

Peace Lutheran Church

2201 Rio Grande Boulevard
College Station, TX 77845-5120
979.693.4403



PREVIEW REPORT

ANNUAL CONGREGATIONAL MEETING
Sunday, November 12, 2023
10:45 am in the Sanctuary

At Peace, we are forgiven by God's grace, renewed by Christ's love, and called to celebrate, learn, and serve.

Celebrate: We worship, sing, and journey through life together.

Learn: We grow in faith and reflect God's Word in our daily lives.

Serve: We respond to physical and spiritual needs in our community and beyond.

LITANY

P: The love of God, the grace of our Lord Jesus Christ and the communion of the Holy Spirit be with you all.

C: And also with you.

P: Brothers and sisters, God calls each of us by name.

C: We are a church that belongs to Christ.

P: At Peace, we are forgiven by God's grace, renewed by Christ's love, and called to celebrate, learn, and serve.

C: We are a church whose unity is in Christ.

P: We affirm that with our unique gifts we join to:

C: Celebrate as we worship, sing, and journey through life together.

P: We affirm that we are part of the body of Christ and also the heirs of a larger story. The Story of God's reconciling grace through Christ. To claim this story as our own:

C: We Learn, and by learning, grow in faith and reflect God's Word in our daily lives.

P: We affirm that our gifts are given not only for our own use but to serve others. Together, we achieve things we could not do alone.

C: We Serve, responding to physical and spiritual needs in our community and beyond.

P: Let us pray.

Fill us with hope as we engage in worship that celebrates the Creator God. Guide us that we may honor our missional heritage by learning of the works of Christ. And may the Holy Spirit guide us in ways we can serve Christ by serving in our community. Steer our thoughts and words away from distraction and toward your will. In our deliberations, keep us close to you and fill us with your Holy Spirit, so that we may serve you in the name of Jesus Christ.

C: Amen

"Sanctuary"

*Lord, prepare me to be a sanctuary; pure and holy, tried and true.
With thanksgiving, I'll be a living sanctuary for you.*

Peace Lutheran Church

College Station, TX

ANNUAL CONGREGATIONAL MEETING

Sunday, November 12, 2023

10:45 am in the Sanctuary

AGENDA

1. Litany and Opening Hymn “Sanctuary”
2. Call to Order
3. Adoption of the Agenda
4. Approval of Minutes: Annual Congregational Meeting— November 13, 2022
5. President and Committee Reports
6. Membership Changes
7. Treasurer's Report
8. Financial Secretary's Report
9. Update from the Call Committee
10. New Business:
 - Discussion and Adoption of 2024 Budget
 - Election of 2024 Congregation Council
 - Election of 2024 Nominating Committee
11. Adjournment & Closing Hymn “Doxology”

PEACE LUTHERAN CHURCH

ANNUAL CONGREGATIONAL MEETING

Sunday, November 13, 2022

11:00 am

Minutes

1. **Litany and Opening Hymn “Sanctuary”.**
Pastor John led the reading of the Litany. Larry Lippke led members in singing “Sanctuary.”
2. **Call to Order.** President Steve Searcy called the meeting to order at 11:00.
3. **Adoption of the Agenda.** Melinda Grant moved to accept the agenda. Herb Fisher seconded the motion. The motion passed.
4. **Approval of Minutes** of the November 14, 2021, annual meeting. Michael Olsen made a motion to accept the minutes. Stuart Anderson seconded the motion. The motion passed.
5. **President and Committee Reports.** The reports are included in the packet. Steve Searcy commented that each committee was asked to include in their report an estimate of hours that volunteers worked throughout the year. Steve thanked everyone for the nearly 5,000 total hours volunteered. He pointed out that this is one phase of stewardship – the giving of time, talent, and treasure – that allows for Peace Lutheran Church to function.
6. **Membership Changes.** As seen on page 18 of the packet, there has been a slight increase in membership since November 2021. Steve Searcy pointed out that the Council continues to work with the list of perceived inactive members – both by phone calls and letters. The Church constitution has three provisions for active membership – receive Holy Communion, contribute to the congregational treasury, and/or participate in worship of the congregation. If after two years of not participating, the member is contacted. It is possible that membership could go down as the Council continues to contact people. Linda Snyder asked if there is a way to track virtual participation. The answer is no, virtual participation is not tracked. Steve did respond that the letter asks the recipient to let us know if they are attending services virtually. If so, they will be considered as participating and remain on the roster of active members.
7. **Treasurer’s Report.** Larry Lippke provided updated financial statements dated October 31, 2022.
 - a. The Balance Sheet shows that Total Checking/Savings is \$179,998.19.
 - b. Budget vs. Actual shows that through 83% of the year (January-October), General Giving is 70.8% of what was budgeted for the year, and total expenses are 78.7% of what was budgeted. There is a net loss of -\$29,344.65 at the end of October (in the General Giving Fund only). The letter that was sent in early September has been beneficial. Larry thanked everyone for the increase in giving. Without the increase in giving, Larry predicts that the deficit would have been -\$36,000.00 rather than -\$29,344.65 at the end of October. Larry responded that end-of-year giving in years past usually increased; however, after the change in tax laws to

increase the amount of the standard deduction, that increase has not been occurring in recent years.

- c. From the Fund Balance Report, Larry explained that the Insurance Funds of \$40,820.66 is unspent money from the recent water damage in the Fellowship Hall. The Meditation Garden total of \$3,450.00 is from money given in 2014. The Specified Funds of \$959.43 is from the free-will offering at the Oktoberfest gathering.

8. **Financial Secretary's Report.** Sandra Gossett provided an updated report through October 2022. Total giving was \$337,923.66 for the year. Sandra thanked the congregation for their gifts and thanked them for using the Vanco on-line giving portal. She also encouraged the congregation to follow Facebook, Instagram, and the webpage.

9. **Update from the Call Committee.** Laura Bay-Williams recognized members of the Call Committee. Laura said many churches are looking for pastors; there are four churches for every pastor available. A form is available in the narthex if anyone wants to nominate a pastor. The nomination form should go to the Call Committee; there cannot be any contact with the person being nominated. Laura thanked the congregation for the one hundred responses to the survey; the Ministry Site Profile was completed in large part from those 100 responses. Pastor Tracey Shultz, from the Gulf Coast Synod, is overseeing the call process and is using that profile in discerning the right pastor for Peace. The Call Committee will be participating in a mock interview in preparation for the upcoming interviews. Laura indicated the committee does not expect to receive candidate names before January. There will be only one candidate presented to the congregation to vote on during a called Congregational meeting. A two-thirds majority ballot vote of members present is required to call the pastor.

10. **New Business:**

- **By-laws Amendment.** An amendment to the By-laws was proposed by the congregational council, Part V – Officers and Committees. A lengthy discussion of the proposed amendment took place.

The by-laws amendment presented is:

1. Eligibility and duties of officers.
 - a. Voting members of the congregation shall be eligible for election as officers except for the following:
 1. members of household of the called pastor(s)
 2. members of household of full or part time church staff
2. Membership and meetings of the Committees
 - a. Voting members of the congregation shall be eligible for election as Committee Chair and Chair-elect except for the following.
 1. members of household of the called pastor(s)
 2. members of household of full or part-time church staff

Melinda Grant made a motion to amend the proposed amendment by removing the line 2.a.2. Linda Drehs seconded. This amendment to the proposed amendment was defeated by a vote of 12 yes, 46 no.

A vote was then taken on the original amendment as stated above. The original proposed amendment passed by a vote of 54 yes, 3 no.

- **Discussion and Adoption of 2023 Budget.** Larry Lippke presented the 2023 budget and indicated that the Council proposed a budget that had a negative balance, reflecting the current trend in giving.
 1. He pointed out that each committee determined the totals for each respective committee total.
 2. A new line item, “A.9.1. Online Subscriptions,” represents the expenses for online services, i.e., QuickBooks, Church360, Office 365, and Ministry Scheduler Pro.
 3. In the “Pastor” budget listing, some assumptions were made. In 2023, it is assumed that Pastor John will be the pastor for six months and the new pastor for the remaining six months. Furthermore, the “Defined compensation” totals assume the new pastor has 15 years’ experience, a spouse, and children.
 4. The staff was given a 2% raise.
 5. Todd Huebner asked about the potential to reduce service and bank fees. Larry described efforts to encourage giving methods that minimize those fees. Givers are encouraged to set up their account using a draft on their bank account (an Automated Clearing House, or ACH, transfer) rather than using a credit card, where a usage fee is charged.
 6. Larry further pointed out that if General Giving remains at the six highest months of giving in 2022 (an average of \$36,000.00 per month), the budget will be met.
 7. The proposed budget passed unanimously.

- **Election of 2023 Congregation Council.** Steve Searcy thanked the Nominating Committee for a job well done. Nominations from the floor were taken for the Chair-Elect of the Congregational Life Committee. Natalie Wright volunteered. The slate of candidates is:
 1. President: Stuart Anderson
 2. Vice-President: Mikael Olsen
 3. Secretary: Deborah Warren
 4. Treasurer: Robbie Sells
 5. Financial Secretary: Sandra Gossett
 6. Past President: Steve Searcy
 7. Mission Committee: Patsy Rodriguez, Chair; Anne Hoffman, Chair-Elect
 8. Worship Committee: Howard Eilers, Chair; Christine Hunter, Chair-Elect
 9. Education, Youth & Family: Michael Williams, Chair; Joette Hardin, Chair-Elect
 10. Congregational Life: Dianne Rister, Chair; Natalie Wright, Chair-Elect
 11. Building & Grounds: Walter Kamphoefner, Chair; Herb Fisher, Chair-Elect
 12. Communications: Shawn Reynolds, Chair; Amy York, Chair-Elect
 Todd Huebner made a motion to accept the slate of nominees. Walter Kamphoefner seconded the motion. The motion passed.

- **Election of the 2023 Nominating Committee.** Nominated were:
 1. Bob Gibbons (outgoing Council member)
 2. Tammy Way (outgoing Council member)
 3. Connie Flickinger

4. Sandra Gates
5. Andy York
6. Linda Drehs, alternate

Melinda Grant moved to accept those listed for the Nominating Committee. Kirsten Brekken-Shea seconded. The motion passed.

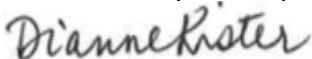
Larry Lippke thanked Steve Searcy for his leadership as President and the congregation heartily agreed. Natalie Wright thanked Larry Lippke for his role as Treasurer for the past three years and thanked Sandra Gossett for her continued role as Financial Secretary.

Steve Searcy thanked the Council and the staff for their work this past year. He thanked all those who have helped to prepare for the new pastor.

11. Adjournment & Closing Hymn “Doxology.”

The meeting was adjourned at 12:30. Larry Lippke led the congregation in singing the “Doxology.”

Minutes respectfully submitted,



Dianne Rister
2022 Council Secretary

PRESIDENT’S REPORT

Members of Peace Lutheran Church,

When I look at the ministries reflected in the “Tidings of Peace,” I am always impressed and encouraged by the variety of ministries we have here at Peace. Our church does so many different things to convey the message of God to our church members as well as the community we live in here in Bryan/College Station. I appreciate everyone’s efforts, including all volunteers, lay leaders and staff that I have worked with over this past year. Thank you. It has been a privilege and honor to serve as your President.

This year continues to be a challenge for our Call Committee. The market for full time Pastors has increased significantly without a corresponding increase in the number of available pastors, especially with the experience we are looking for in a new pastor. As a result, the opportunities presented to the Call Committee from the Synod have been minimal. We need to continue to stand behind the Call Committee, pray for them, and keep the faith that God will provide the right pastor for Peace.

We have also monitored our giving and expenditures very closely. While giving remained consistent throughout the first eight months of the year, giving seems to have slowed down in September and the beginning of October. All committees have been diligent in watching their expenditures in relation to their budgets. The Executive Committee asked each committee to submit a tight but realistic budget for 2024. The net result when developing a 2024 budget is a projected deficit for 2024. This budget will be reviewed in light of a potential deficit and appropriate adjustments will be considered.

The Executive Committee did address the Reconciling-in-Christ (RIC) initiative from the Texas-Louisiana Gulf Coast Synod. Our decision was not to pursue this initiative. This decision was based in part on a survey of congregational members and other input from the congregation. We believe our church is very inclusive and supportive of all people in our community.

Pastor John continues to provide outstanding spiritual leadership of our congregation as Interim Pastor. We continue to be blessed by all his efforts including but not limited to Sunday Worship, Tuesday Adult Bible Study, and his Animal Village children's sermons. The musical aspects of our services are wonderful, and we are thankful for Kearby Etheredge, Music Director, and Roger Boening, Organist/Pianist for their excellent contribution in this area. We are also thankful for the computer and camera operators that provide the visual components of our service as well as extending the service to those unable to join us in the sanctuary. We are thankful for the efforts of Angela Fleeger and Rhonda Raphael for their work in the Education, Youth and Family, and Congregational Life areas, respectively. Finally, many thanks to Lisa Rives who provides the administrative support that keeps our congregation operating efficiently.

I believe we have a very positive future ahead of us. We are well positioned for our next permanent Pastor. We have an engaging and faith-affirming worship and many effective ministries all of which support our mission statement – celebrating, learning, and serving.

God Bless,

Stuart D. Anderson, *2023 Congregational President*

INTERIM PASTOR'S REPORT

It is hard to believe that another year has passed in our journey together in this interim time. I am especially thankful for everyone's help, support and understanding when I had an unexpected knee surgery earlier this year. Pam and I (as well as our grandson Henry) continue to enjoy being part of Peace in its worship, fellowship, and mission.

I know that one of the challenges for Peace has been the availability of candidates from the ELCA who match the needs of Peace for a new pastor. While this is not a challenge unique to Peace, I still know that this extended period has been a concern to some of you. The Call Committee has been doing all they can, and I believe they are a great team for this responsibility. God has a new pastor for Peace. The question is can we trust God's timing in this? I believe you can, and when a pastor is finally installed, I believe you will see how God's hand guided the process the whole time.

This year has also been a year of "hellos" and "good-byes." Several long-time beloved members of Peace entered the resurrection chapter of their lives. Yet in the spring we welcomed new folks into membership.

I am always impressed with the quality and fellowship at the events held outside of our Sunday worship. I want to thank all of those who make these events possible, folks who help up front and those who help quietly behind the scenes.

One of my favorite times with you is leading the Tuesday Adult Bible study. Attendance is good, and the zoom part of the gathering has gotten underway again this fall.

I want to say “Thank You” to all of you who in ways, big or small, contribute to worship life, fellowship, and mission work of Peace Lutheran.

I want to say a special thank you to those on the Executive part of council as well as the rest of the folk who served on Church Council this year. I am mindful that many of you have varied commitments, and I appreciate your willingness to serve in 2023. I want to thank the staff here at Peace for their hard work and efforts during this past year. It is a pleasure to work with them. Their ministries are a real blessing to Peace Lutheran. Finally, I thank my wife Pam who has been a real help to me here, as well.

Pastoral Acts as of November 2022 to present:

Baptisms

John Stewart 1/29/23
Raylynn Buxkemper 2/05/23
Isabella Ramos 6/04/23
Nyla Ramos 6/04/23
Grayson Boersma 8/13/23

Confirmation - February 23, 2023

Clayton Brod
Braden Bush
Matthew Hunter
Payton Roberson
Abby York

Memorial Services or Celebration of Life Services

Carrie Witt Service held 1/2/23.
Ed Runge Service held 4/22/23.
Marie Bell Service held 6/17/23.
Joanne Lange Service livestreamed from Christ Lutheran Church, Preston, Minn. 7/14/23.
Deana Voges Service held 9/30/23

Pastor John Van Haneghan
Interim Pastor

**ENDOWMENT COMMITTEE
2023 ANNUAL REPORT**

The Endowment Committee is an ad hoc committee of the congregation whose purpose is to oversee the congregation’s Endowment Fund, which was established with a balance of \$150,000 in 2005. The fund exists solely for charitable purposes, with the principal objective being the promotion and development of religious, charitable, and educational activities and for non-recurring purposes not regularly budgeted by the congregation. It is a special designated fund and does not appear on Peace Lutheran’s Balance Sheet.

Financial Status

The fund is managed by Thrivent Charitable Impact & Investing. As of October 9, 2023, the account balance was \$233,168.77. The end of the year balance for 2022 was 228,915.91 and for 2021 was \$236,221.39.

History of Grants

The Endowment Committee is charged with maintaining and expanding the principal of the fund and annually determines the amount of funds made available to award grants evaluated by the committee and approved by our Congregational Council.

Since 2006, sixty-six grants totaling over \$92,479 have been awarded for needs at Peace not budgeted by the congregation as well as to organizations such as Treehouse, Family Promise, Habitat for Humanity, Hospice Brazos Valley, Central Texas Orphan Mission Alliance, Scotty's House and BCS Prenatal Clinic.

Three grants with a total value of \$2,979 were awarded in 2023. A table detailing these grants is attached at the end of this report.

Endowment Committee Membership

As established by the by-laws of the Endowment Committee, the committee consists of five members who serve 2-year terms with a maximum of 3 consecutive terms. The Treasurer of the church is a non-voting member. The 2023 committee members are Craig Borchardt, Arty Brieden, Philip Gates (Chair), Eric Johnson, Robbie Sells (Treasurer).

For future benevolences, bequeathals, and gifts, please consider Peace Lutheran's Endowment Fund. If you have any questions about Foundation giving or about the Endowment Fund or committee, please feel free to contact any committee member.

Respectfully submitted,

Philip Gates
Endowment Committee Chair

2023 Endowment Grants


No	Grant Request	Description	Proposed Grant Award	Status
1	Funds to help with Habitat ReStore Elevator Repair	Assistance with expenses required to repair the elevator in the Habitat For Humanity ReStore building.	\$2,000	Disbursed
2	Funds for Friday Free Food Distribution Dolly	Purchase a dolly to be used for moving items required by Friday Free Food Distribution activities.	\$229	Disbursed
3	Funds to complete PLC Meditation Garden	Complete the Meditation Garden area between the sanctuary and playground.	\$750	Pending
Total			\$2,979	

Grant Request 1: Habitat ReStore Elevator Repair Endowment Report

Connie Flickinger

Endowment Committee,

On behalf of the Habitat ReStore staff, I would like to thank you for your generous grant of \$2,000 to repair the hoist on the freight elevator at the Habitat for Humanity ReStore. Without the use of the elevator, the staff was not able to take large items like furniture to the second floor and it was greatly reducing their sales and storage space in the building. Your grant allowed them to get the elevator repaired without having to use other Habitat non-restricted funds which are in critical need at the moment. Unrestricted funds are funds donated to Habitat that are not designated specifically for home building. With two new subdivisions planned that will require infrastructure construction that is built with unrestricted funds, these funds are extremely critical. Your donation allowed \$2,000 to be used for these other construction needs. It cannot be expressed how appreciative the Habitat staff are with your generous donation. Below is a receipt for the elevator hoist which ended up costing \$2,339.10 (including a generous discount by Home Depot). The installation labor was done by Habitat construction personnel. Below are some pics of the elevator and the staircase that restricts any other way to get large things upstairs without the elevator. Thank you again for your generosity and continued support of BCS Habitat for Humanity.



Customer Receipt
6/20/2023, 1:12 PM CDT


Sales Person LEM247 Store Phone # (979) 595-1188

Store # 6559 Location 1615 UNIVERSITY DR EAST, COLLEGE STATION, TX 77840

Customer Information

AARON SHIPP
(979) 823-7200
ASHIPP@HABITATBCS.ORG

BCS HABITAT FOR HUMANITY
509 S. BRYAN AVE
BRYAN, TX 77803



Order # H6559-227400
Receipt # 6559 00097 43055
PO / Job Name Hoist

Will Call

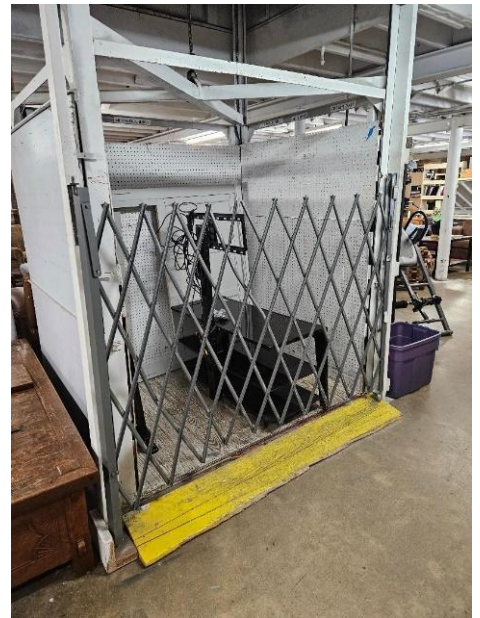
Estimated Arrival
Jun 26 - Jun 29

Alternate Pickup Person
AARON SHIPP

Item Description	Model #	SKU #	Unit Price	Qty	Subtotal
01 Milwaukee 1 Ton 10 ft. Electric Chain Hoist MARKDOWN \$259.90 OFF EACH Delivered by Jun 26 - Jun 29		1000793042	\$2,599.00 / each \$2,339.10 / each	1	\$2,339.10

90 DAY RETURN POLICY. The Home Depot reserves the right to limit / deny returns. Please see the return policy sign in the stores for details.

Pro Xtra 2023 Member Statement (as of 06/19)	Pro Xtra Spend \$998.19	Pro Xtra Savings \$0.00	Subtotal	\$2,599.00
Visit ProXtra: https://www.homedepot.com/c/Pro_Xtra			Discounts	-\$259.90
Payment Method			Sales Tax	\$0.00
The Home Depot 6660	Charged \$2,339.10		Order Total	\$2,339.10
			Balance Due	\$0.00



Grant Request 2: 2023 Friday Free Food Distribution Dolly Endowment Request Connie Flickinger

Endowment Committee

Thank you so very much for the \$229 grant for the multi-position dolly (hand cart) for use on our Friday Free Food distributions! We use it for just about everything on Fridays and it has made our mission work so much easier. This has been life-changing for our many volunteers...many of whom are older and working so diligently out in the heat and the cold to serve our neighbors. Below are some pics of this amazing gift in its many usages. Thanks again!





Grant Request 3: Complete Peace Lutheran Church Meditation Garden

I wanted to take the opportunity to update you on the use of the grant that I was awarded for further development of the meditation garden as my Girl Scout Gold Award project. I have submitted my plan to the Regional Council three times, but each time they have declined to approve it and sent it back to me for revision. I am working with a mentor from the Regional Council and hope to have the project approved in the next 6 weeks so that I can begin work on it this winter. Unfortunately, I am unable to begin work until I have final approval.

I am grateful for the grant and appreciate the patience of the Endowment Committee and the congregation during this process. Please feel free to ask any questions.

Suzanne Williams

BUILDING & GROUNDS COMMITTEE

Building on the work of my predecessor Jere mills, we have assembled and updated our volunteer panel of experts responsible for various areas of concern and upkeep. We meet regularly, on a monthly or bimonthly basis, normally on the first Thursday of the month.

Although Jere officially rotated off the committee, he continued to organize our lawn crews under the four leaders: Larry Lippke, Connie Flickinger, Bob Gibbons, and Jere himself. Throughout the year, Rhonda Raphael has coordinated the maintenance of flower beds.

For the Texas A&M Big Event, we received fewer Aggies than the twenty we requested, but still managed to get all the outside windows washed, the pews polished, flower beds mulched, and trees trimmed, thanks in part to the good turnout from our own members.

Our previous ZTR John Deere mower was showing its age, and we traded it in on a new one from United Ag & Turf. The cost was \$3,999 with our trade-in. We were able to purchase the mower with a generous member donation of \$2,000 and leftover money from our water damage claims. Thank you to the member for this donation.

Under Joe Young's supervision, the parking lot lights have been replaced and upgraded to LED. Water leaks in the steeple and near the cry room were repaired by Millsap waterproofing, as arranged by Bob Gibbons and Herb Fisher. Bob Gibbons also replaced all AC filters.

In April, with Eric Johnson took the lead, and we painted parts of the church office.

Our committee coordinated with David Reynolds on his Eagle Scout project, to build a fence along Rio Grande Blvd. to prevent Gaga ball players and playground kids from running into the street. This has been completed.

Under Bob Gibbons' leadership, we explored the need for new outside glass doors and contracted to have those in the Narthex, Hallway side door, and Coffee Nook doors replaced. He investigated the possibility of replacing the sliding doors between the offices and the learning center. The latter was deferred because of cost.

Also at Bob Gibbons' suggestion, we have established a priority "wish list" for additional repair and improvement projects, as funding permits.

None of these accomplishments would have been possible without the volunteer help of these and many other members of Peace, in particular my chair-elect, Herb Fisher. I regret that I cannot thank all of them by name.

Respectfully submitted,

Walter Kamphoefner
2023 Buildings & Grounds Committee, Chair

COMMUNICATIONS COMMITTEE

Introduction

The Peace Lutheran Church Communication Committee facilitates effective communication within the church community. Its primary objective is to ensure that information is disseminated, events are promoted, and the church's mission and values are effectively communicated to the congregation and the wider public. The committee is responsible for managing various communication channels, including social media, the church website, newsletters, and internal communications. By fostering a sense of community, keeping members informed, and reaching out to the broader community, the Communications Committee helps strengthen the church's presence and impact in the local area.

The yearly report for the Peace Lutheran Church Communication Committee serves a crucial role in documenting the committee's activities, achievements, challenges, and future plans. Its purpose is to:

1. **Provide Accountability:** The report allows the committee to be transparent and accountable for its actions, showcasing how resources were utilized and goals were met.
2. **Reflect on Achievements:** It offers an opportunity to reflect on the committee's accomplishments and contributions to the church's mission and community outreach.
3. **Identify Challenges:** By acknowledging challenges faced throughout the year, the report helps the committee learn from past experiences and plan to overcome future obstacles.
4. **Set Future Goals:** The report outlines the committee's goals and objectives for the coming year, providing a roadmap for future activities and projects.
5. **Inform Stakeholders:** It informs the church leadership, congregation, and other stakeholders about the committee's efforts, ensuring that they are aware of the church's communication and outreach initiatives.
6. **Encourage Feedback:** The report invites feedback and input from the congregation and church staff, fostering a sense of community involvement and continuous improvement.
7. **Resource Allocation:** It details the allocation of resources, including budget and manpower, which can aid in resource management and decision-making.

The yearly report is essential as it helps the Church Communication Committee evaluate its impact, refine its strategies, and communicate its value to the church community and leadership. It is a valuable tool for promoting transparency, accountability, and effective communication within the church.

Committee's Goals and Objectives

The Communication Committee's goals for this past year encompassed a range of objectives to enhance communication and engagement within the church community and beyond. Some of the key goals for this past year include:

- **Boosting Online Presence:** To improve our online presence and engagement, the committee aimed to increase social media activity, enhance the church website's functionality, and content, and explore new digital platforms for outreach.
- **Enhancing Internal Communication:** The committee intended to strengthen communication channels within the church, including newsletters, bulletins, and internal publications, to keep members informed about events, updates, and opportunities for involvement.
- **Community Outreach:** The committee is committed to expanding the church's involvement in the local community through partnerships, outreach initiatives, and community events that align with our values and mission.
- **Event Promotion:** The committee actively promoted church events, programs, and special campaigns to ensure high participation and engagement from church members and the wider community.
- **Feedback Integration:** The committee aimed to improve our communication by actively seeking feedback from the congregation and church staff and incorporating their suggestions to enhance our strategies.
- **Budget Efficiency:** The committee worked to manage our resources efficiently, ensuring that the budget is utilized judiciously to support our communication initiatives.

- **Strategic Planning:** The committee developed a comprehensive communication strategy for the year, aligning our activities with the church's broader goals and values.

These goals reflect our commitment to effective communication, community involvement, and outreach, aiming to strengthen the church's presence and impact in the local area.

Committee Activities and Achievements

Outreach and Engagement

The committee has undertaken a comprehensive outreach strategy to connect with our congregation and gather valuable input and feedback. We have employed a two-pronged approach involving both the website survey and the RIC (Reconciling in Christ) presentation and survey. The website survey served as an accessible and convenient platform for members to express their thoughts and opinions regarding our church's communication strategies and content, ensuring that we cater to the needs and preferences of our diverse congregation. Simultaneously, the RIC presentation and survey tackled broader, more profound issues, soliciting feedback on our church's inclusivity and acceptance policies. This initiative underscores our unwavering commitment to fostering a welcoming, diverse, and accepting church community. Both outreach methods empower our congregation, giving them a voice in shaping the direction and inclusivity of our church. The feedback gathered is a vital compass for guiding the committee's efforts to enhance communication and community engagement, creating an environment where all members feel heard, valued, and embraced in our church community. Through these initiatives, we aim to strengthen our connections, align our values with our actions, and ensure that our church remains a place of genuine acceptance and belonging for all.

Website and Online Presence

This year's updates to our website have significantly improved its functionality and user experience. Updating committee pages has enhanced transparency and engagement within our church community. Members and visitors can now easily access information about our various committees, their roles, and contact details. This promotes a more open and inclusive atmosphere where everyone knows who to contact for specific needs or questions.

Our continuously updated calendar events and announcements feature has become a dynamic hub of information, ensuring that everyone is well-informed about the latest happenings in our church. This interactive tool fosters better participation and engagement in our events and provides a convenient resource for planning and attendance.

Furthermore, introducing a new top navigation menu has significantly improved website navigation, making it more intuitive and user-friendly. Visitors can now easily access critical sections of the website, finding the information they seek more efficiently. These updates collectively contribute to a more informative, engaging, and accessible online presence, aligning our digital platform with the needs of our congregation and the broader community.

Internal Communication

Constant Contact is a valuable communication tool for our church, enabling us to engage with our congregation on various fronts effectively. First and foremost, it facilitates seamless communication about upcoming events. Through visually appealing email campaigns, we can provide detailed information about event schedules, registration links, and reminders as the event date approaches.

This ensures that our congregation remains well-informed and encourages active participation in our church's activities.

Additionally, Constant Contact plays a pivotal role in distributing our newsletter. With user-friendly tools for newsletter creation, we can maintain a consistent and visually appealing channel for sharing church news, updates, and messages. The platform ensures that our newsletters are delivered promptly to subscribers' inboxes, increasing the likelihood of engagement. The tracking and analytics provided by Constant Contact allow us to assess how our newsletters are being received, offering insights into what resonates with our congregation and helping us refine our content and communication strategy.

Regular updates, testimonials, and reports about "People of Peace" are disseminated through the platform, keeping our congregation informed and engaged with others. Constant Contact empowers us to maintain a strong and vibrant connection with our congregation, fostering community and active participation in our church's events, newsletters, and important initiatives like "People of Peace."

Challenges and Obstacles

Throughout the year, the Communication Committee faced significant challenges due to event sponsors' failure to provide detailed information promptly for inclusion on the church website. This issue had far-reaching implications, affecting the committee's ability to maintain timely updates on the website and keep the congregation and community informed. The absence of crucial event information resulted in incomplete website content, hampering its effectiveness as a communication tool, and diminishing our capacity to engage our church members and the broader community.

To address these challenges in the future, we need to be committed to establishing a more efficient process for gathering event information from sponsors and emphasizing the importance of adhering to deadlines, ensuring that our website remains a valuable and up-to-date resource for all stakeholders.

Another notable challenge faced by the Communication Committee this year was creating multiple versions of a graphic to suit various media formats. This posed a considerable challenge regarding time and resource allocation, as each media channel required a distinct graphic version to ensure it was displayed correctly and effectively. This situation increased the workload and complexity for the office manager, impacting efficiency and consistency in our visual communications efforts. Moving forward, there should be an effort to streamline this process, possibly by investing in tools or strategies to facilitate more efficient graphic adaptation for diverse media formats, thus improving our communication effectiveness.

Future Plans and Goals

Moving forward, the future goals for the committee should be aimed at elevating our communication strategies and community engagement to new heights. First and foremost, the committee should pursue better integration with social media platforms, ensuring seamless sharing and synchronization between our website and platforms like Facebook, Instagram, and Twitter. This will help extend the reach and engage with a broader audience, reaching both current members and potential newcomers where they are most active.

The committee should also aspire to streamline the event information collection process, making it more efficient and organized. By implementing user-friendly tools and standardized procedures, we aim to simplify the event planning and promotion process, reducing the risk of errors and enhancing the overall event experience for our congregation.

Efficiency is critical, and we recognize the need for a more efficient image-creation process. By investing in better software and design tools, we can produce high-quality visuals, graphics, and multimedia content that resonate with our audience and effectively communicate our messages.

Lastly, the committee should better integrate our communication efforts with Constant Contact. Leveraging this platform more effectively will help us reach out to our congregation more personalized and engagingly. This includes refining our email campaigns, automating reminders, and utilizing data and analytics to tailor our content for maximum impact.

As we embark on this journey toward our future goals, we do so with a commitment to improving our communication, engaging with our community, and ensuring that our church remains an inclusive, informed, and vibrant place of worship and connection for all.

Budget and Resource Allocation

The Communication Committee's budget summary for the year is as follows, based on the provided data:

- **Newsletter:** The budget for the newsletter is \$600, which is in line with the allocated budget.
- **Software Tools:** The budget for software tools was initially set at \$50, which aligns with the allocated budget.
- **Traditional Media:** The budget for traditional media was \$1,200, but the committee has spent only \$556 so far. This underspending of \$644 will mostly be spent on Christmas advertising.
- **Total Communications Budget:** The total allocated budget for communications was \$1,250. However, the committee spent only \$807, which aligns with the allocated budget and will be entirely spent by the year's end.

In summary, the Communication Committee has successfully managed its budget for the year, with all categories in line with the allocated budget.

Conclusion

In conclusion, the year-end report of the Communication Committee reflects a year of significant progress and achievement. The committee has successfully advanced its goals, enhancing communication within the church community, and expanding outreach to the broader public. Various communication channels, from the church website to social media platforms, have bolstered engagement and participation. The committee's commitment to transparency, feedback, and strategic planning has yielded valuable insights, enabling the church to adapt and improve its communication strategies. As the committee moves forward, it should remain dedicated to fostering a stronger, more connected church community while embracing the opportunities presented by emerging digital tools and platforms. The year-end report underscores the committee's vital role in ensuring the church remains a vibrant and inclusive space where all members are informed, engaged, and connected.

A special and heartfelt thank you goes out to all the dedicated members of the Communication Committee, including Amy York, Lisa Rives, Chris Hunter, Christine Hunter, Rhonda Raphael, and

Sandra Gossett. Your unwavering commitment, tireless efforts, and creative contributions have driven our church's improved communication and outreach initiatives. Your passion for strengthening our church community and ensuring our messages resonate with our congregation and the wider community is commendable. The committee has successfully navigated the digital landscape through your collaboration and hard work, keeping our members informed, engaged, and connected. Your dedication to our shared mission inspires us all, and we look forward to continuing our journey together as we strive to enhance our church's presence and impact. Thank you for your exceptional service and dedication to our shared goals.

Shawn Reynolds
2023 Communications Committee, Chair

CONGREGATIONAL LIFE COMMITTEE

Ministry Vision Statement

Congregational Life provides emotional, physical, and spiritual support to one another by challenging and engaging members to be the body of Christ to others as we celebrate, learn, and serve.

Annual Report to the Congregation

The Congregational Life Committee is privileged to coordinate several events during the year as we celebrate, learn, and serve within Peace Lutheran Church. We started early in 2023, with the Grief Share ministry, which began its 11th session in January and ended in April. Throughout the year, thirteen individuals received the “Journeying Through Grief” books. Also, the updated Grief Share materials (fourth edition) were purchased.

On April 17th, a “God speed...farewell” reception for Joanne Lange was held at the Encompass Rehabilitation Center, before her move to Minnesota. The committee organized and hosted receptions for three memorial services:

Ed Runge, Saturday, April 22
Marie Bell, Saturday, June 17
Deana Voges, Saturday, September 30

The Committee took on the task of updating our pictorial directory. Pictures were taken in May; the completed directories arrived in October.

In June, a New Member reception was held in the narthex where 8 new members were greeted and welcomed by the congregation.

Throughout the year several small group ministries gathered for learning, fellowship, supporting each other, and worshipping together: Older Wiser Lutherans (OWLS), Two or More Ladies' Bible Study, Men's Breakfast Group, Men's Bible Study, and Christ's Arms Reaching Everyone (C.A.R.E.).

Other events hosted by the Congregational Life Committee in 2023:

- Wednesday Lenten Meal consisting of turkey spaghetti, March 29
- Annual Easter breakfast between the 7:00 and 9:30 services, April 9
- Summer Sock Hop, July 16
- Chili Cook-off, October 15
- Thanksgiving Turkey Fry, November 19
- Women's Advent by Candlelight, December 3

A great big thank you goes to the dedicated members on the committee who attend meetings, plan and host events, prepare meals, provide transportation, provide pet care, etc. for our congregation and community.

Respectively submitted,

Dianne Rister
*2023 Congregational Life,
Chair*

Natalie Wright
*2023 Congregational Life,
Chair-Elect*

Rhonda Raphael
*Parish Assistant to
Congregational Life*

EDUCATION, YOUTH & FAMILY COMMITTEE

Education, Youth and Family has continued to work this year to encourage intergenerational connections among our members, build relationships among our families, and grow faith in our youth of all ages.

Seasonal Activities

- Good Friday Activities Day for Pre-K through 6th grade youth.

F.A.T.T. (Faith At The Table) Wednesday

- Meets the second Wednesday of each month with an average of 15 people in attendance. Main course of meal is provided each month and congregation is invited to bring sides and desserts. All are invited to join in the intergenerational Bible study led by Angela Fleeger.

Youth Sunday School

- Messy Church, an intergenerational gathering, is being held twice a month with attendance of 8 - 15 people. This fosters intergenerational relationships within the congregation and allows current parents to develop their faith and relationships.
- Children's Church: we are still looking to get more leaders. Following the Children's Sermon, kids learn about the Gospel in a relaxed setting and return to the Sanctuary after the sermon.

Adult Sunday School

- Mike Williams and Anja Schwalen are team leading an adult class at 11:00 am that has been well attended. They have been using a series of devotional books, the latest entitled "God's Law is Love."

Family Fellowship Activities

- Young Disciples have not had regular meetings this year. We hope to start our meetings up early next year.

Respectfully submitted,

Mike Williams
2023 Education, Youth & Family, Chair

Joette Hardin
2023 Education, Youth & Family, Chair-Elect

MISSION COMMITTEE

The Peace Mission Committee has played a vital role in the planning and implementing of various activities that made an impact in our community. The entire committee has devoted their time and energy to making a difference in our community and world.

For the months of October and November, we helped organize the Twin City Mission Coat Drive which provides coats and blankets to the needy in our community. We are so thankful for the donations that Peace members always generously provide. Connie Flickinger does a tremendous job facilitating the organization of the Habitat Pumpkin Patch in Bryan. She coordinates getting volunteers to set up as well as sell the pumpkins. She is the pumpkin queen!! Anytime the peace mission committee came to the congregation about a project, the congregation was so understanding and went above and beyond what we anticipated. The annual Thanksgiving pies that we provide to the Twin City Mission's lunch were so appreciated and the people of Peace contributed over a hundred pies!! The pies were so appreciated and enjoyed by the recipients.

December was our poinsettia drive to decorate the church for Christmas as well as having members contributing to social concerns if they desired instead of a poinsettia. The response was tremendous.

January brought our annual Spaghetti Supper which raises funds for three non-profits. We are so thankful for Buppy's Catering, which provided the meal for the attendees. The people of Peace provided delicious desserts which were auctioned off. We were able to send checks to Hospice Brazos Valley, Unlimited Potential and Peace for its support for various fundraisers. We want to Thank Connie Flickinger and Cailin Gates for their help with the auction.

February brought Souper Bowl Sunday! The Peace congregation surpassed all expectations this year with its tremendous donation of money and food to the Brazos Church Pantry. We are so thankful for the leadership of our scouts who helped get the many donations and their help in stacking the donations for display. We also want to thank Kit Darling and Debbie and Stu Anderson for their help in delivering the food to the Brazos Church Pantry.

March and April the committee was busy with the Easter Lillies and social concerns donations. The church altar looked so beautiful with the various colors of flowers that were placed on the altar. Once again, a tremendous and generous response!

The mission committee also brought attention to our congregation that Brazos Church Pantry is needing boxes of cereal for their clients. The response was once again overwhelming to witness. Boxes of cereal filled the side in the narthex! Brazos Church pantry so appreciated the huge donation! Kit Darling and Stu Anderson delivered the cereal to the Pantry.

Summer brought the yearly Grind4God backpack fundraiser led by Linda Kenyon. Once again, the people of Peace surpassed our goal. This year in addition to purchasing school supplies and backpacks for the children of women who earned the right to get their children back after their prison term, there were enough funds to purchase supplies for the children of Hospice Brazos Valley Staff!

Peace had a team enter the Hog Splash Volleyball tournament that raised funds for Hospice Brazos Valley. Connie Flickinger organized the team.

September brought God's Work. Our Hands. With a joint service between Peace, Our Saviour's, and Treehouse Campus Ministry. Tremendous support from the people of Peace for our various donations. We made treat bags for the staff of Hudson Creek, collected diapers for Hope Pregnancy Center and Phobes Home and made fabric kits to be sent to Lutheran World Relief. Carolyn Carr and Linda Kenyon helped wrap the fabric kits and yarn so they would be ready for shipping.

October brings another round of service to the Habitat for Humanity Pumpkin Patch, gathering coats and blankets for Twin City Mission to spread warmth to our neighbors, providing Thanksgiving pies to The Bridge for a Thanksgiving meal.

November brings the Crop Walk which benefits The Brazos Church Pantry. Kit Darling and Stu Anderson are taking donations if anyone is unavailable to walk that day. They will have all the information necessary.

Treehouse Meals - Peace was responsible for providing meals for the students that attend Treehouse Campus Ministry. We alternate weeks with Our Saviour's. Pastor Jerry and the students were very appreciative of the meals that were provided. Peace also sponsored a table at the Treehouse Gala in support of the program.

Debbie Anderson and Carolyn Carr helped with the Blessings Box located at Peace on the corner of Airline Drive and Shenandoah. Social concerns gave money to provide food for the Blessings Box throughout the year, as well as providing funds to individuals who needed assistance recommended by agencies.

Connie Flickinger manages the Friday Free Food Distribution that is held at Peace. She organized volunteers from Peace to be responsible for the distribution on the last Friday of each month in order to give the volunteers from Friends Church a break.

I want to thank everyone on the committee for their understanding, as well as helping to make our year so successful. It has been an honor to watch everyone work so hard to make our church and community a better place!

Blessings for the coming year,

Patsy Rodriguez
Mission, Chair

Anne Hoffmann
Mission, Chair-elect

WORSHIP COMMITTEE

The Worship Committee is made up of myself and Christine Hunter plus Pastor John. Two more members from the Choir regularly contribute to the committee. Kearby Etheredge, Peace choir director, is on the committee. Bob Gibbons manages and handles the MSP (Ministry Scheduler Pro) program that handles assigning volunteers to all the various positions that are used in our worship services at Peace. The major "job" of the worship committee is to plan the details of what will happen (or is likely to happen) at our worship services. Kearby Etheredge, our choir director, is perhaps the greatest contributor to this committee.

We also have been asked to produce guidelines for Peace in planning funeral and memorial services. We hope to be able to present our thoughts to the council early in the new year.

Respectfully submitted,

Howard Eilers
2023 Worship Committee, Chair

MEMBERSHIP CHANGES

As of September 30, 2023

Membership Categories	Baptized	Confirmed	Total Members	Households
TOTALS as of September 30, 2022	360	361	430	213

Additions

Received/Transferred In	+8	+7	+10	+5
Baptisms	+5	0	+5	+1
Confirmations	0	+5	0	0
Total	+13	+12	+15	+6

Losses

Removed/ Transferred out	-126	-130	-159	-63
Deaths	-4	-5	-5	-4
Total	-130	-135	-164	-63

Corrections

Reactivated members removed for inactivity or no response to letter	+7	+8	+10	+6
Total	0	0	0	+3

TOTALS as of September 30, 2023	250	246	291	157
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Lisa Rives
Parish Administrator
September 30, 2023

	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012
Baptized	250	360	362	358	363	333	571	562	565	551	541	602
Confirmed	246	361	354	343	349	328	439	428	426	421	403	448
Households	157	213	209	208	209	192	257	251	252	248	238	266

TREASURER'S REPORT

A more detailed and updated report will be shared at the annual meeting.

1:21 PM

10/24/23

Accrual Basis

Peace Lutheran Church Profit & Loss Budget vs. Actual January through December 2023

	<u>Jan - Dec 23</u>	<u>Budget</u>	<u>% of Budget</u>
Ordinary Income/Expense			
Income			
General Giving	323,292.00	405,000.00	79.8%
Interest Income	2,483.54	1,000.00	248.4%
Total Income	<u>325,775.54</u>	<u>406,000.00</u>	<u>80.2%</u>
Expense			
A. ADMINISTRATION	27,662.47	28,780.00	96.1%
B. BUILDING & GROUNDS	68,037.58	73,000.00	93.2%
C. COMMUNICATIONS	859.08	1,250.00	68.7%
CL. CONGREGATIONAL LIFE	1,528.07	2,200.00	69.5%
E. EDUCATION, YOUTH, & FAMILY	9,640.64	17,300.00	55.7%
M. MISSION	23,384.85	35,650.00	65.6%
P. PASTOR	88,897.62	114,708.00	77.5%
S. STAFF	126,671.01	151,818.00	83.4%
W. WORSHIP	4,681.70	6,350.00	73.7%
Total Expense	<u>351,363.02</u>	<u>431,056.00</u>	<u>81.5%</u>
Net Ordinary Income	<u>-25,587.48</u>	<u>-25,056.00</u>	<u>102.1%</u>
Net Income	<u><u>-25,587.48</u></u>	<u><u>-25,056.00</u></u>	<u><u>102.1%</u></u>

1:27 PM
10/24/23
Accrual Basis

Peace Lutheran Church
Balance Sheet
As of October 26, 2023

	<u>Oct 26, 23</u>
ASSETS	
Current Assets	
Checking/Savings	
CD 3 Yr Term	40,456.02
CD 1 Yr Term	81,009.23
Checking Account	3,509.67
Mission Investment Fund	41,935.75
PayPal	842.89
Total Checking/Savings	<u>167,753.56</u>
Total Current Assets	167,753.56
Fixed Assets	
Bldg, Grounds, Fixtures, Other	2,050,000.00
Total Fixed Assets	<u>2,050,000.00</u>
TOTAL ASSETS	<u><u>2,217,753.56</u></u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable	1,677.83
Total Accounts Payable	<u>1,677.83</u>
Other Current Liabilities	
*Direct Deposit Liabilities	-15,954.38
Carryover Specified Donations	
Blessing Box	320.00
God's Work Our Hands	319.65
Total Carryover Specified Donations	<u>639.65</u>
Payroll Liabilities	
Pastor Employee Contributions	-57.50
Total Payroll Liabilities	<u>-57.50</u>
Total Other Current Liabilities	<u>-15,372.23</u>
Total Current Liabilities	<u>-13,694.40</u>
Total Liabilities	-13,694.40
Equity	
Opening Bal Equity	1,857,343.11
Retained Earnings	367,835.84
Net Income	6,269.01
Total Equity	<u>2,231,447.96</u>
TOTAL LIABILITIES & EQUITY	<u><u>2,217,753.56</u></u>

FINANCIAL SECRETARY'S REPORT

For the period January to September 2023

	Total
General Fund	296,766.20
Building Use	1,965.00
Camp Fees	1,302.76
Flowers	1,020.55
Memorial	3,106.38
Mission	500.00
Social Concerns	151.38
Other Donations	16,002.57
	<u>320,814.84</u>

Footnote:

	Total
Other Donations	
Lutheran Disaster Relief	1,204.45
Backpacks	1,506.19
Blessing Box	193.07
Call Process	1,700.00
Power Mower	2,000.00
Grief Share	105.00
Souper Bowl	586.87
Spaghetti Dinner/Dessert Auction	3,400.00
Treehouse	1,163.00
Lighting	300.00
Miscellaneous	706.50
Youth Events	3,020.00
Reimbursement	117.49
	<u>16,002.57</u>

2024 ANNUAL BUDGET

	2023 Budget	12 months Oct 26,2022 - Oct 25, 2023	2024 Budget
Income			
General Giving	405,000	404,921	425,250
Interest Income	1,000	2,781	4,500
Total Income	406,000	407,702	429,750
Expense			
A. ADMINISTRATION			
A.1 Accounting Services	8,400	9,348	9,240
A.2 Conference/Retreats	1,500	1,464	1,600
A.3 Copier	4,400	5,308	4,800
A.4 General	2,000	3,648	2,200
A.5 Kitchen Supplies	900	1,746	1,500
A.6 Nursery Supplies	100	45	120
A.7 Paper/Office Supplies	1,200	1,531	1,717
A.8 Postage	500	838	900
A.9 Telecommunications	4,380	5,942	4,550
A.10 Vanco/Service/Bank Charges	3,300	2,323	2,500
A.11Subs/Memberships/Software	2,100	0	1,800
Total A. ADMINISTRATION	28,780	32,192	30,927
B. BUILDING & GROUNDS			
B.1 Electricity/Water/Gas	28,000	31,890	31,000
B.2 Facilities Maintenance	16,000	19,822	18,000
B.3 Facilities Upgrades	10,000	4,473	6,000
B.4 Grounds and Landscaping	5,000	4,149	4,000
B.5 Insurance	14,000	16,955	20,720
Total B. BUILDING & GROUNDS	73,000	77,290	79,720
C. COMMUNICATIONS			
C.1 Newsletter	0	246	600
C.2 Software Tools	50	57	55
C.3 Traditional Media	1,200	556	1,320
C.4 Miscellaneous Advertising	0	0	-
Total C. COMMUNICATIONS	1,250	859	1,975

	2023 Budget	12 months Oct 26,2022 - Oct 25, 2023	2024 Budget
CL. CONGREGATIONAL LIFE			
CL.1 Discipleship	800	517	375
CL.2 Fellowship	1,000	396	520
CL.3 Stewardship	200	125	130
CL.4 Miscellaneous CL	0	115	115
CL.5 Adult Care	0	113	-
CL.6 Grief Support Ministry	200	834	275
Total CL. CONGREGATIONAL LIFE	2,200	2,100	1,415
E. EDUCATION, YOUTH, & FAMILY			
E.1 General	2,000	0	250
E.2 Confirmation Camp	4,000	3,344	4,500
E.3 Continuing Education	1,500	989	1,500
E.4 Intergenerational	800	605	1,100
E.5 LYO/Peer Ministry/Confirmation	2,000	3,585	4,400
E.6 Mission Trip/Yth Gathering	3,000	93	4,000
E.7 Sunday School, 3-18	1,000	1,188	1,800
E.8 Sunday School, Adult	500	293	400
E.9 Youth, 3rd-6th	1,000	535	1,400
E.10 Youth, Seasonal	1,500	1,068	1,500
Total E. EDUCATION, YOUTH, & FAM	17,300	11,701	20,850
M. MISSION			
M.1 Campus Ministry	2,400	1,600	2,400
M.2 Community Giving	2,500	2,193	2,500
M.3 Scholarships	0	0	-
M.4 Social Concerns	2,400	1,200	2,400
M.5 Synod Benevolence	28,350	27,940	29,768
M.6 Social Justice	0		-
Total M. MISSION	35,650	32,933	37,068
P. PASTOR			
P.1 Defined Compensation			
Base Salary	58,846	61,812	65,760
Housing	18,000	18,000	18,000
Social Security Tax Allowance	6,366	6,612	6,940
Total P.1 Defined Compensation	83,212	86,424	90,700
P.2 Expense allowance	2,000	2,520	2,520
P.3 Medical Insurance	17,010	5,540	18,444
P.4 Pension/Disability/Support	9,736	10,184	9,974
P.5 Professional Development/CE	2,000	0	2,000
P.6 Supply Pastor	33,750	1,390	800
P. PASTOR - Other call expenses		511	2,000
Total P. PASTOR	114,708	106,569	126,438

	2023 Budget	12 months Oct 26,2022 - Oct 25, 2023	2024 Budget
S. STAFF			
S.1 Director-Ed, Youth, Family	40,859	40,659	42,085
S.2 Payroll taxes	10,292	10,659	10,601
S.3 Music Director	25,500	25,375	26,265
S.4 Nursery	1,000	1,140	1,500
S.5 PA for Congregational Life	10,000	10,692	10,300
S.6 Parish Administrator	37,367	37,184	38,488
S.7 Supply Musician	500	2,100	515
S.8 Youth Coordinators	1,800	924	1,854
S.9 Pianist/Organist	24,500	24,500	25,235
Total S. STAFF	151,818	153,233	156,843
W. WORSHIP			
W.1 General Program	2,000	1,803	2,000
W.2 Instrument Maintenance	2,500	3,060	2,500
W.3 Licensing	500	776	425
W.4 Music	750	583	550
W.5 Musician Honoraria	600	750	600
W.6 Vestment Replacement	0	0	-
Total W. WORSHIP	6,350	6,972	6,075
Total Expenses	431,056	423,849	461,310
Net	(25,056)	(16,147)	(31,560)

CALL COMMITTEE REPORT

The Call Committee would like to take this opportunity to update you on where we are in the call process. The Ministry Site Profile (the document that describes our community and congregation) for Peace was submitted in October 2022. We spent the month of November developing interview questions for pastoral candidates. In December, we held two mock interviews with a pastor that helps call committees throughout our synod prepare to receive names of actual candidates.

We received information on two candidates in the early spring and held initial interviews with both. The committee unanimously agreed that one candidate was not a good fit for Peace but that the other held great potential to be our next pastor. A site visit was scheduled to allow the candidate to become familiar with our area and provide for an extended interview, but given the obligations of Lent and Easter, this visit did not take place until late April.

After this visit the members of the committee again unanimously agreed to put this person forward for consideration of the call. This was communicated to the candidate, and they entered a period of discernment. We held a follow-up meeting with the candidate to allow us the opportunity to answer additional questions they might have that could assist in the discernment process. Ultimately the candidate withdrew from the process. Below is the letter that was sent to the committee communicating this (the only thing that has been removed is the name of the candidate at the end):

“Dear Call Committee of Peace Lutheran,

With peace and clarity, I am withdrawing my name from your call process. This has been a difficult decision, come with much prayer and reflection, talking with mentors and colleagues.

It seems the Holy Spirit has not called me to you.

Your congregation deserves someone who is excited to accompany you into God’s “next” for you. I believe God is preparing that person for you. I so wanted it to be me, and yet, even as I write to you, I feel release, not grief. I am truly sorry that you are not where I am being called. You have many gifts and ways to use them in your community and I am certain that God has for you a pastor who will be excited to walk with you as you grow in new pathways.

May Holy Spirit bring your pastor to you quickly. May the ministry be fruitful and filled with joy and learning, blessings, and fellowship, as you become who you are next called to be.”

It was not until September 27th that we received the name of another candidate. An initial interview was held on October 5th and the Call Committee unanimously recommended that we bring the candidate and their spouse into town for a site visit. The site visit and extended interview were conducted October 21-23. The Call Committee met again on October 24th and unanimously agreed to put forth this individual as the sole candidate to be the next pastor. This was communicated to the candidate, but they had visits with two other congregations scheduled in the next 10 days so requested to wait to make a decision until those visits were completed.

Sincerely,

Laura Bay-Williams, *Chair, Peace Lutheran Church Call Committee*

**Peace Lutheran Church
2023 Nominating Committee Report
As of 10/21/2023**

The 2023 Nominating Committee has partially completed its duties by:

- Confirming the Leadership Team members that will continue to serve in 2024.
- Nominating seven election candidates to begin serving on the Leadership Team in 2024

The Nominating Committee is continuing recruiting efforts for the remaining two open positions.

2024 Continuing Leadership Team

Executive Committee

President – Mikael Olsen
Secretary – Deb Warren
Treasurer – Robbie Sells
Financial Secretary – Sandra Gossett
Past President – Stu Anderson

Ministries

Mission Chair – Anne Hoffman
Worship Chair – Christine Hunter
Education, Youth and Family Chair – Joette Hardin
Building and Grounds Chair – Herb Fisher

2024 Election Candidates

Vice President – **To be determined**
Mission Ministry Chair-Elect – Cailin Gates
Worship Ministry Chair-Elect – Rich Evans
Education, Youth, and Family Ministry Chair-Elect – Luke Lyons ¹
Congregational Life Ministry Chair – **To be determined** (one year term)
Congregational Life Ministry Chair-Elect – Charlene Ellisor
Building and Grounds Ministry Chair-Elect – Tyler Holcomb
Communications Ministry Chair – Joseph Fleeger (one year term)
Communications Ministry Chair Elect – Colton Biedenbach ²

Members of the 2023 Nominating Committee:

Connie Flickinger, Sandra Gates, Bob Gibbons, and Tammy Way

Notes

¹ Will become a member of Peace Lutheran Church before assuming the position.

² Scheduled to graduate and may not be able to serve the second year as Chair in 2025.

Doxology”

*Praise God from whom all blessings flow! Praise him, all creatures here below!
Praise him above, ye heavenly host! Praise Father, Son, and Holy Ghost! Amen.*