

2022 ANNUAL CONGREGATIONAL MEETING
JANUARY 30, 2022 AT 10:00 AM



2021 Annual Report of the Congregation of
PEACE LUTHERAN CHURCH

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Peace Lutheran Church
Annual Congregational Meeting
January 30, 2022
10:00 AM

Agenda

Call to Order

Determination of Quorum

Opening Prayer

Review of Respectful Communication Guidelines

Pastor's Report

President's Report

Presentation of the Year 2022 Spending Plan

Ballot for representatives of Peace Lutheran including nominations from the floor

Elections

Closing Prayer

Adjourn Meeting

Leadership Team

2021 was another year of navigating COVID 19 and making the best decisions for Peace and our congregation. I want to thank the Leadership Team for all the effort they have put into supporting Peace: Vice President Dirk Kagerbauer, Secretary Kira Labby, Steve Berholtz, Lucinda Porter, Amy Lee, Jenny Dehn, Karen Kieper, and Heather Miller. A big thank you goes out to our treasurer Matthew Pfluger. We appreciate all the time and effort you put into the many projects you took on this past year!

Last summer was our second year leasing space to the Oshkosh Boys and Girls Club. The number of children increased greatly from the previous summer and went smoothly. Peace continues to lease to Head Start, Oshkosh School District and our Ministry to Peace Christian Preschool. We are proud to be able to continue outreach to the community.

We had and will be continuing to see staff changes. We are fortunate to have hired Heather Miller as our Parish Administrator due to Kim Blake-Jungwirth retiring. Thank you Kim for all the wonderful things you have done and will continue to do for Peace! Sommar Johnson-Loar resigned from the music curator position but still continues to bless us with her organ playing and some office duties. Please keep our staff in your prayers.

With Pastor Brad's resignation we have been blessed with Pulpit Supply Pastors to lead our Sunday services. In early March we will have Pastor Lindeman joining us as our interim Pastor. We are currently forming a Ministry Site Profile team to start the process of finding a new Pastor.

We have been focusing on the sale of the Parsonage. Currently, we are in the process of moving the dumpsters to a different location and at this time the property should be sold by the end of January.

In closing, it has been an honor serving as the President of Leadership. It has been a learning experience and thank you for all the support. I'm fortunate to work with a wonderful team! Please consider volunteering for one or more of our ministries! Called to be disciples. Sent to share Christ

Heidi Nelson - President

Youth And Family Ministries

A Year In The Life of a Youth and Family Ministries Curator

January The year started with a quiet month. There was virtual confirmation and Sunday School with little much more.

February Lent started at the end of the month and thanks to improving COVID numbers and less restrictions, we were able to offer in person classes for confirmation. Being mindful of all participants' comfort levels, we continued to offer virtual classes as well. For all families with youth, I started an online Lent series called Reflections On The Heart. The social media posting was designed to help families prepare for Lent with a special series from Illustrated Ministries.

March We continued our Lent studies and prepared for Easter with Illustrated Ministries.

April With warmer weather and longer days, we planned an outdoor hymn and campfire event for a chance to gather together as a confirmation class. Sunday School kids met outdoors for an egg hunt, a new Bible distribution for four students and an Easter lesson with fun activities for all. An additional outdoor activity

helped to give back to our community when several of the youth volunteered for the spring clean up of the cemetery.

May May is the end of our Sunday School and Confirmation year. To wrap up confirmation we met with our prayer partners for dinner and a cornhole tournament. For Sunday School we danced, sang, crafted and shared one final story for the year. It was a beautiful and sunshine filled day.

June Preparations were underway for VBS in July. Mid way through the month we resumed our summer campfire service.

July Despite our best efforts and passion for sharing the message of Christ, VBS was canceled due to lack of registered participants. Instead of a week-long learning program, we had an abbreviated opportunity on Wednesday night in conjunction with our summer campfire service. We had a cookout, games and shared a Bible lesson along with a short service for all members of the church and surrounding community. Turnout for the event was fairly good.

August Our third and final summer campfire service was offered along with a cookout sponsored by Mission and Outreach. At the end of the month I planned a drive-thru Blessing of the Backpacks with Pastor Brad. The event did not reach the anticipated audience. Adjustments can and will be made to make for a more successful future event.

September Our first major event back after 18 months of restrictions and cancellations was the Rally Sunday and fall kickoff. With the help of Leadership and Mission and Outreach we served breakfast and enjoyed a chance to win prizes with BINGO hosted by Kim Blake-Jungwirth. Things really picked up after the kickoff. Youth game nights were back with new faces and good participation numbers, orientation night for students and parents in confirmation, an initial planning and information night for youth thinking about attending the National Youth Gathering in summer of 2022, and the fall meet and greet for Prayer Partners and confirmation students. Besides the middle school youth events, Sunday School started again (see SS report for further details), and classes for those wishing to participate in First Communion begin. We also had a special Bible dedication for pre-K students, third graders and sixth graders. The Bibles were generously donated by various members of the Peace congregation. Finally, to round out the full month, Sommer Loar started a new group for the youth which was designed for the LGBTQIA+ community to give them a space to gather and spend time together. The group is called Brave Space and currently meets monthly on a Friday night. My role in the group is completely supportive and under the direction of Sommer.

October The month started with First Communion for ten of our Peace youth. The month ended with our biggest and most successful Trunk or Treat event yet! Fifteen different cars volunteered to host a game and hand out candy. The event was busy from the moment it started until it wrapped an hour and a half later. Despite 25 mile an hour winds, everyone who volunteered and who attended seemed to enjoy the afternoon. Special thanks to all my volunteer car hosts, my two amazing youth volunteers - AJ and Alexis Hayes and to Mike Lokken for playing the part of MC and DJ. It was a great group effort for a fantastic event.

November We locked in our participants for the National Youth Gathering. We have seven kids ranging from Freshman to Seniors attending the event which will be in Minneapolis in July of 2022. Mike and Heidi Nelson will be chaperoning the event. Several fundraisers will be planned over the next ten months to help secure funds.

December At the time of print we are deciding if an in-person Christmas pageant will take place for our Sunday School class. Other options include waiting another year for full return to in-person events or creating a virtual pageant similar to last year's program: Hope for. The message of hope was clear and we look forward to gathering safely as soon as possible. At this time we are planning in-person Christmas celebrations for confirmation and Brave Space.

Again, I am so thankful, proud, and excited that this is my *job* to curate things for this group of wonderful people all year round.

Thank you and God Bless.

Nicki McKnight

Sunday School

Submitted by Youth and Family Ministries Curator

As we rang in 2021, Sunday School was already mid-academic-year and entering the tenth month of Youth Ministry in the midst of a global pandemic and social distancing. Practices we put in place the previous fall were helping us stay connected to many of our youth but there were still many missing in the audience.

Participation:

The average attendance from January through March was 8 students. We were grateful to the families committed alongside us to deliver the important message of Christ our Savior and the cornerstones of the Christian faith. Each Sunday we met via Zoom and recorded our lesson. After, it was posted on our social media page to hopefully reach a wider audience. In September, when lessons started up again, we happily resumed class in person with precautions and restrictions. Currently we are hosting about 15 kids each week.

Teaching Volunteers and Classes:

For 2020-2021, the Sunday school program covers only pre-K through 5th grade. At this time our numbers do not support individual classes based on grades. Instead, we are gathering as one class, serving pre-K-5th grade. Lucinda Porter and I co-teach the class. If one of us cannot make it on a particular Sunday, the other teaches solo for the week. So far the two-man team has been enough to cover every class. Once students reach the middle school level they traditionally would have been part of the Youth Bible Study group, which served 6th-8th grade students. Currently this group has been forced to take a hiatus because we do not have a volunteer to serve as a teacher/leader for the group. Several families have expressed interest for their son or daughter to attend the study. I woefully explained to them why. Thankfully, everyone has been understanding of the absence.

Curriculum:

A brief synopsis of what a typical week looked like during the education hour: Sunday School uses the Sparks All Kids series to accommodate the one class setting. Every week the lesson follows a four-part sequence:

- Gather – We begin the morning by gathering together and trying a warm-up activity, prayer and songs to praise Him.
- Open the Bible – The Sparks Story Bible and an NRVS is used to read the lesson on multiple levels of understanding and comprehension. Students are buddied up with someone opposite to their age: i.e. a pre-K student sits along with a 5th grader. The older partner helps the younger partner follow along and participate. After the story is read in the Story Bible, we turn to the book, chapter and verse that corresponds with the story to show each student where it can be found in a traditional Bible.
- Activate Faith – Get moving and become engaged in the story they just read by using their leaflets. We put into practice what we have read in the Bible and connect it to our everyday lives.

- Send – Finish with a closing activity and prayer. Each student is sent home with an activity sheet and a family pamphlet with further readings, prayers and discussion points to use throughout the week.

Scheduled Activities:

Singing During Services

We did not participate in services during 2021 due to COVID

Hospitality

Nor did we host any hospitality hours. These activities have resumed and we do plan to sign up again in 2022.

Christmas Program

In November, a poll went out to all Sunday School families asking for their input in putting on a pageant for 2021. Results are not yet in.

Giving

In the spring of 2021 no collection of offerings was made. Offering collection has resumed for 2021-2022 academic year. Students are voting on where funds will be donated, those votes are not fully in at this time.

Bible Bucks

Bucks are not currently utilized for the online Sunday School classes.

Outreach Gatherings

Another addition to Sunday School just before the COVID shut down was our outreach outings. These types of activities are also still on hold as we wait for safer times. Many of the places where we did our outreach are still not open to volunteers. We look forward to future endeavors.

God Bless

Nicki McKnight

Congregational Life

As I compose this report for 2021, I will be leaving my position in the second week of January for the position of the Peace Lutheran Church Parish Administrator. What I have enjoyed the most about the position of Curator of Congregational Life is the strong interactions with the active Teams that make Peace an integral part of our community. I am thankful that many of these responsibilities will follow me to the Parish Administrator position.

What I appreciate the most about being submerged in “church life” is being part of a vast intergenerational institution; that is what Peace is. I greatly appreciate the octogenarian members of our congregation who remember the construction period of the new building, who experienced life in the old church with the balcony areas separated by “boys on one side and girls on the other” and who remember attending church services in German with their parents. I appreciate the new families who have visited Peace and are looking to make this their new Church family; people who don’t have decades of family stories at Peace but who have walked into the building and found an inviting community of people they can worship with. The church is one amazing place where all generations come together and enrich our lives and our community.

This year we continued to minimize our on-site group gatherings outside of church services yet looked for ways to stay engaged. One of the most regular team meetings was led by Kathi Sawall as she led a crew which worked outside of the building keeping the grounds looking nice. As the leader of the Garden Team Kathi

orchestrated days of weeding, general grounds keeping, planting and gardening and installation of new rubber edging.

Midway through the year I learned about a great ministry called The Prayer Shawl Ministry. This ministry provides a specially knitted shawl of soft yarn that is shared to church members and others who may be in need of a physical reminder they are not alone. "Shawls, made for centuries universal and embracing, symbolic of an inclusive, unconditionally loving, God. They wrap, enfold, comfort, cover, give solace, mother, hug, shelter and beautify. Those who have received these shawls have been uplifted and affirmed, as if given wings to fly above their troubles." Janet Severi Bristow. Peace Lutheran Church has a collection of prayer shawls that have been shared to members of the congregation and families in the preschool. They are accompanied with a fitting prayer of a blessing, a new birth, grief, or comfort.

Other active teams I have been working closely with are the Care of Congregation, the Mission and Outreach and the Property Team.

My work finding worship volunteers has remained easy in that we are requiring less volunteers now than when I first took on the position. At this time we recruit volunteers for readers and greeters for each Sunday where we average about 60 in-person parishioners.

Wishing God's best for you,

Heather B. Miller

Care of Congregation Team

Members:

Barb Molash - chair, Connie Paulick, Heather Miller, Jenny Dehn, Laurie Kleveno

The Care of Congregation Team at Peace Lutheran Church provides simple acts of kindness for the congregation and community. We have found that during the current pandemic, this has been an extremely important and needed service, as many have been isolated and lonely.

The following list is some of our favorite ways we reach out to our church family:

- Mail greeting cards for various occasions. Birthday cards for members over age 80, sympathy, get well, baptism, as well as thinking of you cards.
- Monthly drawing for gift cards from local establishments.
- Coordinate and deliver Meals that Heal.
- Offer Prayer Shawls.
- Donate to a local Veteran group for Veterans Day.
- Graduation Gifts and Recognition for HS/College Seniors
- Make and deliver Sunshine Bags.

Our goal for the next year is to continue with simple acts of kindness, and provide gifts to the congregation and community.

Barb Molash

Homebound Report

Caring for our congregation includes the ministry to seven known homebound members and thirteen members in care facilities each month. Peace Lutheran has had several laypersons that have been trained to visit and give communion to these beloved of our congregation.

2021 was difficult, we acquired several more members for visiting and sadly lost a few that we were visiting previous to the pandemic. However they were taken care of by a handful of members who volunteered to contact them monthly via phone or mail. They were also given Sunshine Bags and Holiday Bags throughout the year. The last half of 2021 and going forward Kim Blake-Jungwirth will be paid to visit our members who are homebound or in a care facility.

Our interim, Pastor Lindeman, will be helping with visits monthly also. Kim will do this until we have a full time pastor in place at PLC. Anyone who wishes to be included as a visitor or as a visitee please contact the church office at 920-231-4730.

Kim Blake-Jungwirth, Home Communion Distributor

Mutual Ministry Team

The primary purpose of the Mutual Ministry Team is to:

Provide support and serve as a sounding board for employees of Peace Lutheran as well as all members of Peace Lutheran Church. All conversations are held in strict confidence and any actions taken by the team are only done at the request, and with the approval of the requested individual. If any employees and/or members have issues or concerns they are not comfortable discussing with the pastor, they are encouraged to contact any member of the team to set up a meeting.

Assist and conduct performance evaluations for employees of Peace Lutheran Church.

Assist with employee issues, (new hire) interviews, etc., as may be requested by the pastor and/or Leadership Team.

Member(s) of the Mutual Ministry Team: Diane Friday dianefriday@hotmail.com

The Lutheran Food Pantry

The Lutheran Food Pantry is open as prior to COVID. Customers can shop on their own again. Our numbers are starting to inch back up. With government assistance and Feeding America boxed food distributions during COVID, the pantry wasn't utilized as much.

Pantry stocks are almost entirely from Feeding America distributions and state commodities. Food donations from churches are still down due to church shut downs and lower attendances. Local food drives were smaller than usual or canceled. Celebration of Lights is looking at making changes as to how they will collect donated food and money for pantries. Those changes have not been announced as of this writing.

Volunteering has also been a challenge. Volunteers are almost entirely retired. These are the most vulnerable to the virus, therefore many of those volunteers have chosen not to volunteer at this time and some have chosen to step back completely, thus fewer hands do more.

Peace, First English, Our Savior's, Calvary and Zion Lutheran make up the churches that partner in the Lutheran Food Pantry. The pantry is open Monday, Tuesday and Thursday of each week from 8 to 10:30 am.

Again, we thank everyone who generously supports this outreach ministry.

God Bless

Mary Davis, Food Pantry Coordinator

Mission & Outreach

Members of Mission & Outreach:

Kim Dawson, Janell Duwell, Barb Molash, Heather Miller, Katelyn Olds, Karen Kieper (Liaison to Leadership)

Mission within the community

The Mission & Outreach Team works to celebrate and apply gifts of time, talent, and finances outside the church walls by partnering with other people and organizations. By joining together to live out the call to love our neighbors through finding where the passions of the congregation lie, and considering how we can best serve our siblings in Christ, the Mission & Outreach team strives to serve our neighborhood, the Oshkosh community, Wisconsin, the United States, and the World.

Accomplishments for 2021:

- January
 - Thank you cards, Thanks a Latte to Head Start Staff
 - Penny War
 - Lutheran Food Pantry, LIRS and Feeding America NorthEast WI and ELCA Good Gifts
- February
 - Underwear purchased for Day by Day Warming shelter
 - Day by Day Warming Shelter needed funds for bus tokens-purchased \$240
- April
 - Barb cleaned out Little Free Pantry overflow area
- May
 - Community Back to School Fair- \$250
- June
 - United Way-Gift card collection for back to school
- August
 - Hot Dog/Roasted Sweet Corn for Campfire
- September
 - Rally Sunday-funded meal
 - Community for Hope-giving space for workshops & support groups
- October
 - Glove/Mitten collection for Congolese refugees
- Warming Shelter
 - 2 meals served in spring
 - 1 more scheduled for fall

Goals for 2022

- Blessing Bag for Laundry Mat
 - Toiletry bag with quarters
- Warming Shelter-2 meals scheduled for 2022
 - Advertising in email blast
 - Use Signup Genius for food/volunteers
- Continued maintenance and support of Little Free Pantry
- More cookouts for next summer
 - Yard signs for free hot dogs/water

Media & Technology | Promotions Team

Our members include Kim Dawson, Steve Berholtz, Donna Lord, Joyce Nikolaus, Dennis Baldry, Sommer Johnson-Loar, Heather Miller (staff), and Matthew Crowe (staff leader).

Our Team leads, assists and supports the pastoral staff, office staff, church leaders, mission teams, activity groups, educational programs, and others in producing and disseminating important messages to both the church's internal and external audiences. In pursuit of these goals during 2021, the Promotions Team:

- Maintained and updated the PLC website to include more features, to improve navigation and accessibility, and to facilitate integration with other online media.
- Assembled, edited and distributed The Prints of Peace-the church's monthly newsletter.
- Maintained digital weekly newsletter to highlight events taking place at Peace.
- Maintained the use of MailChimp as a digital mailing platform.
- Expanded the use of social media to enhance and extend our evangelical outreach. Peace has seen a steady increase in our social media subscriptions and engagement. Peace currently sits at a rank of number 6 as to the number of Facebook followers we have in comparison to other churches in the area. Our level of engagement is often in the top 3 every week in churches in the area.
- Explored new promotional avenues to help promote events,
- Created an online streaming option for all 3 services. This has been a project that has continued to evolve with the help and direction of Michael Stromberg.
- Weekly creation of digital presentations for worship services.
- Created numerous video projects to aid in worship services during Covid.

We will continue to use other traditional/electronic media while expanding public relations efforts and our use of social media. We also plan to produce more video campaigns that provide greater exposure and accessibility of Peace Lutheran Church.

Matt Crowe, Curator of Media and Technology

Technology Team

In 2021 the Technology team received grant money to update the internet and to update the Audio Video to provide a better online worship experience. This money was used to replace network switches, update the wireless access points with newer, higher quality access points, and more access points were added around the church to fill in some areas that were previously Wi-Fi black holes, such as the bell tower. This updated network equipment will allow for high quality Wi-Fi for Peace and all of our tenants for many years to come.

For the Audio and Video, two new digital cameras were purchased to provide a high quality video image for our online worship service. In addition we purchased a video switcher to make for easy transitioning between the cameras. The switch also allows us to stream the content from the screen to the web. A new computer was purchased to allow for a dedicated computer to stream the service. This also has the advantage of reducing the workload of the PC running the screens for the service.

Headstart paid for and had installed a new doorbell camera on the doors by the playground. The technology team was able to assist them in this effort by running some required wires saving them hundreds of dollars on the installation cost.

The technology team is looking for volunteers who would like to help with networking or audio video at the church. If you are interested or know someone who is, please contact Michael Stromberg at 920-203-1493.

Property & Grounds Team

We have no shortage of work in this building. There is always something that needs to be fixed or updated around here! I would like to thank everyone for their patience as we work through our annual list of projects.

Things accomplished in 2021:

- Prepared the parsonage for the real estate market.
- Updated lighting fixtures with energy efficient fixtures in rooms: 204, 101, 102, 103, 105, & 112 .
- Painted the sanctuary and made aesthetic updates which included adding molding in the chancel area to hide wires.
- Replaced the fixed bell tower window for one that opens which will allow access onto the roof of the parish center.
- Scheduled and executed annual maintenance on the gymnasium floor.
- Replaced the deteriorated grease trap in the large basement kitchen.
- Recycled the cabinets from rooms 101 and 103 to the gym for storage.
- Sealcoated and striped both asphalt parking lots.
- The preschool updated cabinetry and plumbing in rooms 101 and 103. Along with adding two sets of professionally built and installed shelving.
- Head Start installed a split system air conditioner system into classrooms 108, 109, 110, 111, 112 and Gymnasium office.

For the 2022 we will:

- Continue to update lighting in classrooms, offices and meeting rooms.
- Move the dumpsters in early spring due to the sale of the parsonage.
- Replace upper hallway carpeting.
- Replace concrete approach by office entrance and maintenance shed.

A big thank you to everyone who helps with our property team. Along with George, Mary and Andy for the building and grounds.

Team members include:

Jean Andersen, Dave Nelson, Andy Janke, George Sawall, Heather Miller, Jesse Andersen (Chair) and Amy Lee (Leadership Liaison).

Worship Mission Team

The goal of the Worship Team is to provide a diversified, meaningful, and inspiring worship service with a friendly atmosphere to all who attend. We are currently providing two types of services. *Traditional or Praise Worship*: Sundays at 9:00 a.m., and a *Facebook Live Service*: Sundays at 8:00 a.m.

Lenten services were done on Facebook live and instead of a Soup Supper we made a small Soup Recipe book.

The Hospitality committee provides a friendly, welcoming atmosphere with delicious food and beverages available after the 9 a.m. service..

Due to COVID-19, we no longer have a church choir. We were, however, blessed to have Sommer Loar and her musical talents to keep us musically entertained. We also had several guest singers via technology join our Sunday worship.

I will be stepping down as Chair of the Worship Team in 2022. Kim Dawson has graciously accepted the position.

Members:

Kim Dawson-chair, Janell Duwell, Signe Nelson, Sommer Johnson-Loar, Mary Davis, Steve Berholtz—Leadership Liaison, pastor

Peace Out,

Kim Blake-Jungwirth, Former Worship Mission Team Chair

Peace Christian Preschool

Greetings Members of Peace Lutheran Church,

As we reflect on 2021, we have much to be grateful for regardless of the trials we faced this last school year operating the last portion of our preschool program virtually.

Our current staff is as follows:

Heather Miller, Center Director Since 2011
Barbara Probst, Assistant Director 2021, 2018, former preschool teacher
Heidi Nelson, 3K Lead Teacher Since 2018 (employed since 2017)
Kayla Pfluger, 3K Assistant Teacher Since 2021
Meredith Deimund, OASD 4K Lead Teacher Since 2017
Jill Stanuch, 4K Assistant Teacher Since 2013
Rehana Kinderman, OASD 4K Lead Teacher Since 2013
Julie Schulte 4K Assistant Teacher Since 2021
Ruth Schweda, Stay N Play Lead Teacher Since 2019
Brooke Koepple, Stay N Play Assistant Teacher 2021, former preschool assistant teacher

Our Preschool Advisory Board is as follows:

Molly Smiltneek; Board Chairperson
Position not filled; Treasurer
Dara Clifford
Barbara Probst, Assistant Center Director Since 2018
Shirlene Narveson-Woodrow
Kyra Churchill
Sara Brenier
Kasey Schumacher

Highlights:

- Program Improvement Funds for early learning centers from the state permitted the preschool to make a lot of improvements
 - Updated gymnasium storage shelves
 - Updated playground equipment and accessories
 - Updated classroom shelving and cabinetry
 - Updated classroom lighting
 - Updated technology
- Our preschool staff expanded: we added an assistant for one of the 4K classrooms and the 3K classroom and brought back a past employee to assist in the Stay N Play room
- In 2020 we began using an online record keeping program called Brightwheel. We expanded our use of the program through 2021 and have learned more for 2022.
- Due to a slightly low enrollment caused by COVID-19 cautions, we began the year very concerned about our school year operating budget. In November 2021 the state rolled out a new program called Child Care Counts: Stabilization Payment Program. We have new funding to fill all gaps in our spending budget and new goals for program improvements.
- In November we upped our Young Star rating from three stars to four stars—and next time we are ready to cap out at 5 stars!

Direct Involvement with Peace Lutheran Church:

- In July we provided the concessions for the 2021 Park Dance to the largest crowd ever.
- In November the preschool children and families participated in the annual Canned Food Drive for the Lutheran Food Pantry.
- In December, the 3K and 4K classes hosted their Christmas Concerts in the church's sanctuary, it was streamed out to families.

Goals for 2022:

- Retain current staff and change up their positions to fill the gap left by the departure of Heather.

- Maintain a strong relationship and proper communication with Peace Lutheran Church.
- Work to keep a strong relationship with OASD for the 4K Community Approach Partnership and the Early Childhood Integration Program.
- Continue to grow our Preschool Advisory Board.
- Continue the collaborative effort to fundraise for facility improvements
- Grow in our mission of ministry to God's young children.

We are very thankful for the many blessings that have been shared with our program by the staff, the community and the members of Peace.

Wishing you all Love, Peace, and Happiness,
 Heather B. Miller
 Center Director of Peace Christian Preschool

Peace Lutheran Cemetery

I wish to report that 2021 was not very eventful. We will be needing to look at updating our lawnmowers due to their age. We are also looking for help in maintaining the cemetery during the summer. This year saw 16 total burials, 10 graves sold with 9 transfers. Prices for 2022 will not be changing. We still have many grave spaces available at \$600.00 per space. We ask for your continued financial support to keep the cemetery looking clean and beautiful. Please consider naming Peace Lutheran Cemetery a beneficiary in your will.

Cemetery Team Members:

Dirk Kagerbauer, Andy Janke, Kim Dawson

Respectfully submitted,
 Robert G. Reinke Jr. Sexton

The Teachers' Closet, Inc.

Director: Kay Kuenzl-Stenerson

Board of Directors: Alan Stenerson, Chair; Wendy Thompson; Kris Kroll Wood; Kay Kuenzl-Stenerson

Volunteers: Jean Collier, Debbie Laffin, Pam Schettle, Anne Gassere, Vicky Captaine, Denise Bittner, Ruth Olejnik, Michelle Hammett, Kathy Stadler

Year End Report 2021:

Mission Statement: The Teachers' Closet was created to support all teachers in the

Oshkosh Area, who are teaching in Non-profit schools, by providing them with teaching supplies and materials for themselves and for their students. Our goal is to reach students who need assistance through their teachers; and also enrich the school experience for all children in our community's classrooms.

The Teachers' Closet is now in its eleventh school year of serving our Oshkosh Area Community.

This last year, we were fortunate to be supported by area organizations such as the Pickett Lion's Club, the Oshkosh Area Fine Arts Association, The Oshkosh Area Women's Foundation, the Lake Breeze Ladies Golf League, AT&T Telephone Pioneers, the Fraternal Order of Eagles & the Eagles Auxiliary, the Oshkosh Graduating Class of 1970, Oshkosh Rotary Club, Oshkosh Noon Optimist, as well as the Peace Lutheran

Endowment Fund. We were also supported by area businesses such as Compassion Creamery, 4-Imprint, First Weber, Community First Credit Union, Steinert Printing, JEK Foundation, and Satori Imports. We are also supported by many individuals. We receive monies in memory of loved ones and for honoring past educators that have made a difference in someone's life. We had one successful fundraiser at Festival Foods Brat Barn in September.

Schools being back in session, we opened two full days a week before school opened to give teachers a chance to come in to get supplies to set up their classrooms. Our Covid protocols include wearing masks at all times in the building, only five in the actual room at a time, and providing hand sanitizer. We have also opened up again one Saturday morning a month (usually the third Saturday 9:30 to 11:30) along with our two days a week (Wednesday and Thursday 3:30 to 5:30).

We continue to keep our Oshkosh Teachers' Closet Facebook group page stocked with ideas and local information. Our Facebook group has 1000+ members. There is also a Facebook web page The Teachers' Closet, Inc. that includes information and updates about the Closet.

We are continuing with Donation Days throughout the year. We had a donation day in June and October; and are planning the next one in January. We receive an overflowing amount of donations on those days and volunteers help receive, sort, store, and put away those items during that day.

We continue to serve the community by providing the supplies that students need to be successful in school. Since opening for this school year (August through Nov. 11th), we have enrolled 130 educators and had 226 visits to the Closet.

Thank you to Peace Lutheran Church for partnering with The Teachers' Closet to provide this outreach in the community.

Peace Lutheran Mission Endowment Fund

Annual Report - January 1, 2021 through December 31, 2021

The purpose of the Peace Lutheran Mission Endowment Fund is to enhance the mission outreach of the Peace Lutheran congregation.

Since the Endowment Fund was established in 1986, over \$1,223,500.00 has been given to support:

- Special Ministries and Missions in the ELCA, our Synod, and throughout the world.
- Charitable and educational agencies, shelters and institutions in our community.
- Scholarships for students.
- New programs in our church.

A special thank you to members and families who have given generously to support our Endowment Fund. Their bequests, memorials and gifts help to grow the fund and along with the investment earnings, are used to expand our mission outreach. Please consider including our Endowment Fund in your will, or through memorials and special gifts. These gifts will assure that the Fund and our church's mission outreach will continue for many generations to come.

Endowment Team Members are: Jean Andersen, Chair; Barb Molash, Secretary; Jessica Felker, Treasurer; Nancy Lokken, Dave Nelson

Fund Value - January 1, 2021	\$ 1,161,684.63
Receipts (deposits)	\$ 103,547.93
Grants	
Scholarships	\$ (11,000.00)
Charitable agencies, institutions, hunger	\$ (25,000.00)
ELCA colleges, seminaries, campus ministries, camps	\$ (10,000.00)
ELCA and/or Synod mission, evangelism, ecumenism	\$ (12,500.00)
PLC New Program Support	\$ (7,500.00)
Undesignated Funds *	\$ (6,200.00)
Management Fees	\$ (7,020.56)
Investment Income, Gain or (Loss)	\$ 143,372.86
Fund Value - December 31, 2021	\$1,329,384.86

*Undesignated Funds are Funds held for emergency use. This years funds Went to: Hurricane Ida, Haiti Crisis, US Wildfires, Afghan Humanitarian Crisis Mission Outreach glove drive

2022 Grant Recommendations	Amount		2022 Grant Recommendations	Amount
8th Day Project	\$ 1,000		Little Free Pantry	\$ 1,500
Bella Medical Center	\$ 1,000		Lutheran Disaster Response: Afghan Humanitarian Crisis	\$ 2,000
Boys & Girls Club	\$1,000		Oshkosh Area United Way	\$ 2,000
Care of Congregation	\$ 2,000		Oshkosh Seniors Center	\$ 2,000
Christine Ann Center	\$ 1,500		PLC Burial Fund	\$ 3,000
Church Camp Scholarships	\$ 6,000		PLC Preschool Scholarships	\$ 6,500
Community for Hope	\$ 3,000		PLC Youth Technology & Room	\$ 3,000
Crossways Bible Camps	\$ 2,000		Professional Leadership	\$ 3,000
Day By Day Warming Shelter	\$ 3,000		Samaritan Counseling Center	\$ 1,000
ELCA Good Gifts	\$ 2,000		Scholarships - Students	\$12,000
ELCA Missionary Sponsorship	\$ 1,000		Special Worship Services	\$ 2,500
Father Carr's Place to Be	\$ 2,000		The Teachers' Closet	\$ 1,500
Food Pantry	\$ 3,000		Trunk or Treat	\$ 500
Like A Prayer Foundation	\$1,500		Water City Care Mission	\$ 1,500
Total of Distributions			\$72,000	

Peace Lutheran Church 2021 Statistical Report

Baptisms

Lauren Ellen Olds	04/02/2021	Pr. Brad Dokken	DOB 12/13/2019
Duncan Michael Chivington	05/22/2021	Pr. Brad Dokken	DOB 09/18/2020
Evan Matthew TeLindert	05/23/2021	Pr. Brad Dokken	DOB 10/06/2010
Mary Lou Lux Burkhead	11/07/2021	Pr. Brad Dokken	DOB 09/04/2021

Marriages

Kira Dawn Labby & Bryan James Burkhead 05/15/2021

2021 First Communion Oct 1, 2021

Cam Babiash	Baptized 6/2012
Clay Babiash	Baptized 7/2014
Sawyer Case	Baptized 5/31/2009
Dillan Lucas Gorski	Baptized 3/27/2010
Amelia Ironside	Baptized 8/2012
Sarha Malueg	
Kinley Jean Ploor	Baptized 8/24/2019
Blake Schoblaske	Baptized 7/14/2014
Carson Schoblaske	Baptized 7/25/2010
Adeline Wagner	Baptized 5/12/2016

2021 Confirmation Class May 23, 2021

Officiated by Pastor Brad Dokken

Joshua Jacob Booth	Baptized:	04/15/2007
Cameron Lee Miller	Baptized:	08/25/2007
Emma Lynn TeLindert	Baptized:	07/12/2008

Members Removed by Death

Eugene L. "Gene" Brewer	1931-2021
May Catherine Ziebell	1924-2021
James Yager	1956-2021
Eugene Rice	1932-2021
Brian J McBriar	1970-2021
Patti Daugherty	1940-2021
Nancy Schettl	1944-2021
Richard "Dick" Campbell	1932-2021
Robert "Mert" Lund	1932-1921
Marvin Heilsberg	1932-2021

Members Added

Paul Schmidt
Sandra Schulz
Edward/Carolyn Williams
Katie Williams/Eddie Jacobson

2022 Treasurer's Report

Prepared On: January 13, 2022

Prepared By: Matthew Pfluger

To the Members of Peace Lutheran Church:

My name is Matthew Pfluger, and I am honored to be the Treasurer of Peace Lutheran Church for my fourth year. Thank you for your trust in me. As we begin the New Year, I would like to take a moment to review 2021 and introduce our budget for 2022.

2021 Review

What a productive year! I'm so proud of all the work our staff and teams accomplished to keep our congregation moving forward despite year two of the pandemic. Like last year, we kept our staff fully paid with NO government financial assistance. The budgeted General Fund Offering Revenues were higher and Operating Expenses lower than expected, allowing us to absorb higher spending in non-budgeted areas. We also began and completed many significant projects which I highlight below.

Here the financial highlights from 2021:

- General Fund Offering Revenues totaled \$250,555.04 (we budgeted \$243,261).
- General Fund Operating Expenses totaled \$329,694.89 (we budgeted \$369,379).
- General Fund checkbook balance decreased from \$60,071.59 in January to \$26,074.51 in December due to spending on non-budget accounts (such as the parsonage sale) and the timing of some rental payments (came in 2020 instead of 2021).
- Reorganized Restricted Funds to clarify money available to Ministry Teams.
- Maintained partnership with all building tenants..
- Switched insurance providers from Cincinnati Insurance to Brotherhood Mutual, saving nearly \$11,000 on premiums annually while increasing coverage limits!
- Funded and completed several major projects, including parking lot resurfacing, grease trap installation, the AC installation for Head Start, and several room renovations.
- Split the parsonage onto its own parcel and found a buyer at a favorable price. Sale currently scheduled to close on January 28, 2022.
- Completed a full overhaul of the Cemetery's finances and ensured the Cemetery will remain solvent for the foreseeable future.
- Implemented a new payroll system for the Church, Preschool, and Cemetery. Switched from checks to direct deposit, and now enjoy automated tax payments and filing.
- Completed an extensive audit of the Church's financial books, especially with regard to payroll, mortgage liabilities, and fixed assets (i.e. buildings).
- Began a project to consolidate all digital and paper records to Google Workspace.
- Forwarded over \$100,000 in estate gifts from generous donors to the Endowment Fund.

2021 Statement of Activities (General Fund)

The Statement of Activities below includes only the General Fund (which we use for Budgeting). Note that asset depreciation (such as writing off the decreased value of the Parsonage) is not shown on this report for brevity.

	Actual	Budgeted	Explanation
Revenues			
Contribution Revenues			
General Restricted	1,428.48	0.00	General giving not counted towards Benevolence
Offering Revenues	250,555.04	243,264.00	General giving counted towards Benevolence
Restricted Revenues	20.00	0.00	Giving for a specific Restricted Fund
Total Contribution Revenues	252,003.52	243,264.00	
Miscellaneous Revenues			
Building Use	62,808.25	88,534.00	Revenue from tenants
Total Miscellaneous Revenues	62,808.25	88,534.00	
Total Revenues	314,811.77	331,798.00	
Expenditures			
Operating Expenses			
Administration	14,930.64	14,000.00	Overhead expenses
Benevolence	27,310.93	27,924.00	Giving to local Synod, Conference, and other charities
Capital Loan	3,801.75	3,801.75	Interest paid towards mortgages (includes no principal payments)
Insurance	20,463.40	29,000.00	Business and Workman's Comp insurance
Mission Teams	9,056.92	18,800.00	Money spent by or on Mission Teams
Property	71,012.11	64,600.00	Repairs, renovations, utilities, and maintenance
Staff	183,119.14	208,633.00	Pastoral, non-pastoral, and employer tax expenses
Total Operating Expenses	329,694.89	366,758.75	
Total Expenditures	329,694.89	366,758.75	Does not include asset depreciation
Net Revenue	-14,883.12	-34,960.75	

Balance Sheet as of 12/31/2021 (All Funds)

The Balance Sheet will look different from last year. First, I adjusted the Buildings assets by setting the Church Building and Personal Property values to match the insured values, lowering the Parsonage value to the pending sale price, and removed the Cemetery Shed (moved it to the Cemetery's books). Second, I ensured the Mortgage liabilities accurately reflect the actual principal balances (previous years may not have aligned perfectly with actuals). Finally, I added a Net Asset fund for "Buildings and Property" to separate their related values from the General Fund, making it easier to see the General Fund's balance. All other Funds are now categorized as Restricted.

Assets

Bank

CFCU (Checking)	47,185.76	Checkbook balance
Total Bank	47,185.76	

Buildings

Church Building	9,685,000.00	Insured value
Church Personal Property	500,000.00	Insured value
Parsonage	135,000.00	Sale value
Total Buildings	10,320,000.00	

Total Assets **10,367,185.76**

Liabilities

Long Term Liabilities

CFCU Mortgage	50,586.36	Current principal balance
CFCU Second Mortgage	43,012.81	Current principal balance
Total Long Term Liabilities	93,599.17	

Total Liabilities **93,599.17**

Net Assets

Unrestricted Funds

Buildings and Property	10,276,987.19	Buildings less second mortgage
General Fund	26,074.51	Buildings less second mortgage
Mortgage Principal	-50,586.36	Balances first mortgage liability
Total Unrestricted Funds	10,252,475.34	

Restricted Funds **21,111.25** Funds reserved for a specific purpose

Total Net Assets **10,273,586.59**

Total Liabilities + Net Assets **10,367,185.76**

2022 Budget

On December 21, 2021, the Leadership Team approved the proposed budget for 2022. For revenues, the budget estimates offering revenues slightly reduced from 2021 and the projected rental income for 2022 based on current contracts and an estimate of gym usage. For expenses, the 2021 actual values served as an estimate for 2022 in most cases. Finally, we estimate having an interim pastor instead of a full-time pastor for most of the year, though the cost impact will be about the same.

Below is a summary of the 2022 budget:

Revenue

Offering Revenues

General	\$216,000	
Loose Offering	\$1,200	
Miscellaneous Envelopes	\$7,200	
Subtotal Offering Revenues	\$224,400	Reduction due to pandemic & no pastor

Building Use

Boys and Girls Club	\$11,500	2021 agreement with slight increase
Misc. Gym Use	\$3,600	Usage remains low due to pandemic
Misc. Room Use	\$900	Usage remains low due to pandemic
OASD Early Childhood	\$4,694	Per current agreement
Parsonage Rent	\$0	Property sold at closing
Preschool Rent	\$12,000	Per current agreement
Teachers' Closet	\$1,440	Per current agreement
UWO-Head Start	\$39,000	Per current agreement
Weight Watchers	\$9,600	Est. \$200/wk for 48 wks; new agreement
Subtotal Building Use	\$82,734	

<u>Total Revenues</u>	<u>\$307,134</u>
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Expenditures

Administration	\$16,800	Based on 2021 actuals plus Gusto costs
Benevolence	\$22,440	Flat 10% of projected 2021 Offering Revenues
Insurance	\$18,223	Assuming costs same in 2021

Mission Teams

Care of Congregation	\$400	Same as 2021 Budget request
Cemetery	\$2,400	Same as 2021 Budget request
Fellowship	\$500	Half of 2021 Budget since Pr. Brad is gone
Hospitality	\$ -	Team has a large Restricted Fund balance
Leadership	\$500	Same as 2021 Budget request
Outreach	\$1,000	Same as 2021 Budget request

Promotion	\$500 Advertising
Technology	\$3,000 Purchasing 3 machines at \$1K/ea
Worship	\$3,500 Same as 2021 Budget request
Youth & Family	\$6,000 New 2022 Budget Request
Subtotal Mission Teams	\$17,800

Mortgage

First Mortgage (Building)	\$10,020 Actual Payment (interest & principal)
Second Mortgage (Roof)	\$1,001 Making one payment, then paying off balance
Subtotal Mortgage	\$11,021

Property

General Building Maintenance	\$17,500 Based on 2021 actuals
General Grounds Maintenance	\$1,500 Based on 2021 actuals
Parsonage	\$0 No parsonage
Repairs and Renovations	\$7,500 Based on 2021 actuals
Utilities	\$40,000 Based on 2021 actuals
Subtotal Property	\$66,500

Staff

Employer Tax Expense	\$7,068 7.65% of gross pay
Pastoral	\$39,124 Assumes about 5 months of full-time pastor
Pastoral Assistants	\$24,704 Assumes 11 wk pulpit supply & 4.5 mo of interim
Non-Pastoral	\$92,396
Subtotal Staff	\$163,292

Total Expenditures	\$316,076
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Summary

Total Revenues	\$307,134
Total Expenditures	\$316,076
Surplus (Deficit)	-\$8,942

One may notice that the budget is not balanced. This discrepancy is intentional, and it is meant to challenge the Congregation to fund the vision set forth by the Leadership Team. To meet this budgeted income shortfall, the Membership will need to contribute an additional \$8,900 over the course of the year (about \$745 per month).

As I did last year, I call on each household of the Congregation to prayerfully consider what contribution each can make to the Church. Please help us meet our obligations and fulfill our mission being "*Called to make disciples and Sent to share Christ.*"

Acknowledgements

I wish to gratefully acknowledge many people who assisted me this past year:

- Kim Blake-Jungwirth for continuing her spectacular bookkeeping (and best of luck in her upcoming retirement!)
- Heather Miller for her stellar support on many projects and with tenant relations
- Former Pastor Brad Dokken for his guidance and support
- Heidi Nelson and the Leadership Team for their support during the year
- Jean and Jesse Anderson and the Property Team for their assistance with the Parsonage sale project
- Patty McClelland for her training and guidance with payroll
- Bob Reinke and the Cemetery Groundskeepers for their work on the Cemetery
- The Preschool Staff and Teachers for their patience during the payroll system upgrade
- All the Mission Teams and the Staff for their wise and frugal use of Church resources
- Anyone else who contributed to the financial work last year

It has been my great pleasure to serve as your Treasurer this past year. I appreciate the trust you placed with me, and I enjoy both the challenge of the position as well as the opportunity to serve. I look forward to serving you and the Congregation again in 2022!

Thank you, and may God Bless you!

Matthew Pfluger

2022 Peace Lutheran Church Ballot

Two-Year Terms: Jan 2022 – Jan 2024

One-Year Terms: Present – Jan 2023

Leadership Team

(Vote for 6)

- Kim Blake-Jungwirth
- Jennifer Dehn (1st Year of 2nd Term)
- Steve Berholtz (1st Year of 2nd Term)
- Amy Lee (1st Year of 2nd Term)
- Dirk Kagerbauer (1st Year of 2nd Term)
- _____
- _____

Nominating Committee for 2022

(Vote for 3)

- Jessica Felker
- Steve Berholtz
- Nicki McKnight
- _____

Delegates to the Synod Assembly

(Vote for 2) (May 13 & 14, 2022)

Best Western Oshkosh

- Marie Beede
- Steve Berholtz
- _____

Delegates to Lutheran Homes of Oshkosh

(Vote for 4) (March 2022)

- Ken Jolin
- Patti Auger
- Kathi Sawall
- Joyce Nikolaus
- _____

Delegates to Crossways Camp

(Vote for 2) (March 12, 2022)

- _____
- _____
- _____

Delegate to Carthage College

(Vote for 1)

- Kim Krukow
- _____

Delegates to Lutheran Campus Ministry

(Vote for 2) (Date to be determined)

- Joe Friday
- Kathy Berholtz
- _____

Delegates to Oshkosh Conference

(Vote for 2) (March 12, 2022 VIRTUAL)

- Joe Friday
- Jean Andersen
- _____

Endowment Committee

(Vote for 2)

- Barb Molash (2nd Year of 3rd Term)
- Jean Andersen (2nd Year of 3rd Term)

Current members voted in and their term

Leadership Team

Heidi Nelson (2nd Year of 2nd Term)

Lucinda Porter (2nd Year of 2nd Term)

Treasurer: Matthew Pfluger

Endowment Committee

Jessica Felker (Treasurer)

Nancy Lokken

Dave Nelson

