

2024 ANNUAL CONGREGATIONAL  
MEETING

JANUARY 28, 2024 AT 10:00 AM



2023 Annual Report of the Congregation of  
PEACE LUTHERAN CHURCH

Called to make disciples.

Sent to share Christ.

240 W 9th Avenue -- Oshkosh, WI 54902

Phone: 920.231.4730

Website: [www.peaceoshkosh.org](http://www.peaceoshkosh.org)

Email: [office@peaceoshkosh.org](mailto:office@peaceoshkosh.org)

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## Table of Contents

<b>Agenda.....</b>	<b>4</b>
<b>Guidelines For Congregational Meeting.....</b>	<b>5</b>
<b>Annual Congregational Meeting Opening Liturgy.....</b>	<b>6</b>
<b>A Message from Presiding Bishop Elizabeth Eaton.....</b>	<b>7</b>
<b>Pastor’s Report.....</b>	<b>8</b>
<b>Leadership Team.....</b>	<b>9</b>
<b>Youth &amp; Family Ministries/Sunday School.....</b>	<b>10</b>
<b>Care of Congregation.....</b>	<b>12</b>
<b>Homebound Report.....</b>	<b>13</b>
<b>Mutual Ministry.....</b>	<b>13</b>
<b>The Lutheran Food Pantry.....</b>	<b>14</b>
<b>Mission and Outreach Team.....</b>	<b>14</b>
<b>Media and Communication   Promotion Team.....</b>	<b>15</b>
<b>Technology Team.....</b>	<b>16</b>
<b>Property and Grounds Team.....</b>	<b>17</b>
<b>Music Ministry.....</b>	<b>18</b>
<b>Worship Mission Team.....</b>	<b>19</b>
<b>Peace Christian Preschool.....</b>	<b>19</b>
<b>Peace Lutheran Cemetery.....</b>	<b>21</b>
<b>Peace Lutheran Mission Endowment Fund.....</b>	<b>22</b>
<b>Peace Lutheran Church 2023 Statistical Report.....</b>	<b>24</b>
<b>Treasurer’s Report.....</b>	<b>25</b>
<b>2023 Statement of Activities (General Fund).....</b>	<b>26</b>
<b>Balance Sheet As Of December 31, 2023.....</b>	<b>27</b>
<b>Proposed 2024 Budget.....</b>	<b>28</b>
<b>2024 Peace Lutheran Church Ballot.....</b>	<b>31</b>

Peace Lutheran Church  
Annual Congregational Meeting  
January 28, 2024  
10:00 AM

**Agenda**

Call to Order

Determination of Quorum

Opening Prayer

Review of Respectful Communication Guidelines

Pastor's Report - Pr Maggie

President's Report - Dirk Kagerbauer

Peace Lutheran Church Constitutional Updates with Vote - Jean Andersen

Presentation of the 2024 Spending Plan - Randy Hartman

Ballot for representatives of Peace Lutheran including nominations from the floor

Elections

Closing Prayer

Adjourn Meeting

# Guidelines For Congregational Meeting

PEACE LUTHERAN CHURCH  
Oshkosh WI

January 28, 2024

Per our Constitution, we will conduct our meeting following Robert's Rules of Order. To facilitate our discussion and decision making process, we want to follow these additional procedures:

1. We will limit discussion on any item/issue to a maximum of 30 minutes, then determine if we are ready to vote.
2. Anyone who wishes to speak at any time in the meeting should use one of the microphones so everyone can hear. Come to the microphone and wait to be recognized by the chair.
3. After being recognized by the chair, speakers should give their names to identify themselves so the secretary and others know who is speaking.
4. There are three microphones available in the nave for member's use.
  - A. Anyone who wants to ask a question, make or second a motion may use any of the microphones.
  - B. Those who want to speak in favor of the motion, should hold up a green card.
  - C. Those who want to speak against the motion, should hold up a red card.
5. We will alternate speakers so each "side" will have an equal opportunity to discuss/present their views/ideas as long as there are people wishing to speak to both sides (within the 30 minute limitation in number 1).
6. If there is no one wanting to present an "opposing view", people may continue to be recognized and speak consecutively.
7. To allow as many people as possible to participate, each speaker will be limited to 3 minutes.
8. After you have spoken, anyone else who wants to speak to that item/motion will be given the opportunity before you may speak again.
9. To close discussion, a motion to "call the question" must be approved by 2/3 vote. If achieved, the next item is to vote on the original motion before the body.

"Voting members are confirmed members. Such confirmed members shall have communed and made a contribution of record during the current or preceding year."  
(Constitution of PLC, C8.02 c)

## Annual Congregational Meeting Opening Liturgy

Recognizing that our faith is a living, busy, active and mighty thing, may the grace of our Lord Jesus Christ and the communion of the Holy Spirit be with each of you.

**And also with you.**

Teach us to love you with all our heart, soul, mind and strength.

**Receive our prayer, O God.**

Descend on our hearts, that we may love others in the ways Jesus loves us.

**Receive our prayer, O God.**

Empower us to be enthusiastic in pursuing your vision for our congregation.

**Receive our prayer, O God.**

Move us to engage issues in our community in Christlike ways, and to pursue deep and authentic relationships with those with whom we serve and partner.

**Receive our prayer, O God.**

Strengthen us to face the barriers we encounter in doing your work, learning to work with others amid disagreement.

**Receive our prayer, O God.**

Give us the ability to adapt to the cultural, economic and social changes that occur in the neighborhoods we serve.

**Receive our prayer, O God.**

Guide us to be a healthy congregation that learns from its failures as well as its successes and offers wisdom to others.

**Receive our prayer, O God.**

As we strive to become the church that we proclaim to be, raise up leaders who focus on the gospel of freedom, forgiveness and reconciliation as given to us through God's indescribable act of love in the death and resurrection of Jesus Christ. Renew us daily in our baptism, that we may discover vitality in our relationships with you, each other and those we serve in the world.

**Amen**

Evangelical Lutheran Worship, 655 Text: Somerset C. Lowry

## A Message from Presiding Bishop Elizabeth Eaton



Dear friends in Christ,

Over the past year we have continued to experience changes in the world around us. Even as our church finds ways to adapt to this changing world, we find hope in the unchanging and always present promise of God's love through Jesus Christ. We change and adapt not to conform to the world but because we believe that the gift of God's Son is for the world, and that our congregations and worshiping communities are places to gather and be sent into the world, where we will tell the story of God's love in word and deed.

The ministries of our congregations, our synods and the churchwide organization provide ways for the church to move beyond the boundaries of structures and geography and to share God's love with people in our neighborhoods, our cities, our country and beyond. We engage in this ministry knowing that our church walks by faith, trusting in God's promise in the gospel, and that we exist by and for the proclamation of this gospel word. In John 15:5, Jesus reminds us, "I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing." We are connected by the promise that we do all through Christ and can do nothing apart from him.

God gives the Holy Spirit, who uses gospel proclamation — in preaching and sacraments, in forgiveness and in healing conversations — to create and sustain this faith. Just as we rely on God to sustain our faith, we rely on each other to sustain the ministries that offer God's love to the world. Through your generosity to each expression of this church — your congregation, your synod and your churchwide organization — you add to our collective voice proclaiming God's love for all.

I am grateful for your generosity over this last year. My gratitude spreads far beyond your generous financial gifts. You've shared your gifts of time through countless hours of volunteering, serving and accompanying. You've shared the gifts of your voices as we've tried to discover and learn how God is calling us to be the church now and into the future. And, finally, dear church, you have shared the gift of the realness of God's love with the world around you. Be well, dear church, and stand steadfast in the promise of God's love and grace as you take that promise with you into the world.

In Christ,



The Rev. Elizabeth A. Eaton  
Presiding Bishop  
Evangelical Lutheran Church in America

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“I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing.” —John 15:5

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## Pastor's Report

Looking back on my first full year here, the phrase that comes to mind is “learning new rhythms.” Though this certainly applies to me and my family in particular as we settled into a new house in a new town, new schools and ministries, I think it applies to Peace as a whole as well.

Together as a community of faith we learned the new rhythms of life as one combined worshipping community, with one service on Sunday mornings instead of two. This has become our new reality, the need precipitated by a global pandemic, but one that carries with it a host of blessings. For one, people who may not have worshiped together before, now are getting to know one another. Another is that it is a more manageable workload for our music worship leaders. My hope is also that for those of you with music preferences, you have come to know and appreciate a wider musical variety. One day as God grows our community we may move to more worship services, but I see no need at the moment.

Speaking of music, we had two new hires at the end of 2022 for which I give great thanks. David Berndt, our curator of worship and music and Joseph Scheivert, our organist. With the addition of these gifted individuals, we have seen the return of the chancel choir and the bell choir. We are so grateful for the gifts of all who participate in these ensembles.

This year saw the addition of a playground, the family worship space in our chapel. I have seen this space for families used not only on Sunday morning during worship, but also during funeral visitations and pre-service music rehearsals. Thank you for living out Christ's example to welcome the little children.

Another project that I've been a part of this past year is bringing our constitution up to date with the model constitution of the ELCA along with a constitution team put together by Leadership Team Vice President, Jean Anderson. This overdue overhaul will give us the most current guidance on being church together. This update will also make the document more accessible and easier to navigate should we decide to update anything that applies more specifically to the day to day operation of Peace.

Finally, most of the year was spent learning day to day, week to week, and season to season life of worshipping and learning together at Peace. I used my continuing education resources to work with a clergy coach to help establish healthy, sustainable rhythms so we can have a long partnership together. I am so grateful to be here at Peace and truly feel appreciated by you.

I look forward to continuing to get to know one another and listen together for who God is calling us to be together. I encourage you to listen for the stirring of the Spirit. Where do you feel the Spirit calling you to serve or perhaps even start something new?

Thank you for the ministry you do in your daily lives!

Yours in Christ,  
Pastor Maggie



## **Leadership Team**

### **Looking Back**

Throughout 2023, we continued to see the positive effects of God working to support our congregation, not only in the calling of a new pastor, but in the filling of our Music Curator and Organist positions. 2023 was Peace's first full year with Pastor Maggie Berndt-Dryer. Both in worship and the day-to-day operation of Peace, Pastor Maggie has shown that she is the intelligent, strong, and caring shepherd we trusted God would provide for our congregation.

During the past year, I used the "From the President" space in Peace's newsletter to highlight each of Peace's Mission Teams and what they do. These teams are staffed by members of Peace. Their work supports not only our church (building and people), but reaches outside our walls into the community of Oshkosh and beyond. The good news is, there are opportunities on all of our mission teams for more people to participate...for people to share their gifts/talents to help fulfill the mission God has given all of us. Each Team Leader's name is included in our monthly newsletters. Please don't hesitate to reach out to them to find out how you can combine your strengths with that of others to do God's work.

### **Looking Ahead**

2024 is the beginning of another new year in the life of Peace. We don't know everything that 2024 will hold for us, or all the challenges we'll face. What we do know is that by working together and asking God for His help and guidance, and then trusting His response, we can tackle whatever lies ahead of us. Together we'll discover more about where God is leading us on the journey to fulfill our mission: Called to make disciples, sent to share Christ. Together, we can continue to do spectacular, loving, and generous things to serve one another and our community. Peace!

Submitted by Dirk Kagerbauer, Leadership Team President

### **Leadership Team Members**

Jean Andersen, Vice-President

Kim Dawson, Secretary

Kim Blake-Jungwirth, Member at Large

Randy Hartman, Treasurer

Steve Berholtz

Jenny Dehn

Karen Kieper

Lucinda Porter

Paul Schmidt

## Youth & Family Ministries/Sunday School

The 2023 annual report for Youth and Family Ministries at Peace Lutheran Church highlights the achievements, activities, and growth experienced throughout the year. Our commitment to nurturing faith, building community, and supporting the spiritual development of youth and families has been at the forefront of our efforts.

**Our mission** is to provide opportunities for youth and their families for involvement in spiritual development, fellowship, and the sharing of their faith. Our primary objectives are to provide a variety of programs that allow our youth to grow in their relationship with God, to provide resources for parents and families, and to sponsor events that promote greater sense of community among the families of Peace.

### Core Values

- Faith Formation: Providing opportunities for spiritual growth and understanding.
- Community Building: Creating a supportive and inclusive environment.
- Service and Outreach: Engaging in activities that reflect Christian values in the wider community.

We started the year with a pancake fundraiser during our hospitality hour; funds raised covered the costs for our January youth meet up at Nordic Mountain. A family sledding day was planned for January as well, but was canceled due to lack of snow.

With the start of Lent in February, we set out to bring back active members of our Family Ties group. A meal and devotion was planned for February. This year we followed the devotion 40 Day Love Builds Up Family Challenge. Another important part of the Lent journey for confirmation students is the weekly service opportunities they have by helping out with the Lent service. They sign up to be ushers, acolytes, tech helpers and more. Their visibility within the church at this time is present and clear. To close out the month of February, youth and families came together to help organize and run the annual Chili Cook Off. A special congratulations to our first place winner- Dave Berndt, runner up-Jessica Felker, and the people's choice winner: Alyssa Nelson. Thank you to everyone who came and enjoyed the food and fellowship for a great cause.

March was a first (or at least a first in a long time) for families at Peace. Two families participated in Crossway's Family Camp weekend. It was a great opportunity to deepen faith with families as well as strengthen bonds of friendship within the church and our ELCA Synod family.

In April the confirmation youth continued playing an important role in the Holy Week services, culminating in leading the readings and assisting with the stripping of the altar. Easter Sunday was for the littles with our second annual Easter egg hunt. Assisting and serving continued with several families helping out with the spring clean up for the Peace Cemetery. Also in April, Peace welcomed four young gentlemen to the table, officially. After two study Saturdays with Pastor Maggie and some bread making with Nicki, we celebrated this milestone in the church by breaking bread for the first time with the students during the Sunday service. God Bless Lincoln Noah Elmer, Tristan Kyle Nachman, John Robert Nelson, and Samuel George Scheivert.

Our last spring confirmation was held on May 21, 2023. Peace welcomed Julia Grace Booth, Sawyer James Case and Maxwell Joseph Friedrich as the newest confirmed members of our congregation. Starting in Fall of 2024, we will be confirming 9th graders on Reformation Sunday. Sunday School concluded for the year with a family craft and lesson. Participation in class last year was steady with 12-15 youth each week. Miss Christina and Bella Rabe had a wonderful time teaching the class for their first year. So much so, that they returned in the fall as the dynamic duo for a second year leading the class. We also took time to end our academic year with a fun fellowship event at Rev's Bowling Lanes. This was a great event that several of our Peace kids

extended to friends outside of the church. Any opportunity to share kindness and Christ's love is time well spent and part of our mission and goals.

Summer started with adventure as new friends packed the cars and headed to Great America. From thrill seeking to campfire sitting, we attempted to host campfire worship with s'mores in June, July, and August. Low attendance and uncooperative weather will put future planning for this event on hold indefinitely. From another low to high this year was the fact that we had record breaking numbers for our VBS week. The last two years were canceled because of lack of participation, but this year we had over 45 registered attendees! The key to our success was partnering with other local ELCA churches. The week was a success for the children, volunteers and coordinators. We already have plans for 2024 to collaborate again.

September is the start up of Christian education at Peace, following a traditional school year calendar. We continue to teach the story of the Bible, the history of our faith, and the practices of the Lutheran church with our Sparkhouse materials. Sunday School is taught with the All Kids edition and confirmation uses CoLABorate. Sunday School kicked off with an average attendance of 10-12 kids ranging from 4k-5th grade. Confirmation also started under the direction of Pastor Maggie for 8th grade and Nicki for 6th & 7th combined. Altogether we have 11 kids in confirmation class. Nicki continues to meet once a week with each class of 3k kiddos for chapel time and a whopping 16 kids for the 4k faith class on Monday. This is an important connection between our church and the preschool ministry of Peace. Also held this September was the first annual FallFest. Youth used it as an opportunity to tell others about who we are and what we are up to. It also is the start of a new year for our Prayer Partner Program. Prayer Partners is a cross generational ministry of Peace, where adult members partner with our confirmation students. How this works is we find an adult who would be willing to "adopt" a confirmation student. They pray for them all year round and meet up for personal connection just four times a year. During a Sunday in September we distributed and blessed new Bibles for our youth entering 3K, 3rd grade, and 6th grade. Bibles are paid for by generous donations from our congregation.

Fall traditions include pumpkin patches and "trunk or treat" in October. More trunks, candy, and kids than ever before were not stopped by the rainy day. On a different day a few met at the Kuff Family Farm for a wagon ride to pumpkin picking. Our youth event, held after "trunk or treat" was unfortunately rained out.

November had more firsts with our first annual Advent Fair and a new Prayer Partner event. Crafts were set up for families and all church members to make while socializing during a hospitality hour. For our November meet up, prayer partners shared a Thanksgiving themed meal and prepared sunshine bags for our homebond members. After dinner, everyone delivered the goodies and spread some holiday cheer.

The end of the year is always busy, but in the best way. We started the season with a fabulous performance by our Sunday School friends, with the help of a few confirmation buddies. They shared the story of Christ's birth and all the key events that took place that wondrous season. We also had two different Christmas gatherings for older youth and for our confirmation students. The season wouldn't be complete without Carols and Cocoa as part of one of the Advent worship service gatherings. The youth are happy to host all who want to sip and sing.

Next summer we have six youth signed up to attend the ELCA Youth Gathering event in New Orleans. Each month we meet for Bible study, fellowship, and of course food to bond and prepare for this once (or maybe twice if you are lucky) in a lifetime adventure.

Finally, I am so pleased to share the success of our Youth Team. This has been a long time coming and the group is off to a great start. Together they planned the advent fair, a bake sale fundraiser for winter camp, and have jumped in to help with anything and everything else needed. Thank you so much Jen Scheivert, Heidi Nelson and Kayla Pfluger.

Looking ahead, our goals for 2024 include:

- Expanding outreach programs to serve the broader community.
- Enhancing social media presence to facilitate engagement.
- Strengthening partnerships with other local ELCA youth and family groups to maximize our impact.

### **Thank You**

I would like to express my gratitude to the dedicated volunteers, families, and staff who have contributed to the success of our youth and family ministries. Together, we look forward to another year of growth, community, and deepening our faith.

*In His service,*

Nicki McKnight

Curator of Youth and Family Ministries  
Peace Lutheran Church

## **Care of Congregation**

**Members:** Barb Molash, Heather Miller, Connie Paulick, Jenny Dehn, Laurie Kleveno, Kim Blake -Jungwirth

**Mission:** Care of Congregation Team (COC) spreads God's word through little acts of kindness to the families and friends of Peace Lutheran Church.

### **Missions in 2023 included:**

- Meals that Heal program.
- Prayer shawls.
- Sunshine bags.
- Birthday cards to members over the age of 80.
- Cards for various occasions, sympathy, get well, thinking of you, baptism, etc.
- Small gift to college bound students, as well as graduates.
- Small gift to Sunday school teachers.
- Cash donation to Veterans charity in honor of veterans.
- Each month mail a gift card to randomly selected families (concluded at the end of 2023).
- Along with confirmation kids, deliver gifts to members at Christmas.

### **Goals for 2024**

- Continue to spread God's love through little acts of kindness.
- We are always looking for ideas to help spread the love, and welcome any thoughts and ideas. Simply reach out to any team member.

Barb Molash

# Homebound Report

**Active Members 2023:** Pr Maggie Berndt-Dreyer, Kim Blake-Jungwirth, Barb Molash

Peace Lutheran Church has remained steadfast in its commitment to fostering a sense of unity and compassion among our congregation members, particularly those who are unable to join us physically. Peace's dedicated team has continued the tradition of visiting our homebound members, providing them with a source of connection, comfort, and a reminder that they are cherished members of our spiritual family. These visits go beyond delivering messages of faith; they are a testament to the enduring bonds that tie us together as a community.

We would like to extend a heartfelt thank you to Kim Blake-Jungwirth who is stepping down from the team. Kim has served as the steadfast leader of this mission for the past several years; her unwavering dedication and compassion have been instrumental in ensuring that our homebound members receive the attention and ministry they deserve. Kim's dedication to homebound visits has truly exemplified the spirit of love and empathy that defines our church community.

As we move into 2024, the goal will be to grow the visitation ministry at Peace. Together, we continue to reach out, share God's love, and build bridges of support that strengthen the bonds of fellowship within our church family. If you feel called to visit with one or two homebound members once a month, and serve communion, this may be a mission for you.

## Mutual Ministry

**Members:** Diane Friday, Steve Berholtz, Jenny Dehn

**Mission:** The primary purpose/mission of the Mutual Ministry Team is to:

- Advocate for the legitimate needs of those who serve the congregation.
- Initiate conversations about perceptions and concerns within the congregation.
- Address conflicts among all members of PLC.
- Serve as a source of support for the pastor and other leaders, employees, as well as all members of PLC.
- Respect confidentiality in meetings and discussions with all members of PLC.
- Assist with and conduct performance evaluations for employees of PLC.
- Assist with other employee issues, (new hire) interviews, etc., as may be requested by the pastor, Personnel Team, and/or Leadership Team.

**Accomplishments:**

- Worked with the Personnel Team to update/revise all PLC job descriptions.
- Conducted employee reviews.

**Goals:** Continue the mission of the Mutual Ministry Team.

Submitted by Diane Friday

## **The Lutheran Food Pantry**

Peace Lutheran Church has been a proud supporter of the Lutheran Food Pantry for many years. This includes generous grants from Endowment, monetary donations from members and donated food.

Bob Luedke collected donated food for several years and took it to the home of Pauline Kleveno, who was the first pantry manager; the pantry was run out of her home. Around 2000 JRM acquired the Aurora Candle property on Division Street and the pantry started operating on a larger scale. Over the years it has grown and services have reached many more people. When Bob stepped away in 2001, my husband and I stepped up. At this time, I still have 'my fingers involved'!

There are changes coming for the pantry. The current building is requiring a lot of very expensive updates. It has become evident that the pantry needs to be moved. As of this date, the pantry will be relocated inside the 2nd Chance Thrift Store and the current site will be put up for sale. This will not happen overnight but will start in the near future.

Food insecurities are at a very high level right now. The pantry usage has gone up tremendously this year. In part due to COVID benefits and subsidies that have been discontinued and inflation. Along with high usage the government commodities have gone down and Feeding America does not have the food availability it used to. Where the pantry used to buy additional food for 19 cents per pound it is now much higher and the price changes for the products that are available. And many staple foods are not available.

Food donations have dropped off significantly in the last several years. Inflation has affected everyone but we are thankful for anything that can be donated for the clients that have little to nothing. Items that are needed at the pantry will start being shared with churches.

Volunteers are always welcome. Pantry hours are M-T and Th from 8:00 to 10:30.

Once again thank you to all who support this very important ministry.

God Bless

Mary Davis

## **Mission and Outreach Team**

### **Members of Mission and Outreach**

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

### **Mission within the community**

The Mission and 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 and Outreach team strives to serve our neighborhood, the Oshkosh community, Wisconsin, the United States, and the World.

### **Accomplishments for 2023**

Year round: Filling Little Free Pantry

February: Help for the Homeless collection

March: Purchased bus tokens for Day by Day Warming shelter

April: Donation for Synod Service for ECSW

August: Oshkosh Community Back to School Drive collection

September: Sponsored lunch for preschool teachers

December: Annual Spud Feed

Warming Shelter: Meals served in March, April and December

### **Goals for 2024**

- Warming Shelter- continue to volunteer for meal contributions
- Continuing support for the new Warming Shelter building
- Begin congregational support of the Tiny Homes Project
- Continued maintenance and support of Little Free Pantry
- More cookouts for next summer and expand invite with yard signs

Submitted by Katelyn Olds

## **Media and Communication | Promotion Team**

Media and Communication/Promotion Team members include Kim Dawson, Lucinda Porter, Steve Berholtz, 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 2023, the Media and Communication/Promotion Team accomplished the following:

- Maintained and updated the PLC Web site 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.
- Maintained a digital weekly newsletter to highlight events taking place at Peace.
- Maintained 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 5 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 weekly, among churches in this area.
- Explored new promotional avenues to help promote events.
- Submitted regular contributions of Peace Lutheran events to the public announcement sections of local print and broadcast media for articles.
- Weekly creation of digital presentations for worship services.
- Helped plan and coordinate a new annual September kick off initiative.

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 great exposure and accessibility of Peace Lutheran Church.

## Technology Team

2023 was a year that for the most part was updating and fixing issues with technology as they arose.

There was an issue with some of the screens in the sanctuary not displaying the service. We were able to use a spare part to resolve this issue, however if we have further screen issues related to the equipment that sends the signals to the TV's we will have to replace all of these devices, as we no longer have any spare parts, and they no longer make the system we use to send the signals to the TV's.

The TV system was installed in March of 2015, and for the past almost 9 years it has worked without any updates, or expenses. As the TV's age we do expect to have to start replacing them as needed. The good news is that every year that passes, TV's get cheaper.

There were multiple problems with the doorbell cameras that took some work updating configurations to get everything to work properly for Head Start and Peace Preschool at the beginning of the school year. The good news is that while this took many hours of work, it didn't cost any money.

The one major update to technology that we are just starting is the addition of security cameras to Peace. Head Start is looking into adding security cameras. They have cameras at their other facilities. As we share space, we collaborate on various technology systems to ensure the technology benefits both Head Start and Peace. In keeping with this tradition, I met with Head Start to discuss cameras at Peace. Our networking equipment already has the ability to add cameras and recording equipment simply and cost effectively. After showing Head Start this option, they decided this was a good direction to go. They are working on getting a grant to add cameras in their areas.

To help show off how the system works, I added a camera looking at the Circle Drive doors. This is a location that has had a camera in the past for use by the office to monitor the doors, and was a logical place to demonstrate how the camera system works to Head Start and Peace.

We started having discussions about Peace adding some security cameras where Head Start wasn't looking to add cameras, specifically the hallways, the main entrances and the parking lot. During these discussions there were two incidents where the one demo camera has proved invaluable.

The technology team submitted a proposal to the Leadership Team to add cameras. This was approved by the Leadership Team to use existing funding from the 2023 Technology budget to purchase cameras. At the time of this writing the cameras have been ordered, and by the time of the annual meeting, we should have at least some of the cameras installed in the church.

Submitted by Michael Stromberg



# Property and Grounds Team

## Team members:

Jean Andersen, Dave Nelson, Andy Janke, George Sawall, Jesse Andersen (Chair) and Steve Berholtz (Leadership Liaison)

We have no shortage of work in this building. There always seems to be something that needs repair or replacement around here! I would like to thank everyone for their patience.

## Accomplishments in 2023:

- Completed radon testing of the lower-level per the state's requirement for Early Childhood programs- tests were passed.
- Renegotiated a contract with Green For Life (trash and recycling service). A cost saving of roughly \$300/month.
- Entered a contract with Vande Hey Roofing for one-time roof repairs, annual inspections, and annual gutter cleaning.
- Replaced the commercial garbage disposal in the basement kitchen.
- Continued the necessary gym floor maintenance; Baseman Flooring screened the gym floor during the 2023 Spring Break. This is a biannual maintenance project.
- Contracted with Hello Garage to have the cement floors and stairway at Entrance #9 resurfaced with a special epoxy that is more slip-resistant and appealing to the eye.
- Purchased a new Toro Power Max HD 1030 snowblower from Kitz and Pfeil.
- Fixed a structural issue with the cover of the grease trap that had been installed in 2022.
- Cleaned up space throughout the building:
  - Old VP sewing room was cleaned up from black mold, painted, carpeted with carpet squares left over from Room 105 tear-out, and shelving was built. Room is now solely allocated for Annual Rummage Sale items.
  - The Teacher's Closet room was freshly painted, floor was professionally cleaned, current lighting was retrofitted with LED tubes, and the room was rented to the OASD Early Childhood program.
  - Worked with the Leadership Team to clean and allocate space behind the northern green curtain in the Social Center for the Barbershoppers. All of their property is now kept in their rented space.
  - Approved for Catalpa to use donated space in Room 205 for one more year to counsel families from the Head Start program.
- Installed a bollard in the Circle Drive to keep drivers (especially buses and delivery trucks) off of the Circle Drive sidewalks.
- Began to work with Peace's Technology Team for the installation of surveillance cameras in specific places throughout the property.

## For 2024 we will:

- Continue to work on Energy Efficiency:
  - Change remaining lights to LEDs - just a few rooms remaining.
  - Investigating the installation of solar panels on the flat roof.
  - Updating boiler room controls, classroom and office thermostats.
- Stained Glass Windows:
  - Work with Leadership to define the next step processes and define a true timeline.
- Electrical Projects:

- o Upgrade the outside outlets to GFCIs.
- o Look at adding more exterior outlets.

A big thank you to everyone who helps with our Property Team. Along with George, Erin and Andy for the building and grounds.

Submitted by Jean Andersen on behalf of Jesse Andersen

## **Music Ministry**

The music ministry here at Peace enables us to share God's word through music. We help to tell the Gospel story of what God has done for us out of God's amazing love for us through Jesus. Our songs of praise are our response for all that God has provided for us and continues to provide for us. Our songs of lament help us articulate our grief in dealing with the troubles and the sufferings of this world. The focus of our music should always be God and God's love for us.

As I write this report it has been one year since we began our rehearsals together as a bell choir and chancel choir and Laura and I have participated in the Instruments of Peace. These 'regular' music groups help to lead the song of the congregation here at Peace.

The Chancel Choir and Bell Choir each rehearse about 3 times per month, either on Wednesday evening or Sunday morning according to a predetermined schedule. They provide special music one time per month each: the Chancel Choir on the second Sunday and the bell choir on the fourth Sunday of each month. Usually.

We also help lead worship at Christmas and Easter and other special services. The Chancel Choir joined forces with a combined choir of ELCA congregations on Thanksgiving Eve hosted this past year at Peace. A splendid time was had by all. If you are at all interested in joining us just let any choir member, myself, the Pastor or the church office know and we will be in touch with more details.

The Instruments of Peace are leading worship on the first and third Sundays of every month. Kim Dawson is the leader who arranges for the group to function. Darcy Showers and Janell Duwell are the music leaders. We are always looking for new members to join us. Again, let Kim or any ensemble member know of your interest and we'll welcome your participation.

We continue to cherish the musical leadership of our organist, Joe Scheivert.

In Christ's service,  
Dave Berndt

## **Worship Mission Team**

**Members:** Kim Dawson-chair, Janell Duwell, Mary Davis, Dave Berndt, Pastor Maggie Berndt-Dreyer

The goal of the Worship Team is to provide a diversified, meaningful, and inspiring worship service with a friendly atmosphere to all who attend. Currently, we have one in-person service at 9 a.m. that alternates between Traditional and Praise Worship. The 9 a.m. service is streamed via Facebook Live.

In 2023 we tried out new things, aimed to make our worship space more welcoming and expanded our musical offerings. During Lent we brought back our soup supper tradition before Wednesday evening services after pausing them during the pandemic. During our shortened advent season we had two Wednesday evening services with meals beforehand and our annual Blue Christmas service. Along with special services in between.

Changes to the sanctuary were made including adding the Prayground and removing part of a pew for mobility aids.

For 2024 we look forward to continuing to support Pastor Maggie, this congregation and making Peace a meaningful place to be.

Submitted by Kim Dawson

## **Peace Christian Preschool**

Greetings Members of Peace Lutheran Church,

As we reflect on 2023, we have much to be grateful for regardless of the trials we faced this last school year. We look forward to experiencing new growth and accomplishments as a Christian Preschool.

### **Our current staff is as follows:**

Barbara Probst, Center Director, Assistant Director 2021, 2018, former preschool teacher

Heidi Nelson, 3K Lead Teacher Since 2018 (employed since 2017)

Kayla Pfluger, 3K Assistant Teacher Since 2021

Brenda Reichenberger-3K Assistant Substitute Teacher

Meredith Deimund, OASD 4K Lead Teacher Since 2017

Brooke Koepple, 4K Assistant Teacher, former Stay N Play Assistant 2021, former preschool assistant teacher

Rehana Kinderman, OASD 4K Lead Teacher Since 2013

Julie Schulte 4K Assistant Teacher Since 2021

Ruth Schweda, Stay N Play Lead Teacher Since 2019

April Tesch-Office/Teacher Assistant

Heather Miller, Parish Administrator

### **Our Preschool Advisory Board is as follows:**

Dara Clifford; Board Chairperson

Position not filled; Treasurer

Kyra Churchill

Sara Brenier

Kasey Schumacher

MacKenzie Tesch

**Highlights:**

- Program Improvement Funds for early learning centers from the state permitted the preschool to make a lot of improvements
  - Updated playground equipment and accessories
  - Updated many of classroom toys
  - Increased our base pay for employees
- Our preschool used a large portion of the Endowment Grant to help with Tuition Reimbursement to provide education for those families who were in need.
- We are still using and very much enjoying the Brightwheel program. It is a wonderful tool for registering our families and saves us time when it comes to communication with families and billing.
- Our program is continuing to get funding from Child Care Counts: Stabilization Payment Program. We have new funding to fill all gaps in our spending budget and new goals for program improvements. We believe this will be the final year that the state will be offering this program.
- We welcomed a new 4K staff member to our school family, Ms. Wendy. She is a bright and wonderful presence in our halls . We also welcomed the addition of a 3K Early Childhood room which is now housed in the recently vacated The Teachers Closet room.

**Direct Involvement with Peace Lutheran Church:**

- 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, which was streamed out to families.

**Goals for 2024:**

- 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, and Happiness,

Barbara Probst

Center Director of Peace Christian Preschool

## Peace Lutheran Cemetery

I wish to report that 2023 was fairly quiet. We are waiting on the cost of the City of Oshkosh's special assessment for updating Bradley Rd. Dirk Kagerbauer is retiring from the ground crew, and we would like to thank him for his years of service in grass cutting and maintaining the cemetery grounds. We are looking for at least two individuals to help in maintaining the cemetery during the coming season. If interested, please contact me. We are in the process of updating our brochures and website information. We ask for your continued financial support to keep the cemetery looking clean and beautiful. Please consider naming Peace Lutheran Cemetery as beneficiary in your will. You may also make a contribution to the Perpetual Care Fund at any time.

### **Cemetery Team Members:**

Steve Berholtz, Kim Dawson, Andy Janke, Dirk Kagerbauer, Paul Schmidt

Respectfully Submitted,  
Robert G. Reinke Jr., Sexton

## Peace Lutheran Mission Endowment Fund

Annual Report - January 1, 2023 through December 31, 2023

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 \$1,362,000 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, Ed Williams

<b>Fund Value - January 1, 2023</b>	\$ 1,085,332.12
Receipts (deposits)	\$ 1,500.00
<b>Grants</b>	
Scholarships	\$ (12,000.00)
Charitable agencies, institutions, hunger	\$ (27,000.00)
ELCA colleges, seminaries, campus ministries, camps	\$ (9,000.00)
ELCA and/or Synod mission, evangelism, ecumenism	\$ (9,000.00)
PLC New Program Support	\$ (8,000.00)
Undesignated Funds *	\$ (500.00)
Management Fees	\$ (6,435.18)
Investment Income, Gain or (Loss)	\$ 123,212.44
<b>Fund Value - December 31, 2023</b>	<b>\$1,138,109.38</b>

\* Undesignated Funds are Funds help for special use. 2023 funds were used as offerings at the East Central Synod Assembly.

<b>2024 Grant Recommendations</b>	<b>Amount</b>		<b>2024 Grant Recommendations</b>	<b>Amount</b>
ECSW/Seminary Students	\$5,000		Lutheran Campus Ministry - UWGB	\$1,500
Bella Medical Center	\$ 1,000		Lutheran Campus Ministry-UWO	\$3,000
Boys & Girls Club	\$1,500		Lutheran Food Pantry	\$2,500
Care of Congregation - PLC	\$ 2,000		NAMI - Oshkosh	\$2,000
Christine Ann Center	\$1,000		Oshkosh Area United Way	\$ 1,500
Community for Hope	\$1,500		Oshkosh Seniors Center	\$ 1,500
Crossways Bible Camps	\$4,500		Peace Lutheran Cemetery	\$4,000
Damascus Road	\$2,500		Peace Lutheran Trunk or Treat	\$500
Day By Day Warming Shelter	\$ 2,500		Peace Preschool General	\$ 6,000
ELCA Good Gifts	\$1,000		Professional Leadership - PLC	\$3,000
ELCA Youth Gathering - PLC	\$5,000		Scholarships - Students	\$10,000
Father Carr's Place To Be	\$1,500		The Teachers Closet	\$1,000
Little Free Pantry - PLC	\$3,000			
<b>Total of Distributions</b>			<b>\$68,500</b>	

## Peace Lutheran Church 2023 Statistical Report

<b>Baptisms</b>	<b>Date of Baptism</b>	<b>Officiant</b>	<b>Date of Birth</b>
Hannah Jane Schoblaske	02/19/2023	Rev. Maggie Berndt-Dreyer	10/26/2022
Aiden Kinderman	04/16/2023	Rev. Maggie Berndt-Dreyer	07/16/2021
Violet Grace Showers	07/16/2023	Rev. Maggie Berndt-Dreyer	08/28/2021

### **First Communion**

Lincoln Noah Elmer  
Tristan Kyle Nachman  
John Robert Nelson  
Samuel George Scheivert

### **Confirmation May 21, 2023**

#### **Officiated by Rev. Maggie Berndt- Dreyer**

Julia Grace Booth            Baptized: 01/04/2009  
Sawyer James Case        Baptized: 05/31/2009  
Maxwell Joseph Friedrich   Baptized: 08/01/2010

<b>Marriages</b>	<b>Date of Ceremony</b>	<b>Officiant</b>
Elijah Combs and Xue Chang	02/18/2023	Bishop Jack Rocha
Kaley Grunwald and Eli Lurquin	06/24/2023	Rev. Maggie Berndt-Dreyer

### **Members Removed by Death**

Doris Hanusa 1927-2023	Burleigh McCarthy 1931-2023
Lee Pesch 1943-2023	Rev. Ralph Hanusa 1928-2023
Evelyn Straveler 1943-2023	Ruth Weinbender 1924-2023
Kathleen Achterberg 1926-2023	Patti Auger 1949-2023
Don Lewis 1934-2023	Donna Miller 1932-2023
Doris Otto 1925-2023	
Ralph Klemz 1928-2023	

### **Members Added**

Harry & Bonnie Barkelar  
Jo Ann Burri  
Debbie Lingnofski  
Joe, Jen, Kathryn, Jacob, Sam and Benjamin Scheivert  
Laura Schneider  
Peggy Staples



# Treasurer's Report

I started training for the Treasurer position in November 2022 and officially started on January 1, 2023. Thank you to Matthew Pfluger, the previous Treasurer, for all the software training and process and procedures documentation that was provided and guided me during the transition period. Thank you to Heather Miller, our Parish Administrator, for her proficiency and accuracy in doing the day-to-day financial activities. I also need to thank the following volunteers who worked on the weekly tabulations and contributions, Patti Auger (deceased), Joyce Christianson, Jean Andersen, and Barb Molash (substitute). Please help me express our gratitude for the work they do for our congregation.

With the arrival of Pastor Maggie and additional staff members, we were fully staffed in 2023. This is vital for a vibrant congregation and essential for fulfilling Peace's mission and ministry. Being fully staffed, along with inflationary costs and losing some of our building usage income, our general fund expenses exceeded our general fund revenues, with a deficit of (\$31,009.91). However, further explanation is needed to understand the true deficit. Peace Lutheran's accounting method is on a "cash basis", meaning revenues and expenses are recognized at the time cash is received or paid out. UWO Head Start made a lease payment of \$19,829.28, deposited on December 28, 2022, for the lease period January 1 to June 30, 2023. So the revenue was intended for 2023, but on a cash basis, it was recorded in 2022 and reflected on the 2022 financial statements. If we take this into consideration, the 2023 deficit would have been reduced to (\$11,180.63). Furthermore, if we consider all funds, general and restricted, our actual 2023 deficit was (\$2,888.46). I know this is confusing, so please feel free to contact me to discuss further.

## Highlights from 2023:

- Reduced our mortgage principal, as of December 31, 2023, to \$12,768.28 from January 1, 2023 balance of \$32,007.05. The mortgage balance will be paid off in 2024.
- The Money Market account at Community First Credit Union has a December 31, 2023 balance of \$82,038.20. Of this balance, \$57,529.94 is remaining from the parsonage sale and the remaining \$24,508.26 is general fund surplus from previous years.
- The restricted Capital Improvement Fund balance as of December 31, 2023 is \$14,244.50.
- A restricted fund was created for Stained Glass maintenance for the large stained glass crosses in the front and back of the church, with a December 31, 2023 balance of \$4,275.00.
- A restricted fund was created for the Sidewalk Assessment, with a December 31, 2023 balance of \$2,890.65.

## Goals For 2024:

- Create a Stewardship/Finance Team with 4-6 members. If interested in serving on this team, please contact me. Meeting dates and time will be determined after the team is created.

THANK YOU for supporting Peace Lutheran Church with your financial gifts and volunteering your time and talents. PLEASE prayerfully consider increasing your financial gifts and/or volunteering your time and talents. We need your help to keep Peace Lutheran Church a vibrant congregation fulfilling our mission and ministry.

Respectfully submitted,  
Randy Hartman

## 2023 Statement of Activities (General Fund)

January 1, 2023 to December 31, 2023

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

<b>Revenues</b>	<b>Actual</b>	<b>Budgeted</b>	<b>Explanation</b>
<b>Contribution Revenues</b>			
General	247,788.84	265,100.00	General giving counted towards Benevolence
Loose Offering	3,132.46	150.00	General giving counted towards Benevolence
Miscellaneous Envelopes	13,025.01	13,550.00	General giving counted towards Benevolence
<b>Total Contribution Revenues</b>	<b>263,946.31</b>	<b>278,800.00</b>	
<b>Miscellaneous Revenues</b>			
Building Use	71,647.72	81,386.00	Revenue from tenants and miscellaneous use
Wedding and Funeral Fees	675.00	0.00	
Interest - Checking	415.54	0.00	
Investment Income - Money Market	1,756.75	0.00	
<b>Total Miscellaneous Revenues</b>	<b>74,495.01</b>	<b>81,386.00</b>	
<b>Total Revenues</b>	<b>338,441.32</b>	<b>360,186.00</b>	
<b>Expenditures</b>			
<b>Operating Expenses</b>			
Administration	13,832.39	16,860.00	Copier, printers, fees, subscriptions, supplies, newsletter
Benevolence	26,289.00	27,880.00	Giving to local Synod, Conference, and other charities
Capital Loan	800.33	10,020.00	Interest
Insurance	22,032.44	19,425.00	Business and Workman's Comp insurance
Mission Teams	12,007.31	21,700.00	Money spent by or on Mission Teams
Property	73,915.84	91,585.00	Repairs, renovations, utilities, and maintenance
Staff	213,313.34	202,414.00	Pastoral, non-pastoral, and employer tax expenses
<b>Total Operating Expenses</b>	<b>362,178.25</b>	<b>389,884.00</b>	
<b>Operating Transfers</b>			
<b>Transfers In</b>	<b>23.50</b>		Transfer from restricted funds this is a different font
<b>Transfers out</b>	<b>(7,296.48)</b>		Transfer to restricted funds
Total Operating Transfers	<b>(7,272.98)</b>		
<b>Total Expenditures</b>	<b>369,451.23</b>	<b>389,884.00</b>	Does not include asset depreciation
<b>Net Revenue (Deficit)</b>	<b>(31,009.91)</b>	<b>(29,698.00)</b>	

## Balance Sheet As Of December 31, 2023

### Assets

#### Bank

CFCU Pastor's Discretionary Checking	\$1,309.32	
CFCU Checking	\$79,837.87	Regular and restricted
CFCU Money Market	\$82,038.20	Includes income earned
<b>Total Bank</b>	<b>\$163,185.39</b>	

#### Fixed Assets

Church Building	\$9,685,000.00
Church Personal Property	\$500,000.00
Total Buildings	\$10,185,000.00
<b>Total Fixed Assets</b>	<b>\$10,185,000.00</b>

**Total Assets** **\$10,348,185.39**  
 -----

### Liabilities

**Total Other Current Liabilities** (\$423.03)  
 -----

#### Long Term Liabilities

CFCU Mortgage	\$12,768.28
<b>Total Long Term Liabilities</b>	<b>\$12,768.28</b>

**Total Liabilities** **\$12,345.25**  
 -----

### Net Assets

#### Unrestricted

Buildings and Property	\$10,185,000.00
General Fund	\$46,188.83
CFCU Mortgage	(\$12,768.28)
Parsonage Sale	\$57,529.94
Other Unrestricted Funds	\$30,336.50
<b>Total Unrestricted Funds</b>	<b>\$10,306,286.99</b>

**Total Restricted Funds** **\$29,453.15** Funds for a specific purpose  
 -----

**Total Net Assets** **\$10,335,840.14**

**Total Liabilities plus Net Assets** **\$10,348,185.39**  
 -----

# Proposed 2024 Budget

On January 16, 2024, the Leadership Team reviewed and approved the proposed budget for 2024. For revenues, the Offering revenue estimate is based on 2023. The projected rental income is based on current contracts and projected gym use. For expenses, the 2023 actual expenses served as estimates for 2024 with increases noted below.

The Leadership Team would like to thank Treasurer, Randy Hartman, and Heather Miller for the work they did putting together the following budget for 2024.

## **Revenue**

### **Offering Revenues**

General	\$255,200	Using total given in 2023 plus 3% increase
Loose Offering	\$3,150	Using total given in 2023
Miscellaneous Envelopes	\$13,065	Using total given in 2023
<b>Subtotal Offering Revenues</b>	<b>\$271,415</b>	

### **Building Use**

Boys and Girls Club	\$-0	New Building - No plan for summer use at Peace
Miscellaneous Gym Use	\$1,600	Based on 2023 usage
Miscellaneous Room Use	\$1,700	Based on 2023 usage
OASD Early Childhood	\$9,400	Per current agreement
Preschool Rent	\$14,000	Per current agreement
Teacher's Closet	\$-0	Moved from Peace facility
UWO-Head Start	\$41,880	Per current agreement - Lease ends June 30, 2024
Weight Watchers	\$5,400	Per current agreement - cut to one day a week
<b>Subtotal Building Use</b>	<b>\$73,980</b>	

**Total Revenues** **\$345,395**

## **Expenditures**

Administration	\$14,000	Based on 2023 actual
Background Checks	\$1,000	New item
Benevolence	\$27,142	10% of projected 2024 Offering revenues
Insurance	\$24,000	Based on 2023 actuals & 2024 projected increase

### **Mission Teams**

Care of Congregation	\$-0	Restricted Fund \$672 plus Endowment \$2,000
Cemetery	\$2,400	\$200 support per month
Fellowship	\$175	Spent less than \$160 last 2 years
Hospitality	\$-0	Restricted Fund \$1,176

Leadership	\$500	Requested by Leadership Team
Outreach	\$325	Based on 2023 actual
Promotion	\$1,500	Planning more promotions
Technology	\$3,000	Same as 2023
Worship	\$4,105	Based on 2023 actuals and restricted fund
Youth & Family	\$3,800	Based on 2023 actuals and restricted fund
<b>Subtotal Mission Teams</b>	<b>\$15,805</b>	

#### **Mortgage**

First Mortgage (Building)	\$10,020	Budget plus additional giving
Second Mortgage (Roof)	\$0	Paid off
<b>Subtotal Mortgage</b>	<b>\$10,020</b>	

#### **Property**

General Building Maintenance	\$9,430	Based on 2023 actuals plus 15%
General Grounds Maintenance	\$3,000	Based on 2023 actuals
Repairs and Renovations	\$6,500	Based on 2023 actuals plus 10%
Utilities	\$52,450	Based on 2023 and vendor discussion
<b>Subtotal Property</b>	<b>\$71,380</b>	

#### **Staff**

Employer Tax Expense	\$7,262	7.65% of gross pay for non-pastoral staff
Pastoral	\$110,791	Includes salary & benefits based on synod guidelines
Pulpit Supply	\$3,365	Call (6) plus parental leave(8) = 14 Sundays and mileage
Non-Pastoral	\$94,924	Includes 3% COLA increases
<b>Subtotal Staff</b>	<b>\$216,341</b>	

**Total Expenditures**                      **\$378,688**

#### **Summary**

Total Revenues	\$345,395
Total Expenditures	\$378,688
<b>Surplus (Deficit)</b>	<b>(\$33,293)</b>

You will notice that the 2024 budget is not balanced. This is intentional and is meant to challenge the Congregation to fund the vision set forth by the Leadership Team. Please prayerfully consider increasing your contributions in 2024 so that, together, we can continue to be a blessing to each other and our community.



# 2024 Peace Lutheran Church Ballot

January 28, 2024

Two-Year Terms: Jan 2024 – Jan 2026

One-Year Terms: Present – Jan 2025

## Leadership Team

(Vote for 5)

- Steve Berholtz (1st Year of 3rd Term)
- Kim Krukow
- Jen Schievert
- Kim Jungwirth
- \_(needs a write in)\_\_\_\_\_
- \_\_\_\_\_

## Delegates to Lutheran Campus Ministry

Spring 2023

(Vote for 2)

- Dave Nelson
- Kathy Berholtz
- \_\_\_\_\_

## Delegates to Oshkosh Conference

October 19, 2024 in Ripon, WI

(Vote for 2)

- Steve Berholtz
- \_(needs a write in)\_\_\_\_\_
- \_\_\_\_\_

## Endowment Committee

(Vote for 2)

- Jean Andersen (1st Year of 2nd Term)
- Alan Berndt-Dreyer
- \_\_\_\_\_

## Current members voted in and their 2024 term

### Leadership Team

Jean Andersen (2nd Year of 1st Term)  
Kim Dawson (2nd Year of 1st Term)  
Karen Kieper (2nd Year of 2nd Term)  
Treasurer: Randall Hartman  
Lucinda Porter (2nd Year of 3rd Term)

### Endowment Committee

Nancy Lokken (2nd Year of 2nd Term)  
Barb Molash - Recording Secretary (3rd Year of 2nd Term)  
Edward Williams (2nd Year of 1st Term)

## Delegates to the ECSW Synod Assembly

May 17 & 18, 2024 in Oshkosh, WI

(Vote for 2)

- Kim Dawson
- \_(needs a write in)\_\_\_\_\_
- \_\_\_\_\_

## Delegates to Miravida Living Annual Meeting

March 04, 2024, 5:30 p.m. @ TBD

(Vote for 2)

- Ken Jolin
- Kathi Sawall
- \_\_\_\_\_

## Delegates to Crossways Camp

March 16, 2024, 10 a.m. @ St. Mark's in Neenah

(Vote for 2)

- Brian Friedrich
- Chad McKnight
- \_\_\_\_\_

## Delegate to Carthage College

(Vote for 1)

- Kim Krukow
- \_\_\_\_\_