors Housing	\$ 14,500	\$ 14,500	\$ 14,500
Pension	\$ 10,000	\$ 10,202	\$ 10,709
Health Insurance	\$ 11,520	\$ 12,540	\$ 11,520
Pastor Expenses	\$ 10,000	\$ 2,800	\$ -
Social Security Allow	\$ 7,352	\$ 7,081	\$ 7,610
Ongoing Education	\$ 1,125	\$ 541	\$ 1,125
<b>Sub Total</b>	<b>\$ 134,666</b>	<b>\$ 131,997</b>	<b>\$ 130,443</b>
<b>PASTOR</b>			
Pastors Salary	\$ 40,085	\$ -	\$ 40,085
Pastors Housing	\$ 7,250	\$ -	\$ 7,250
Pension	\$ 4,000	\$ -	\$ 4,000
Health Insurance	\$ 8,480	\$ -	\$ 8,480
Pastor Expenses	\$ -	\$ -	\$ 10,000
Social Security Allowance	\$ 4,648	\$ -	\$ 4,648
Ongoing Education	\$ 1,125	\$ -	\$ 1,125
<b>Sub Total</b>	<b>\$ 65,588</b>	<b>\$ -</b>	<b>\$ 75,588</b>
<b>SUPPORT STAFF</b>			
Organist & FICA	\$ 28,000	\$ 31,600	\$ 36,000
Choir Dir/Acc & FICA	\$ 7,000	\$ 5,980	\$ 7,000
Building Superintendent & FICA	\$ 41,500	\$ 41,638	\$ 57,096
Other staff support	\$ -	\$ 600	\$ -
Retirement Plan Key Employees	\$ 3,000	\$ (1,048)	\$ 3,000
Nursery Coordinator & FICA	\$ 2,000	\$ 836	\$ 2,000
Treasurer & FICA	\$ 50,000	\$ 64,797	\$ 66,165
Staff Education	\$ 2,000	\$ -	\$ 2,000
Sound and Video Recorder	\$ 3,000	\$ 3,546	\$ 3,500
Administrative Assistant	\$ 15,000	\$ 12,078	\$ 15,000
Parish Education Coord.	\$ 15,000	\$ 10,111	\$ 14,000
Office Administer & FICA	\$ 40,000	\$ 36,853	\$ 40,000
<b>Sub Total</b>	<b>\$ 206,500</b>	<b>\$ 206,991</b>	<b>\$ 245,761</b>

<b>WORSHIP SUPPLIES</b>			
Worship Supplies	\$ 8,000	\$ 9,867	\$ 9,000
Supply Pastor&Travel	\$ 800	\$ 832	\$ 850
<b>Sub Total</b>	<b>\$ 8,800</b>	<b>\$ 10,699</b>	<b>\$ 9,850</b>
<b>OFFICE SUPPLIES &amp; EQUIP</b>			
Office Supplies	\$ 26,150	\$ 22,140	\$ 26,435
Office Equipment	\$ 10,000	\$ 9,337	\$ 15,500
<b>Sub Total</b>	<b>\$ 36,150</b>	<b>\$ 31,477</b>	<b>\$ 41,935</b>
<b>BUILDING&amp;SUPPLIES</b>			
Janitor Supplies	\$ 5,000	\$ 3,127	\$ 5,000
Insurance	\$ 16,000	\$ 17,857	\$ 18,000
Heat	\$ 11,000	\$ 5,484	\$ 8,500
Electricity	\$ 19,000	\$ 17,170	\$ 18,000
Telephone & Security	\$ 5,800	\$ 3,628	\$ 5,800
Improvement/Repairs	\$ 73,430	\$ 29,894	\$ 53,000
Future Building Improvements	\$ 6,000	\$ 6,000	\$ 6,000
Mowing/Snow Rem	\$ 7,000	\$ 1,495	\$ 7,000
Water/Sewer	\$ 6,000	\$ 3,948	\$ 6,000
Garbage Removal	\$ 3,000	\$ 3,223	\$ 3,800
HVAC Maintenance	\$ 18,000	\$ 5,301	\$ 18,000
Contingency Fund	\$ 18,000	\$ 18,000	\$ 18,000
Cleaning Service & Mats	\$ 10,000	\$ 7,931	\$ 10,000
<b>Sub Total</b>	<b>\$ 198,230</b>	<b>\$ 123,058</b>	<b>\$ 177,100</b>
<b>SUPPORT ACTIVITIES</b>			
Life & Growth	\$ 13,283	\$ 12,937	\$ 13,000
Youth Activities	\$ 9,700	\$ 2,661	\$ 9,700
Car Allowance	\$ 4,000	\$ 2,629	\$ 4,000
Ministry Support	\$ 8,200	\$ 6,892	\$ 9,100
Parish Educa Suppl	\$ 7,480	\$ 5,685	\$ 7,200
Conference&Convent	\$ 1,000	\$ -	\$ 1,000
Miscellaneous	\$ -	\$ 1,371	
<b>Sub Total</b>	<b>\$ 43,663</b>	<b>\$ 32,175</b>	<b>\$ 44,000</b>
<b>EXPENSES GENERAL FUND YR</b>	<b>\$ 779,097</b>	<b>\$ 621,897</b>	<b>\$ 810,177</b>
<b>MORTGAGE PAYMENTS</b>	<b>\$ 149,220</b>	<b>\$ 149,220</b>	<b>\$ 149,220</b>
<b>TOTAL EXPENDITURES</b>	<b>\$ 928,317</b>	<b>\$ 771,117</b>	<b>\$ 959,397</b>

Security cameras \$11,500

We do have a dedicated fund for security with \$5,000 to use toward this project.

Parking Lot sealing cracks and coat \$20,000

We do have dedicated parking lot fund of \$5,642.83 we can use toward this project.

# PASTOR'S REPORT

Pastor Stuart Dornfeld - January 07, 2025

**As we begin 2025 it is good and healthy to look back on 2024 and give thanks for all the various ways that we are blessed as a congregation**

Our staff at Peace is faithful, kind, positive, talented, gracious and full of love. I am so very thankful for all of them! We could not continue to share God's love as effectively as we do without their gifts, hearts and personalities that make it all work.

I hope that you as a part of Peace church give thanks to them: Renee Every, Lisa Juszczuk, Laura Ruotsala, Lincoln Andre, Deb Bohm, Brittney Genal & Mary Smith.

We have been blessed with an outstanding Church Council, who continued to meet to plan, to hope, to faithfully manage and to lead this congregation into the grace of Jesus. I am thankful for each of our council people who makes the sacrifice to serve and help even as there are very many other places where we can spend our time and attention and energy.

I hope that you can give thanks to all of them as well: Lynn Aprill, Deb Bohm, Erin DeGroot, Dick Lindstrom, Kiley Mroczynski, Sandy Nordman, Melanie Nyquist, Dennis Schwenke and Aaron Wallender.

The Call Committee began to meet in November 2023 and as we met to put together our Ministry Site Profile, the group connected and learned to understand and trust each other. The committee is a solid group of people who are aware of who Peace is, and also (at the input of the congregation) aware of what we are looking for. In that time, we have had 2 applicants and 1 interview for our Associate Pastor position. The group consists of: Cathy Jarosinski, Fred Stieg, Loren Fuglestad, Joel Gregozeski, Kelly Hohman, Kiley Mroczynski, and me. We have had a fantastic time getting to know each other and trust each other and to continue to bear the gift and the responsibility of finding another pastor for Peace.

We have continued to be a positive and growing congregation, even as there is a trend in many churches of decline in various forms. We continue to add New Members to our church every year, and more than that, we have a spirit of grace, care and God's presence that is felt by those that come and worship. Every New Member class has different comments about what has brought them to Peace, but we consistently hear that they genuinely feel welcome and experience the grace of Jesus. We believe that our mission statement "We are Here to Share God's Love," is a vital core foundation of what holds us together and also draws others into that truth that we try our best to live out and to share. WE are a unique congregation in many ways, and we are thankful that what God is doing at Peace resonates with so many people and that they go to their weekly tasks filled up and strengthened with that truth.

If you're into numbers, we are growing in our worship, Sunday School and confirmation classes. The numbers have returned to pre-covid numbers, and with the continued livestreaming of worship, we are still a very vital and needed place of grace and care.

Last year's mission trip to Puerto Rico was an amazing experience for our 24 young people and our 9 adults as well! Hearts and eyes were opened. Our faith grew as we helped, served and cared for the people of Puerto Rico.

We were able to pay our bills and meet our benevolent giving for the year and for that, we thank you all for your dedication to support God's work at Peace!

Thank you, everyone, all of you who are connected at Peace, for being a part of and continuing to support what God is doing at Peace.

**As we begin 2025 it is good to look ahead and have hope for the future and the continued blessings of God.**

We trust that whatever the coming year will bring us, we will have God walking alongside us. With almost 3000 members there is always more than enough to do for us as staff, and because the staff is so gracious, giving, talented and caring, we know that we will meet the needs of our church.

As a congregation, we will continue to welcome, to love, to care and to share as we have in the past. None of those things will change as we will meet the new year with the same grace that is given to us each and every moment.

Worship, Sunday school and confirmation will continue to be places where our people grow in their faith and learning and serving. The mission trip to Lake Traverse Reservation in South Dakota is full with 24 youth and 6 adults.

We are trusting too, in the call process and the timing that God has for when and who will come to help us at Peace as our Associate Pastor. The process is slow and with good reason and also with the reality that there are few pastors out there. But we are willing and able to continue to trust that when the right person comes along, we will be ready with open arms.

We will continue to "Share God's Love" in the coming year!

**And as we begin another new year, it is always good to be present, right now and give thanks for the promises and the tangible presence of the One who is with us every moment.**

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 13 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 2025 be another year of blessing to us as we find ways of sharing God's love wherever we can.

+Pastor Stuart+

## **PRESIDENT'S REPORT**

Melanie Nyquist, Council President

**We are here to share God's love.**

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 positive momentum led by our church staff and dedicated volunteers. Here are some highlights from 2024:

1. **Council Priorities:** Council continued to discuss and brainstorm ideas that support our Peace priorities that include ministry team development, worship experience enhancement and

opportunities for connection/involvement. These priorities reflect congregational input from 2023 while also supporting our Peace mission.

2. **Ministry Team Development:** We continue to thoughtfully and methodically reflect 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. Our Peace staff adapts and adjusts roles and responsibilities to meet the ever-changing needs of our congregation. Our stable Peace staff has been a true blessing. The staff and volunteers' hard work and dedication to our congregation makes our church run efficiently and smoothly.
3. **Opportunities for Connection/Involvement:** Opportunities for those interested in volunteering were expanded. We appreciate 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.
4. **Call Committee:** The Call Process was kicked off early in 2024. The Call Committee has done an excellent job writing the Ministry Site Profile (MSP) and providing updates. Cathy Cowling continues to guide a thorough and thoughtful process. Thank you to the following MSP/Call Committee Members: Pastor Stuart, Kiley Mroczynski, Fred Stieg, Cathy Jarosinski, Loren Fuglestad, Joel Gregozeski, and Kelly Hohman.

I am thankful for all of you. Peace Council members are eager to continue the positive momentum into 2025 and look forward to deepening the work with our mission.

## VICE PRESIDENT'S REPORT

As I reflect on this past year, I am grateful to report that it has been a season of growth and encouragement for our church. We have seen steady progress in many areas, with stronger connections within our congregation and an overall sense of peace 😊 and unity.

Our staff continues to be a tremendous asset, providing outstanding leadership and fostering meaningful connections across the church and into our community. Their dedication and teamwork have helped us build a strong foundation for the future, and I am so thankful for them!

While we celebrate these successes, we are mindful of the challenges that we continue to face. One of our key priorities continues to be finding an associate pastor. Despite significant efforts from the call committee, the synod, and even the members of our congregation, we have not yet identified the right candidate. This will remain an area of focus as we move forward, and I encourage everyone to keep this matter, and Pastor Stuart as he continues to lead us, in prayer as we seek God's guidance.

Looking forward, I'm excited to see what the future holds for us. With the connections and relationships we have built this year, I believe we will only continue to grow and make an impact in our community.

I am grateful to the other members of the church council, our staff, the call committee and every member of our congregation for your faithfulness and support. I look forward to all that God has in store for us in the coming year.

With gratitude, Erin DeGroot, Vice President

# STATISTICAL REPORT

## Information Gathered from Shepherd Staff - ELCA Congregational Report - Form A for 2024

1. Baptized Membership at end of 2023	#	3085
2. Baptized Membership received during 2024	#	110
① <input type="text" value="28"/> a. By Baptism: children (15 yrs. and younger)		
① <input type="text" value="3"/> b. By Baptism: adults (16 yrs. and older)		
① <input type="text" value="0"/> c. By affirmation of faith		
① <input type="text" value="38"/> d. By transfer		
① <input type="text" value="41"/> e. From other sources and		
3. Baptized Members removed during 2024	#	63
① <input type="text" value="14"/> a. By death		
① <input type="text" value="17"/> b. By transfer		
① <input type="text" value="32"/> c. For other reasons and statistical adjustment		
4. Baptized Membership, end of 2024	#	3132
5. Total Confirmed Membership, end of 2024	#	2259
6. Number of baptized youth confirmed in 2024	#	33

<b>TRENDS:</b>	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
-Baptized	2579	2700	2808	2887	2820	2900	2852	2954	2990	3074	3085
-Confirmed	1806	1904	2012	2094	2027	2062	2040	2130	2185	2220	2259
-Households	906	942	977	1094	1125	1130	1231	1166	1316	1300 (1/11/24)	1345 (1/9/2025)
-Worship (Avg.) (from counts)	553	531	532	528	537	528	*235	*377	530	547	588
-%@Worship (worship ave/baptized)	21%	22%	21%	19%	18.3%	18.6%	*8.2%	*13%	17,7%	17.8%	19%
Sunday School	Starting with the 2023-2024 Sunday School Year, Average Attendance will be reported. Sunday School serves children at 7 different levels: 4K-5th grade. (In years' past, there used to be a Power Hour for 6th - 8th grades, but there has not been interest to teach that in recent years.) Average is calculated by taking the Average total from all classes (56.8), divided by 7 class levels										23-24 school year
											Ave Class size = 8.1 students

TOTAL	2017	2018	2019	2020	2021	2022	2023	2024
<b>GIVING</b>	\$885,049.12	\$851,349.62	\$832,073.93	\$819,760.34	\$943,154.97	\$841,808.92	\$870,030.52	\$914,170.25
Giving Beyond Peace	\$106,618.27	\$117,784.33	\$87,385.62	\$68,215.49	\$48,674.83	\$60,589.25	\$108,406.96	\$101,160.35

Submitted by Renee Every

## CHURCH LIBRARY REPORT

This year, the church library gained 42 new items which include Health/Wellness, Adult Fiction and Children’s materials. The library also used approximately 50 donated items covering a variety of categories, which are greatly appreciated.

Our circulation history:

Year	Children’s Books	Adult Books	DVD
2024 – 145 books	39	106	2/child -4/adult
2023 – 129 books	44	85	20/child – 5/adult
2022 – 172 books	74	98	5/child – 1/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. The library also purchased new photo albums for New Member pictures and for Confirmation group pictures as the albums are nearing capacity. These albums are in the library on the filing cabinet for your viewing.

In May 2024, Elizabeth L. and I went through the library book inventory and sorted through several donated books. 179 books were withdrawn from the library that were damaged, outdated or hadn’t been checked out in 15 - 20 years. Peace members were given the opportunity to take books they wanted and in mid-June two small boxes of leftover books were donated. Most of the donated books

were from the Personal/Social or Family Life categories which were all quite dated materials. Categories not withdrawn from were Bibles and Children's books (Pre/K, Grades 1-3). This has allowed more space on the shelves for current books as well as new materials.

It is requested that you please check at home to see if you have any church library materials, as the overdue or "missing" materials lists are lengthy. If you are unsure it belongs to the church library, "Peace Lutheran Church" will be stamped on the checkout card pocket. It is never too late to return a library item. We appreciate your attentiveness to this issue.

Thank you to everyone who has either donated materials or assisted with projects. 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.

Submitted by Rhonda Winter

## LIFE & GROWTH COMMITTEE REPORT

2024 was a good year for the Life and Growth Committee with the annual church picnic on Sunday, September 8 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 weather, great food and dining entertainment provided by Don Dahlstrom, Nick Kamke, Bob Rosenow and Gary Wilkinson.

The Life & Growth 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 2024. We are so thankful to the 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 following groups continue their positive growth under the umbrella of the Life and Growth Committee. (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.)

**Full Circle Group** (socialization, prayer and planning/sharing talents and a special outreach project each month benefit Peace Church, the community and the world).

**Men @ Peace** (brings intergenerational activities to serve those in our parish through pizza sales, meals for St. John's Homeless Shelter, spaghetti dinners, Veterans breakfasts, Men's Bible Study every Wednesday, and much more).

**Katie's Circle** - Katie's Circle meets monthly for women's bible study. Members of Katie's Circle also collect and assemble personal care items during the year as gifts of love for people coping with war, disaster and poverty. (112 "Personal Care Kits" were packaged and shipped to Lutheran World Relief in 2024).

**Piece by Peace Quilters** - This group meets every Thursday from 9 am to noon (event includes a coffee break!) The Peace quilters completed another year of making quilts in 2024 and shipped 198 quilts to Lutheran World Relief. (These blankets are used in disaster areas of the U.S. as well as foreign countries.) In addition, Piece by Peace Quilters delivered 75 quilts to area shelters in autumn and delivered 15 more before Christmas 2024.

**Prayer Shawl Ministry** - The Prayer Shawl Ministry Group meets at 1:30 the first Thursday of each month for knitting, crocheting, praying and socializing. Prayer shawls are given as gifts to newly baptized members of Peace Church as well as members who are ill or hospitalized. It has been suggested that shawls be given to members of Pathway to Peace to take on home visits (this project will be starting in 2025). Because there was a surplus of shawls in 2024, a donation of 25 shawls was delivered and donated to Woodside Lutheran Home.

**Pathway to Peace** - Pathway to Peace is a Group of Peace volunteers who make regular home visits and/or phone calls to our Peace Parishioners (unable to attend church services) so they may have a greater connection to our church community. This group usually meets on Thursday evenings at 5:30 every other month. "If our parishioners are unable to come to church, let's take the church to them in order to continue our friendship, fellowship and faith."

**The Life and Growth Committee would like to thank all who have contributed 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."**

If you would like more info on any of the groups under the Life and Growth Committee, please contact the church: 920-865-7595.

Submitted by: Sandy Nordman

## KATIE'S CIRCLE REPORT

Happy New Year!

Katie's Circle has been so blessed by receiving both monetary and material goods with which we have been able to share by packing care kits which included a towel, comb, nail clippers, and soap. The kits were then distributed to areas within the U.S. affected by natural disasters or shipped to global countries. These care kits (112 of them!) are so valuable to those in less fortunate areas who are lacking even the most basic toiletries. We also purchased sapling evergreen trees for the Sunday School kids to plant in remembrance of Arbor Day.

The Women of the ELCA is a national women's organization of our church and Katie's Circle is Peace Lutheran's group. Every woman who is a member of an ELCA congregation is automatically a member of the "Women of the ELCA." They hold conferences, retreats, host events at their respective churches and lobby for change with social subjects.

Katie's Circle has been able to send a monetary gift to a global organization which helps establish and provide safe drinking water to areas that don't even have the most simple necessity that we take for granted.

Every December we enjoy fellowship by a little gift exchange and enjoying a small potluck of our favorite Christmas treats and hors d'oeuvres in addition to a special advent devotion.

Katie's Circle meets the third Tuesday of every month from 1-3pm. We would encourage and welcome anyone interested in joining our circle. It isn't mandatory that you come every month as we welcome anyone/anytime they are free! Our devotion is from the magazine "Gather."

God's Blessings! Katie's Circle

Submitted by Debbie Gegare

## 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 16 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 2024, "Full Circle" planned and completed the following projects:

- Two Grocery Challenges - collected and delivered non-perishable food benefiting Pulaski Food Panty and The Howard "Giving Tree"
- Caring Card Ministry - (Renee Stieg & Mary Pasch) sent cards monthly to congregation members for illness, deaths, etc.
- Coats for Kids - (Deb Sanchez) collected and delivered winter coats, hats, gloves, etc. for Salvation Army
- Sewing for Smiles (Sue Suring) - assembled and sewed kits for walker bags to benefit disabled folks and nursing home residents
- Card Making (Gail Moeller) - designed, made and assembled greeting cards to use for "Caring Card" ministry
- "Days for Girls (Lynn Aprill) - made and assembled personal hygiene kits for girls in over 100 countries worldwide
- N.E.W. Homeless Shelter - prepared and served two meals during the year
- Volunteered at and supported annual church picnic - organized and set up tables, etc.
- Adult Education Opportunity (Lynn Aprill) - four sessions on learning more about "dementia" were held
- "Feed My Starving Children" - packed meals for malnourished children around the world through Green Bay Mobile Pack at Green Bay Community Church

- “Howard Giving Tree” Christmas Store (Renee Every) - collected donations and organized, packed and delivered gifts to The Howard Giving Tree
- Annual Ladies Tea - hosted 13th annual “Chari-Tea” and collected diapers and baby wipes for Alexandrina Pregnancy and Resource Center
- 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" day taking place at church in January, 2025 (Gail Moeller Coordinator), "Days for Girls" sewing/assembling hygiene kits in February, 2025. (Lynn Aprill Coordinator) and the upcoming “Ladies Tea” scheduled for Spring, 2025. 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**

### Men at Peace - ANNUAL REPORT 2024

For the past twenty years, Peace has had a core group of men known as MEN AT PEACE. Their mission is mainly to create and support intergenerational activities for the congregation. Following is a list of those activities:

- SHROVE TUESDAY FAMILY SPAGHETTI DINNER that had 40 in attendance.
- VETERANS BREAKFAST in May that brought 60 vets and spouses from the community together for a full meal and guest speaker.
- DAIRY SUNDAY offers strawberries on ice cream and cheese tasting between Sunday worship services.
- PIZZA SALES AND PRODUCTION are an October event. On a Saturday morning, 35 folks gathered for four hours building 760 pizzas making a profit of \$1,000 that provides funds for once-a-month evening meals for an average 80 attendees at Saint John Homeless Shelter November through April.
- About 600 meals are served each season. That means that 5,400 yakisoba meals will have been cooked and served by Greg Schulke since he began preparing in the name of Peace Lutheran Church.
- BREAKFAST is served every Thursday by a crew of four men at Saint John’s Homeless Shelter as well.
- BELL RINGING FOR SALVATION ARMY was cancelled for this year. Peace was responsible for 8 hours of bell ringing but last year we could not fill those hours, so it was decided to have individuals sign up on their own.
- MENS BIBLE STUDY every Wednesday at Twin Brothers on Velp, 7 am until 8 am discussing the next Sunday text.

### ADDITIONAL ACTIVITIES IN 2024

- BOOYAH made by Jake Brabant and Scott Nichols with proceeds going to the youth mission trip.
- SOFTBALL, Greg Schnieder coached a full team of players.

COMING in 2025: DARTBALL

Submitted by Harvey Jaeger

## **BUILDING & GROUNDS COMMITTEE REPORT**

The new Royal Stove commercial oven was installed in March 2024. Thanks to Lincoln for preparing the area for the stove installation.

New stainless-steel tables and a refrigerator were also added in the kitchen area.

The new Trane heat pump was installed in April 2024. The heat pump provides heat and air conditioning to 4 rooms in the day care area, the “Quilters” room and Lincoln’s shop/office area. The system appears to be operating very well. The final cost of \$28,000 is thousands less than repairing the old system. We received one half back from Focus on Energy.

44 new energy efficient windows were installed in the building. The cost was \$44,000 with a \$12,000 reimbursement from Focus on Energy.

The fire alarm system was upgraded and incorporated with the Day care system at a cost of about \$7,000.

The interior lights were changed to more efficient LED lighting. Lincoln installed all of the fixtures. The approximate cost of lighting was \$6,000.

A man (person) lift was acquired to assist Lincoln in his Church activities and maintenance. The lift is stored in the garage. The cost was \$5,000.

After much research our staff was able to locate a technician to repair the Church organ at minimal cost.

A new air conditioner system was installed in the Church office and library. This was put in October 2024 at a cost of \$24,500.

### 2025 Plan

To enhance safety, security camera installation is urgent in and around our Church proper. A needs requirement is complete and the recommendation/cost is up for discussion and approval at the annual meeting.

Thanks to Lincoln, our total staff and to all members of Peace for keeping our Church in excellent repair and for your willingness to make enhancements, as we are here to share God’s Love.

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 Juszczak. (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 reviews were conducted for all paid staff with the exception of some of the nursery workers and the media booth.

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 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 2024 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 and keep accounting of the church's giving and paying of bills in 2024. 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 of thanks and need.

The congregation has met all expenses for 2024 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 2024 financial report

and proposed 2025 Financial Ministry Plan (Budget) is in this annual meeting report. During the final meeting of the year, we discussed ways to continue to further the goals of the Ministry Support committee as we move into the new year.

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. May God continue to bless our congregation and staff in the new year.

Respectfully submitted, Aaron Wallender

## PARISH ED COMMITTEE REPORT

Parish Education remains stable at Peace Lutheran with the continued leadership of Laura Ruotsala in the position of Parish Education Coordinator and Rhonda Winter as Church Librarian. Under Laura's direction, Sunday School finished last spring with around 53 students regularly attending. During the summer, Vacation Bible School was provided from August 5-9th to 65 children total (some only attended a few days) with the help of a number of adult and youth volunteers. Laura also provided summer Sunday School sessions monthly last summer for a small group of students who attended. This fall we saw the return of a significant number of students (90 students the first week), with anywhere from 53-70 students per week since then. Kris and Dan Weaver will be leading the children in a Christmas Program on December 15th. Laura is looking into possible added technology in some classrooms next year to enhance the lessons provided by the teachers, but no solid plans are in place as of yet. 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, and for Laura's continued leadership.

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, 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](mailto:youthed@peacecl.org) or speak with Lisa or Renee in the Peace office.

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 has seen a decline in checking out children's books, although adults checking out books remains relatively steady. In connection with the dementia series that we led at Peace this fall (see below), eight books have been ordered that were recommended by the Brain Center of Green Bay. These should all arrive by the end of November and be processed and put out in the library for 2025. Rhonda plans to feature the titles in the January 2025 newsletter:

- Living and Loving with Parkinson's Disease by Rolf Luloff, MD
- The Alzheimer's Antidote by Amy Berger, MS, CNS, NTP
- Brain Food by Lisa Mosconi, PhD
- Brain Maker by David Perlmutter, MD
- Brain Rules for Aging Well by John Medina

- The Brain That Changes Itself by Norman Doidge, M.D.
- The Brain's Way of Healing by Norman Doidge, M.D.
- The Bulletproof Diet by Dave Asprey

Rhonda continues to pull books and DVDs which are seasonally relevant and have them available for checkout on the cart in front of the church library.

Due to recommendations by Peace parishioners, we offered a dementia series of four sessions in September. Each session centered on support for those with dementia and those caring for loved ones with dementia. The following organizations were part of the series, along with attendance::

- St. Paul Elder Services - Becky Reichelt - 8 in attendance
- Brain Center of Green Bay - LaReina Tipping - 12 in attendance
- ADRC - 13 in attendance
- Curative Connections "Yesteryear Village" - Brenda Jordan - 8 toured the facility

For 2024, we would like to offer the ELCA series "Now is the Time: A Study of the Declaration of the ELCA to People of African Descent" on diversity, equity and inclusion provided over ZOOM by Shirley Paulson. We will be coordinating with Shirley to offer this in January or February after the holidays and still over Zoom so people don't have to leave home to attend. In addition, the suggestion has been made to offer a cancer support group. Further coordination of this idea is needed.

Respectfully submitted, Lynn Aprill, Committee Chair

## WORSHIP COMMITTEE REPORT

As we step into a new year, the Worship Committee is filled with gratitude for the opportunity to share God's love and grow in faith together. This past year, Peace continued to realize healthy worship attendance giving, and participation, a clear reflection of our community.

While an act of heroics, Pastor Stuarts' commitment to our membership has had him continuing to hold all our worship times; Thursday evenings at 7:00 p.m. and Sunday mornings at 8:00, 9:20, and 10:30 a.m., with the 9:20 a.m. service also available via online streaming. It is our constant prayer that we will soon find a called Pastor to join him in these offerings.

Last year, we worked to bring fully back the roles of greeters, acolytes, ushers, communion assistants, newsletter folders, altar committee members, sound booth operators, childcare workers, and those who beautify our church with decorations. The normalcy of having all hands-on deck showed itself in grand fashion throughout 2024. Thank you to all who contributed!

Similarly, PLC continues to be blessed with a spirited, giving group of musicians, both in our talented staff; Mary Smith as our Adult and Bell Choirs, as well as Brittney Genal as our Church Musician as well as our choirs and weekly offering of members' musical gifts. To keep the music alive, our organ required some repair in 2024 and is back to its original glory.

Echoing last year's report, I will continue to share that we are eager to receive your feedback and suggestions as we work to deepen our connection to God and one another through Worship at PLC.

Respectfully submitted, 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 fund's value is distributed to community, social, and spiritual needs served through special programs benefitting youth, adults, and families.

Thanks to your support, the Peace Lutheran Church Endowment Fund has awarded \$8,094.03 in grants for 2024.

This past fall, the Endowment Fund Committee held an informative forum with an emphasis on gift planning with Cindy Halverson from the ELCA Foundation as the speaker.

We thank Joel Kind for his service to the Endowment Committee by serving two 3-year terms. Joel's absence leaves a vacancy for the next 3-year term. Jeff Miller will be the nominee to fill this term.

Sandy Nordman Endowment Fund Chairperson

Financial Report submitted by Mike Hallada, Treasurer				2024	
		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	\$4,581.00		
2013	1,704.00	2021	\$82,208.00		
2014	1,278.00	2022	\$10,701.76		
2015	\$2,036.00	2023	\$10,388.92		
2016	\$1,466.00			2024	\$6,837.95
				Total contributions	\$156,227.29
<b>ASSETS</b>					
Checking account	12/31/24	\$9,499.74			
Deposit in Transit at YR End		\$3,327.95			
Vanguard Investment Acct.	12/31/24	\$170,296.49			
<b>TOTAL ASSETS</b>				<b>\$183,124.18</b>	
<b>Beginning Balance January</b>		<b>1/1/24</b>	<b>\$161,880.56</b>		
<b>Income and Expenses</b>					
Contributions from Members		\$6,837.95			
Dividends Earned		\$3,644.88			
Capital Gains		\$13,257.73			
Reinvested	Vanguard VWENX	<u>-\$16,902.61</u>			
INVESTMENT	gain Vanguard Fund	\$22,056.52			
		total gain	<b>\$28,894.47</b>		
Annual Grants Distributed					
House of Hope		\$250.00	5-Stones	\$200.00	
St. Johns Homeless Shelter		\$500.00	Sleep in Heavenly		
N.E.W. Community Shelter		\$500.00	Peace	300.00	
Pulaski Food Pantry		\$550.00	Backpack Bless	145.00	
The Giving Tree		\$500.00	Alexandrine		
Sams House Shawano WI		\$300.00	Pregnancy Cent	250.00	
Crossways Camping Ministries		\$500.00			
The Richad Mauthe Center		\$310.00			
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		\$1,539.03			
Peace scholarship Fund		\$800.00			
<b>Total Grant Paid</b>				<b>8094.03</b>	
				Interest Income	\$443.19
<b>Ending Balance Endowment Fund</b>				<b>\$183,124.18</b>	

# MUSIC MINISTRIES REPORT

This past year, the music at Peace has continued to grow and share God's love. 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 drums, 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. Including a small Easter ensemble that enhanced our worship in the past year. There continue to be 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](mailto:bgenal13@gmail.com). Vocal and instrumentalists of all ages and abilities are welcome.

It has been wonderful to see the Peaceful Harmony Choir play twice a month and wonderful to see the Bell Choir perform every month - the choirs also performed several times together this year which was a delightful treat. Both groups meet weekly and continue to bring joyous music to our Sunday mornings. We are very grateful for the work, planning, and directing that Mary Smith has continued to do with both choirs. In December, both Choirs went caroling at Emerald Bay; all had a wonderful time. Our caroling group grew from last year with some families joining us and the residents at Emerald Bay seem to really enjoy the music. 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; all our welcome. Bell Choir continues to meet Mondays at 6pm and Peaceful Harmony Choir meets Wednesdays at 6:30pm.

Unfortunately, the organ did need repairs this summer - one of the sound boards was failing. Thankfully, the local organ repair man was able to replace our failing sound board, and our organ has continued to bring music to our services.

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

Submitted by Brittney Genal

# MINISTRY SITE PROFILE/CALL COMMITTEE REPORT

The Ministry Site Profile (MSP) / Call Committee team has been meeting regularly since November 2023 and is making consistent progress toward the calling of an associate pastor.

The Ministry Site Profile (MSP) / Call Committee team is a diverse group of dedicated members, including Cathy Jarosinski, Fred Stieg, Loren Fuglestad, Joel Gregozeski, Kelly Hohman, Kiley Mroczynski, and Pastor Stuart. The team is being consulted by Cathy Cowling and Pastor Asher from the ELCA.

Work by the committee in 2024 included the following activities:

- The Ministry Site Profile (MSP) / Call Committee completed the Ministry Site Profile (MSP) and received approval from the Church Council to publish the MSP with our Synod Director for Transitions. The MSP and position profile are currently posted for potential candidates.
- The Ministry Site Profile (MSP) / Call Committee developed interview questions and completed a mock interview with a Bishop from another ELCA synod.
- Selected candidates will go through a substantial discernment process which includes the following, but is not limited to:

- An initial Zoom (virtual) interview.
- A follow-up Zoom (virtual) interview.
- An in-person interview and tour of the community and church.
- The Synod Director for Transitions has provided two candidates for consideration to the Ministry Site Profile (MSP) / Call Committee.
- The Ministry Site Profile (MSP) / Call Committee conducted one initial Zoom interview with one of the two candidates, it was determined the candidate was not a good fit for Peace and was ultimately released from the process. The Ministry Site Profile (MSP) / Call Committee is currently discerning the second candidate to determine if they will be contacted for an initial Zoom interview. Please note that the Committee will keep candidate information confidential during the discernment process. Once a candidate of choice is identified for approval, information will be shared with the congregation regarding the candidate of choice.
- With approval from the Church Council, the Ministry Site Profile (MSP) / Call Committee conducted a six-week targeted social media campaign in larger Midwest metropolitan areas to advertise our opening on Facebook. The campaign took place between October and December of 2024.
- To follow the process along the many steps, check out our progression chart of the MSP/Call Committee in the "Gathering Area," made by Kelly Hohman."

Submitted by Joel Gregozeski, Call Committee Chair

## PEACEFUL BEGINNINGS DAYCARE

What a whirlwind year it has been for Peaceful Beginnings! As we reflect on 2024, we are filled with gratitude for our wonderful community and the incredible strides we've made together.

This year, our board made the difficult decision to downsize our center. While change can be challenging, it has opened new doors for us and allowed us to focus even more on the quality of care we provide. This transition has allowed us to streamline our operations and better serve our families, and we are excited about the direction we are heading.

A major highlight of 2024 has been the strengthening of our team. We are beyond grateful for our dedicated group of teachers, who continue to provide exceptional care and education. Their passion and commitment to our children create a nurturing environment where every child can grow and thrive. We are proud of the collaborative spirit and dedication that make Peaceful Beginnings such a special place.

We are also thrilled to announce that Lyndsi has taken on a new role as our Assistant Director. With her experience and deep connection to our center, Lyndsi is helping guide us through this exciting period of change, and we are confident that she will continue to play a key role in shaping our future.

Another milestone we're celebrating is that we are at full enrollment capacity, with an extensive waitlist. This is a testament to the trust and support we've earned from our families, and we are honored to be able to serve so many children in our community.

As we look ahead to 2025, we are filled with excitement for the new adventures and opportunities the year will bring. We continue to be committed to providing a safe, nurturing, and

enriching environment for the children in our care. We are eager to grow, learn, and continue to be a place where families feel supported and valued.

Thank you to everyone who has been part of our journey this year. Here's to a bright and joyful 2025

Submitted by Devon Mannenbach