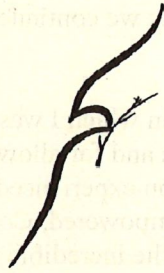


2023 in Review Peace Lutheran Church



PLC FREE CLOTHING EVENT
SEPTEMBER 25TH
MONDAY
2:00PM-6:00PM
 PEACE LUTHERAN CHURCH - 2355 CLARK ROAD - DRESSER, WI

Dinner
 CHURCH

PEACE LUTHERAN OF DRESSER
 Second Wednesday of the Month
 5:30pm Dinner 6:21pm Worship

For where your treasure is, there your heart will be also
Matthew 6:21

FALL & WINTER CLOTHING

PLEASE JOIN US FOR A... SPECIAL APPEARANCE BY ABU THE CAMEL

LIVE NATIVITY
an interactive Christmas experience with live animals!

Wednesday December 13, 2023
 5:30pm Lasagna Dinner
 6:00pm-7:00pm Soup & Hot Drinks
 6:21pm Christmas Reading/Hymns
 6:00pm-7:15pm Live Nativity

PEACE LUTHERAN CHURCH
 2355 Clark Road
 Dresser, WI 54009



**A Family of Christ
 Spirit Led ~ Grace Fed**

2023 Annual Report - Pastor Melissa

What a joyful year it has been here at Peace as we continue to focus on our mission statement of being Spirit Led, Grace Fed.

I began this year with a 3 month Sabbatical, in which I was able to rest, reflect, and be renewed. I thank each and everyone of you for this gift of time and for allowing me the opportunity to be renewed in many ways. During my time away, this congregation experienced what it means to be the church together. Classes were taught, ministry leaders were empowered, Council members planned for the future, worship leaders stepped up, and all of you continued the incredible mission that we have as Peace Lutheran Church.

The rest of the year was filled with blessings that I was able to witness and experience through that renewed lens. Some of these blessings to note from 2023 include:

- * Worshipping together at one service on Sundays. Our 9am worship service has brought the congregation together. Worship continues to grow and we worship with more members and friends now than we did when we were holding 2 services.
- * Wednesday Night 621 Dinner Church. On the 2nd Wednesday of every month, we offer a hearty, homemade meal, along with a reflective worship experience at 6:21pm. This service was born out of the verse from Matthew 6:21, which states, "...for where your treasure is, there your heart will be also." This service is a great reflection of intergenerational ministry and offers a different type of worship experience than that of Sunday morning.
- * Finishing our time with the Congregational Lead Initiative. For the past 3 years, Peace has been a part of this ELCA driven initiative to help us reach out to the community in new and different ways. Through this program, we have held events such as Touch a Truck, Summer Shindig, Loony Lutherans, and a Fiesta Night. While our time with the Initiative has come to an end this year, we hope to continue reaching out to our community in new ways for years to come.
- * Welcoming 10 adults and 9 children as new members, as well as confirming 21 young people into membership. We continue to have guests and "new" visitors regularly and we give thanks and praise to God that we continue to be a place where people experience God's love, grace, and acceptance.
- * High School Mission Trip to Tennessee and student leaders that continue to grow and be involved because of that experience.
- * All the work being done by the committee's. It's a lot and I hope you read through all the reports in this annual report, because God truly is working through them in BIG and lots of ways.

I am thankful for all of you, Peace Family. I am thankful for a dedicated and committed council that has worked hard this past year to help us look into the future, and I am thankful for an incredible staff who continues to let God work through them, going above and beyond always to share God's love with all.

As I have entered my 8th year of being your pastor at Peace, I continually feel the Spirit at work in and amongst our church family as we continue to love God and love our neighbors. Truly, a congregation that is being Spirit Led, Grace Fed, and loving each other along the way.

Blessed to be your Pastor,

A handwritten signature in black ink that reads "Pastor Melissa". The signature is written in a cursive, flowing style.

Pastor Melissa

PEACE LUTHERAN CHURCH, DRESSER, WISCONSIN

**AGENDA FOR THE ANNUAL MEETING
SUNDAY, JANUARY 28, 2024, 10:00 am**

1. Call to order - Council President
2. Prayer
3. Approval of January 29th & November 12th 2023 and January 7th 2024 minutes
4. Treasurer's Report on the **2023 Budget**
5. New Business
 - a. Approval of the **2024 Budget**
 - b. Nominations for Council
6. The Lord's Prayer
7. Adjournment

**Peace Lutheran Church
A Family of Christ, Spirit Led ~ Grace Fed**

Peace Lutheran Church Annual Meeting
January 29, 2023

Call to Order-Ronda Haley, Council President

Opening Prayer-Pastor John Lee (recorded prayer for us)

Council Members attending: Linda Moore - Secretary, Nicole Kovar - Youth and Family, Joe Kaul - Property, Sara Haase - Life and Growth, Dawn Peer - Sunday School, Tim Pauley - Parish Relations, Larry Carlson (attending via Zoom) - Vice President and Property, and Ronda Haley - Worship and President

Sara Haase challenged each one of us to bring a guest to Peace in 2023.

President's Comments - Ronda highlighted all the good work our church family has accomplished in 2022, while acknowledging we are viewing ourselves through the new lens of a smaller congregation. We have 741 members and of that number 550 are active members. Thank you very much to Pat Adam and Tim Pauley for spearheading that clean-up project. We are a smaller church family, yet strong and healthy and have a solid foundation on which to grow and build in the months and years to come.

Treasurer's Report on 2022 Budget-Pete Peterson. The Giving of our Peace members has been remarkable. We have spent more than we have taken in but many projects have been completed. We should be grateful and proud. The value of our building has increased because of all the improvements. John Haley motioned to approve the 2022 Treasurer's Report, Michelle Merritt second, unanimous approval by congregation.

New Business-The proposed 2023 Budget was given to the Congregation to review in October 2022. There are some changes and explanations to note; worship supplies change because of communion distribution containers. Accompanist stipend is an expense - they are now contracted help and not considered staff. New LED lighting to come. In the long run, this will be a cost saver. Tech Equipment for Livestreaming so we can return Tammy's personal equipment to her. Salaries and Benefit changes. Parish Relations went through all salaries and brought all staff to where they should be. We TRULY value all our staff, we could not keep our church running without them. We will be hiring a Youth Pastor this fall. No intern is available this year. With each Pastoral change we have had, we have persevered and we continue to be a healthy and vibrant congregation. When Pastor Melissa returns after her Sabbatical, she will be Pastor and we will work together to hire the person to lead, mentor and grow our youth program. We have made numerous positive changes. To God alone goes the Glory! Motion to approve the 2023 budget Gene Jaremczuk, second by Robin Ekstrom, unanimous approval by the congregation.

The current balance of our mortgage is \$679,000. We are pursuing a campaign in 2023 with the goal to decrease that by a BIG chunk!

Questions from the Congregation directed to either Council members or Treasurer were listened to and addressed.

*Please read Tammy's (Media Director) report on Livestreaming costs. It's quite interesting. There were 6174 views via YouTube in 2022. By Pete's calculations that is 177 possible extra worshipers other than in the pew.

The Lord's Prayer recited by all.

Motion to adjourn Chris Chinander, second by Russ Lysne, unanimous approval by all.

Respectfully submitted,
Linda Moore, Council Secretary

Peace Lutheran Church Congregational Meeting
November 12, 2023, 10:00 am

The meeting to present the Proposed 2024 Budget for Peace Lutheran Church of Dresser, WI was called to order at 10:10 am on Sunday, November 12, 2023. Pastor Melissa opened the meeting with prayer. The Council initiated the discussion by expressing gratitude to the congregation for its generosity. At the end of October, if you include designated gifts, we are very close to meeting our annual budget for 2023.

In preparation of 2024, your council decided to present a bold proposal to the congregation. This proposal would allow for two full-time pastors each with their own full-time executive administrator. This proposal would allow for a Youth Pastor to lead all initiatives and programs for disciples from age 0 to 30 and another full-time Pastor to lead all initiatives and programs for disciples age 31 and over. This would allow for more focus on the congregational priorities expressed in the congregational survey. The Council also recommended in this proposal to move away from Portico as the benefits provider for our Pastor and other eligible church employees. Based on work completed by the Parish Relations Committee, we feel we can provide comparable or better benefits that would better advantage the Pastor and other eligible employees while also reducing costs to our Church.

There was also discussion around moving some outside fundraising activities into the budget as benevolence items to reduce the historically designated giving we have experienced. This would provide more flexibility for the Council to pay our expenses without liquidity concerns due to the restrictions.

The Council would like for the Congregation to focus on just 2 non-budget items.

- 1) is to reduce/pay off the mortgage.
- 2) is to prepare for furnace replacements that may be necessary in the next several years.

Due to the significant level of change being proposed, it was determined we would wait until January to discuss the proposed budget further as it would allow our congregation to further review the proposal and allow time for reflection and prayer.

The Council will announce the next meeting to be held in January and will provide a temple talk or two in the interim.

Closing prayer led by Pastor Melissa at 11:20 am.

January 7, 2024 Congregational Meeting

Purpose: Vote to sell Property on Cemetery Road/Church Street

Tim Pauley shared the offer to sell information with the congregation. The offer is for \$40,000. Out of this sale, closing costs will have to be subtracted.

Pete Peterson motioned to accept the sale offer, John Haley 2nd, vote was unanimous by congregation.

Robyn Ekstrom motioned to close the meeting, Margo Langer 2nd, unanimous approval by congregation.

Respectfully Submitted,

Linda Moore, Secretary

**Peace Lutheran Church
Budget Worksheet
2023-2024**

	2023 Budget	October 31, 2023 2023 YTD Actual	Projected 2023	2024 Budget
Offering Income	526,352.00	355,254.00	426,000.00	525,000.00
Christmas in July	0.00	10,601.00	10,601.00	0.00
Restricted Income	0.00	63,864.00	63,864.00	35,000.00
Event Income	0.00	2,666.00	2,666.00	3,000.00
Rental Income	32,400.00	25,950.00	31,350.00	32,400.00
Investment Income	0.00	14,272.00	14,272.00	0.00
Total Income	558,752.00	472,607.00	548,753.00	595,400.00
Expenses				
Benevolence Expense	20,875.00	37,496.00	38,611.00	22,050.00
Total Benevolence exp	20,875.00	37,496.00	38,611.00	22,050.00
Operating Expenses				
Ministries	11,600.00	14,214.50	15,282.00	20,000.00
Accompanist	15,325.00	7,505.00	10,000.00	10,000.00
Mortgage	95,229.00	128,947.00	144,819.00	85,920.00
Maintenance	29,000.00	43,193.00	43,193.00	36,000.00
Utilities	40,600.00	32,165.00	44,000.00	31,000.00
Insurance(Cas/Liab)	9,500.00	10,461.00	10,461.00	12,000.00
Professional Fees	2,400.00	2,654.00	8,465.00	19,000.00
Events	0.00	0.00	0.00	3,000.00
Total Operating Expenses	203,654.00	239,139.50	276,220.00	216,920.00
General & Administrative Expenses				
Pastor(s)	78,530.00	61,505.00	78,530.00	180,000.00
Executive Administrator(s)	41,239.00	31,004.00	41,239.00	100,000.00
Parish Nurse	22,515.00	12,624.00	12,624.00	0.00
SS Ed Coordinator	20,800.00	15,024.00	20,503.00	0.00
Youth Director	12,000.00	0.00	0.00	0.00
Tech Director	20,800.00	16,074.00	20,800.00	0.00
Custodian	20,800.00	10,005.00	14,000.00	16,000.00
Financial Secretary	4,154.00	2,556.00	2,556.00	0.00
Treasurer	4,138.00	3,412.00	4,270.00	4,000.00
Health Insurance	45,565.00	51,570.00	43,345.00	0.00
Qualified Plan Contribution	11,977.00	7,511.00	11,977.00	0.00
Mileage	5,170.00	2,506.00	2,138.00	3,000.00
CE	4,300.00	998.00	1,000.00	1,500.00
Payroll Taxes	11,203.00	6,396.00	9,000.00	9,180.00
Work Comp	4,000.00	1,540.00	1,846.00	3,000.00
Supplies	24,600.00	20,213.00	27,000.00	25,000.00
Pulpit Supplies	2,400.00	3,762.00	3,762.00	0.00
Other Expenses	0.00	3,047.00	3,047.00	0.00
Total G&A Exp	334,191.00	249,747.00	297,637.00	341,680.00
Total Expenses	558,720.00	526,382.50	612,468.00	580,650.00

2024 Staffing Proposal/Job Description

<p>Co-Pastor: Congregational Care & Adult Ministry (Adult-Seniors)</p>	<p>Co-Pastor: Children & Youth Ministry (Birth - College/Young Adult & Family Ministry)</p>
<p>Main Responsibilities:</p> <ul style="list-style-type: none"> • Worship Co-Lead (alternate preaching/leading) • All Adult Education & Ministry (Sunday morning forums, Mid-week bible study opportunities, fellowship/fun events, speakers/educational events, outreach, etc.) • All Shut-in, "Senior" & End of Life Ministry • Stewardship & Outreach Emphasis <p>Oversee & Work with the following Committees:</p> <ul style="list-style-type: none"> • Outreach • Life & Growth • Stewardship <p>(Both Pastors will work with the following Committees, as needed - or maybe we each take 2 of these to work with??):</p> <ul style="list-style-type: none"> • Parish Relations • Property • Education • Worship <p>Other:</p> <ul style="list-style-type: none"> • Fill in and work with the co-pastor to coordinate schedules, services, etc. 	<p>Main Responsibilities:</p> <ul style="list-style-type: none"> • Worship Co-Lead (alternate preaching/leading) • All Children's Ministry (Sunday School, VBS, family events, milestones, etc.) • All Youth Ministry (Confirmation, Youth Group, Mission Trips, retreats, events, etc.) • All College & Young Adult Ministry • Create Intergenerational Ministry Experiences <p>Oversee & Work with the following Committees:</p> <ul style="list-style-type: none"> • Youth <p>(Both Pastors will work with the following Committees, as needed - or maybe we each take 2 of these to work with??):</p> <ul style="list-style-type: none"> • Parish Relations • Property • Education • Worship <p>Other:</p> <ul style="list-style-type: none"> • Fill in and work with the co-pastor to coordinate schedules, services, etc.
<p>Administrative Assistant: Congregational Life & Adults</p>	<p>Administrative Assistant: Children & Youth</p>
<ul style="list-style-type: none"> • Oversee & Help Recruit Volunteers • Assist in Worship Planning • Assist in planning & implementing programs & events • Technology • Keep All-Church Database up to date • Media & Communications (online & paper) • Order Office & Church supplies as needed or as pertains to adult ministries • Keep up to date on subscriptions, worship coverage for copyright, etc. • Keep records & contacts up to date • Help Coordinate & attend events with Congregational Life Pastor 	<ul style="list-style-type: none"> • Oversee & Help Recruit Volunteers • Assist in Worship Planning • Assist in planning & implementing programs & events • Create, maintain & keep registration forms, background checks, lists, etc. • Assist in preparing curriculum & teaching materials • Communicate regularly with children, youth & families through email, text, social media & flyers/mailings • Help lead weekly programs • Help Coordinate & attend events with Children & Youth Pastor • Help Coordinate Events through Sign-up Genius, google doc, google forms, remind & other venues. • Help Coordinate & Record Fundraising Events

Peace Lutheran - Dresser
Treasurer's Report as of December 2023

Tuesday, January 2, 2024

Account #	Account Name	Period Activity	Monthly Budget	YTD Balance	Budget YTD
Income					
Offering					
4.901.01	Envelope Offerings	48,175.03		437,134.81	
4.901.02	Initial Envelopes	0.00		120.00	
4.901.03	Simply Giving Gifts	0.00		0.00	
4.901.04	Give Plus App	0.00		0.00	
4.901.05	Other EFT Gifts	0.00		0.00	
4.901.06	Cash Offerings	1,000.00		10,488.31	
4.901.08	Missions Gifts	425.00		9,064.00	
	Total Offering	\$49,600.03	\$44,751.00	\$456,807.12	\$537,078.00
Ministry Gifts					
4.901.07	Noisy Offerings	0.00		1,551.98	
4.904.05	Food Payments	179.31		379.77	
4.904.07	Parish Nurse Support Group Pymnts	0.00		0.00	
4.904.08	Parish Nurse Gifts	0.00		0.00	
4.904.09	Bus Fund Gifts	0.00		0.00	
4.904.10	Choir Gifts	0.00		0.00	
4.904.11	Praise Band Gifts	0.00		0.00	
4.904.12	Parish Nurse Support Group Gifts	0.00		952.00	
4.904.13	P Nurse Gifts	0.00		0.00	
4.904.15	Feed My Starving Children Gifts	0.00		0.00	
4.904.20	Kitchen & Funeral Gifts	0.00		329.00	
4.904.24	Youth Fund Gifts	0.00		0.00	
4.904.27	Outreach Gifts	10.00		10.00	
4.904.30	Altar Guild Income	0.00		250.00	
4.904.31	Robins Nest Internship Gifts	0.00		0.00	
	Total Ministry Gifts	\$189.31		\$3,472.75	
Maintenance					
4.904.16	Audio Gifts	0.00		0.00	
4.904.17	Lighting Gifts	0.00		0.00	
4.904.19	Maintenance Gifts	0.00		0.00	
4.904.25	Building Fund Gifts	0.00		0.00	
	Total Maintenance Gifts	\$0.00		\$0.00	
Rent					
4.903.01	Rent Daycare	2,700.00	2,700.00	29,700.00	32,400.00
4.904.01	Rent Misc	150.00		2,175.00	
	Total Rent	\$2,850.00	\$2,700.00	\$31,875.00	\$32,400.00

Peace Lutheran - Dresser
Treasurer's Report as of December 2023

Tuesday, January 2, 2024

Account #	Account Name	Period Activity	Monthly Budget	YTD Balance	Budget YTD
Misc					
4.111.11	Govt Assistance Payments	0.00		0.00	
4.904.02	Interest/Dividends	2.38		26.88	
4.904.03	Rebates	36.76		176.57	
4.904.04	Settlements/Reimbursements	0.00		0.00	
4.904.06	Pastoral Housing Loan Payments	0.00		0.00	
4.904.14	Larson Scholarship	0.00		0.00	
4.904.18	Contingency Gifts	0.00		0.00	
4.904.22	Pastoral Housing Gifts	0.00		0.00	
4.904.23	Miscellaneous Income	0.00		500.00	
4.904.26	Mortgage Gifts	8,000.00		60,640.00	
4.904.28	Larson Scholarship Gains/Losses	0.00		(2,048.39)	
4.904.29	Pastoral Housing Int & Gain/Loss	0.00		(1,054.65)	
4.905.01	Prepaid Event Fees	0.00		0.00	
	Total Misc Income	\$8,039.14		\$58,240.41	
Memorials					
4.902.01	Undesignated Memorial Gifts	0.00		3,485.00	
4.902.02	Designated Memorial Gifts	0.00		25.00	
4.904.21	Memorial Gifts	0.00		0.00	
	Total Memorials	\$0.00		\$3,510.00	
4.101.19	Sidewalk Project Gifts	0.00		0.00	
4.101.20	LEAD Initiative Income	0.00		0.00	
4.101.21	One Step Forward Income	0.00		2,050.00	
4.303.04	Shindig Income	0.00		2,666.00	
4.901.09	Office supplies gifts	0.00		0.00	
4.901.11	Christmas in July Gifts	0.00		10,601.00	
4.904.32	Siding Gifts	0.00		0.00	
4.904.33	Live Streaming Income	0.00		0.00	
4.904.34	Organ Fund Income	0.00		0.00	
	Total Income	\$60,678.48	\$47,451.00	\$569,222.28	\$569,478.00
Expenses					
Benevolences					
5.101.21	One Step Forward Expenses	1,370.00		4,700.00	
5.201.01	NW Synod/ELCA	4,637.00	1,093.00	5,987.00	13,127.00
5.201.02	Apple River Conference	100.00	6.00	100.00*	50.00
5.201.03	Luther Point	758.00	186.00	2,265.00	2,265.00
5.201.04	LSS	642.00	55.00	715.00	715.00

Peace Lutheran - Dresser
Treasurer's Report as of December 2023

Tuesday, January 2, 2024				Page 3 of 6	
Account #	Account Name	Period Activity	Monthly Budget	YTD Balance	Budget YTD
5.202.01	Home Missions	0.00		0.00	
5.202.02	CRA	0.00	116.00	1,779.15*	1,425.00
5.202.03	Inter-Faith Caregivers	0.00	53.00	1,067.00*	581.00
5.202.04	Serenity Home	0.00		0.00	
5.203.01	Salvation Army	0.00	63.00	785.00*	712.00
5.203.04	Family Pathway	894.00	87.00	1,000.00	1,000.00
5.203.05	Open Cupboards	894.00	87.00	1,000.00	1,000.00
	Total Benevolences	\$9,295.00	\$1,746.00	\$19,398.15	\$20,875.00
Ministries					
5.300.01	Education Ministry Programs	888.56	307.00	3,701.06	3,750.00
5.300.02	Curricula, Confirmation	0.00		0.00	
5.300.03	Bibles/Hymnals/Books	69.75		120.36	
5.300.04	Education Supplies	0.00		0.00	
5.301.01	Youth Ministry Programs	0.00	237.00	2,736.58	2,800.00
5.301.02	Youth Ministry Supplies	0.00		0.00	
5.301.03	Youth Ministry Food/Beverage	0.00		0.00	
5.302.01	Life/Growth Ministry Programs	0.00	87.00	2,125.29*	1,000.00
5.302.02	Life/Growth Food/Beverage	0.00		0.00	
5.303.01	Outreach Ministry Programs	0.00	32.00	2,679.27*	450.00
5.303.02	Outreach Supplies	0.00		0.00	
5.303.03	Outreach Food/Beverage	0.00		0.00	
5.303.04	Ben's Community Outreach Project	0.00		0.00	
5.303.11	Parish Nurse Materials	21.08	25.00	65.65	300.00
5.304.01	Stewardship Ministry Programs	0.00	25.00	0.00	300.00
5.304.02	Stewardship Supplies	0.00		0.00	
5.305.01	Worship Ministry Programs	0.00	34.00	0.00	375.00
5.305.02	Worship Education Expense	0.00		0.00	
5.305.03	Worship Supplies	836.01	125.00	3,569.93*	1,500.00
5.305.04	Altar Guild Expense	0.00	22.00	0.00	275.00
5.306.01	Parish Relations Materials/Education	0.00	7.00	60.21	150.00
5.306.02	Parish Relations Supplies	0.00		1,223.90	
5.307.01	Lay Education Materials	77.50	37.00	1,185.05*	400.00
5.307.02	Lay Education Expenses	0.00		0.00	
5.307.03	Synod Assembly Expenses	0.00		0.00	
5.307.04	Leadership Development	0.00	25.00	18.07	300.00
5.307.05	Synod Retreat Expenses	0.00		0.00	
	Total Ministries	\$1,892.90	\$963.00	\$17,485.37*	\$11,600.00

Mortgage

Peace Lutheran - Dresser
Treasurer's Report as of December 2023

Tuesday, January 2, 2024

Page 4 of 6

Account #	Account Name	Period Activity	Monthly Budget	YTD Balance	Budget YTD
5.400.01	Mortgage Principal	6,977.26	4,438.00	106,390.82*	53,223.00
5.400.02	Mortgage Interest	3,332.74	3,495.00	40,275.90	42,006.00
5.400.03	Mortgage Fees	0.00		0.00	
	Total Mortgage	\$10,310.00	\$7,933.00	\$146,666.72*	\$95,229.00
Maintenance					
5.402.01	Maintenance Materials, Exterior	0.00	288.00	4,035.50*	3,500.00
5.402.02	Maintenance Materials, Interior	0.00	288.00	23,529.83*	3,500.00
5.402.04	Building Inspections	0.00	87.00	0.00	1,000.00
5.402.05	North Wall Drainage Materials	0.00		0.00	
5.402.06	North Wall Drainage Labor	0.00		0.00	
5.402.07	Maintenance Labor Expense	0.00	413.00	6,833.25*	5,000.00
5.403.01	Capital Improvements, General Exterior	0.00		0.00	
5.403.02	Capital Improvements, Roofing	0.00		0.00	
5.403.03	Capital Improvements, General Interior	0.00		0.00	
5.403.04	Capital Improvements, Electrical	0.00	500.00	5,602.06	6,000.00
5.403.05	Capital Improvements, Plumbing/Sewer/Sprinkler	0.00	288.00	2,277.00	3,500.00
5.403.06	Capital Improvements, HVAC	0.00	538.00	915.47	6,500.00
	Total Maintenance	\$0.00	\$2,402.00	\$43,193.11*	\$29,000.00
Utilities					
5.308.05	Telecomm Service Expense	0.00		0.00	
5.308.08	Telecomm Utility Charges	210.51	212.00	2,495.04	2,500.00
5.308.09	Data Utility Charges	0.00		0.00	
5.401.00	Natural Gas	1,108.59		3,982.77	
5.401.01	Electricity	1,166.12	1,087.00	11,653.19	13,000.00
5.401.02	Propane	(1,160.88)	1,913.00	13,586.03	23,000.00
5.401.03	Security System	0.00	38.00	1,346.61*	500.00
5.401.04	Garbage Service	145.00	137.00	1,740.00*	1,600.00
5.404.01	Casualty/Liability Insurance	2,678.75	788.00	13,140.00*	9,500.00
	Total Utilities	\$4,148.09	\$4,175.00	\$47,943.64	\$50,100.00
Supplies and General					
5.308.01	Office Supplies	259.97	138.00	1,797.69*	1,700.00
5.308.02	Tech Eqpt Purchase	0.00	613.00	4,902.41	7,400.00
5.308.03	Tech Service Expense	0.00	62.00	199.40	700.00
5.308.04	Telecomm Eqpt Purchase	0.00		0.00	
5.308.06	Copier Equipment Purchase/Lease	501.35	261.00	4,074.07*	3,132.00
5.308.07	Copier Service Expense	0.00	19.00	1,465.19*	250.00
5.308.10	Subscriptions/Fees	2,772.81	288.00	12,951.19*	3,500.00

Peace Lutheran - Dresser
Treasurer's Report as of December 2023

Tuesday, January 2, 2024

Page 5 of 6

Account #	Account Name	Period Activity	Monthly Budget	YTD Balance	Budget YTD
5.308.11	Copier Usage Expense	0.00	250.00	1,056.36	3,000.00
5.308.12	Postage	98.00	150.00	1,465.50	1,800.00
5.309.01	Local Advertising	292.00	87.00	916.30	1,000.00
5.309.02	Local Advertising, Employment	0.00	19.00	128.00	250.00
5.309.03	Website/Social Media Expense	468.61	100.00	2,030.06*	1,200.00
5.309.04	Website/Local Media Maintenance	0.00		0.00	
5.309.05	Professional Licenses	0.00		0.00	
5.310.01	Food/Beverage	467.41	125.00	1,612.88*	1,500.00
5.310.11	Kitchen Equipment	0.00	12.00	2,879.00*	100.00
5.402.03	Maintenance Supplies	173.40	125.00	872.47	1,500.00
	Total Supplies and General	\$5,033.55	\$2,249.00	\$36,350.52*	\$27,032.00
Salaries & Benefits					
5.307.06	Seminary Tuition	0.00		0.00	
5.404.02	Workers' Comp Insurance	398.75	337.00	1,939.25	4,000.00
5.500.01	Pastor's Salary	0.00		0.00	
5.500.02	Pastor's Housing Allowance	0.00		0.00	
5.500.03	Pastor's SS Allowance	0.00		0.00	
5.500.04	Pastor's Continuing Ed	0.00		0.00	
5.500.05	Pastor's Mileage	0.00		0.00	
5.500.06	Pastor's Pension/Medical/Other Ins	0.00		0.00	
5.500.07	Pastor's 403b Contribution	0.00		0.00	
5.500.08	Pastor's Supp. Life Contribution	0.00		0.00	
5.501.01	Pastor Salary	5,748.73	4,046.00	51,164.22*	48,530.00
5.501.02	Pastor Housing Allowance	0.00	2,500.00	20,769.30	30,000.00
5.501.03	Pastor SS Allowance	0.00		0.00	
5.501.04	Pastor Continuing Ed	(304.75)	150.00	1,385.24	1,800.00
5.501.05	Pastor Mileage	951.23	220.00	2,976.05*	2,640.00
5.501.06	Pastor Pension/Medical/Other Ins	3,399.67	3,111.00	40,796.04*	37,376.00
5.501.07	Pastor 403b Contribution	0.00		4,813.77	
5.501.09	Pastor FSA Healthcare Contribution	0.00		0.00	
5.501.10	Pastor Daycare Contribution	0.00		0.00	
5.502.01	Education Director's Salary	0.00	1,737.00	15,024.01	20,800.00
5.502.04	Education Director's Continuing Ed	0.00	38.00	0.00	500.00
5.503.01	Parish Nurse Salary	0.00	1,879.00	12,623.49	22,515.00
5.503.04	Parish Nurse Continuing Ed	0.00	38.00	0.00	500.00
5.503.05	Parish Nurse Mileage	0.00	99.00	480.98	1,210.00
5.504.01	Executive Secretary's Salary	2,302.35	3,432.00	35,609.13	41,239.00
5.504.06	Executive Secretary's Pension/Medical/Other Ins	1,084.75	1,675.00	19,743.46	20,166.00

Peace Lutheran - Dresser
Treasurer's Report as of December 2023

Account #	Account Name	Period Activity	Monthly Budget	YTD Balance	Budget YTD
5.504.07	Executive Secretary's Continuing Ed	0.00	38.00	0.00	500.00
5.505.01	Custodians' Salary	851.70	1,737.00	11,547.98	20,800.00
5.506.01	Accompanists' Salary	1,350.00	1,278.00	9,755.00	15,325.00
5.507.01	Financial Secretaries' Salary	0.00	348.00	3,745.34	4,154.00
5.508.01	Treasurer's Salary	315.69	343.00	3,948.54	4,138.00
5.509.01	Pulpit Supply	100.00	200.00	3,961.72*	2,400.00
5.510.01	Intern Salary	0.00	1,837.00	567.07	22,000.00
5.510.02	Intern Mileage	0.00	220.00	0.00	2,640.00
5.511.02	Media Technology Director Continuing Ed	195.17	38.00	493.66	500.00
5.512.01	Media Technology Director-Salary	691.66	1,393.00	16,766.37*	16,683.00
5.520.01	FICA	0.00	1,067.00	6,396.10	12,826.00
5.520.02	Wisconsin Tax	0.00		596.26	
5.520.03	Wisconsin w/h Tax	0.00		0.00	
	Total Salaries & Benefits	\$17,084.95	\$27,761.00	\$265,102.98	\$333,242.00
Other Expenses					
5.203.02	Feed My Starving Children	0.00		10,535.99	
5.303.05	Noisy Offering Program	0.00		986.99	
5.303.10	Parish Nurse Caregiver Group	82.43		2,522.38	
5.307.07	Larson Scholarship Payments	900.00		15,150.00	
5.307.08	Robins Nest Internship	0.00		0.00	
5.520.04	Federal Tax Withholding	0.00		3,385.62	
	Total Other	\$982.43		\$32,580.98	
5.101.20	LEAD Initiative Expenses	0.00		4,972.64	
5.308.13	Other Expense	2,995.77		5,962.84	
5.403.07	Capital Improve Siding	0.00		0.00	
5.501.11	Pastor Vision Ins	0.00		0.00	
5.504.08	Exec Sec Vision	0.00		519.10	
5.511.01	Media & Technology Director	691.66		2,074.44	
	Total Expenses	\$52,434.35	\$47,229.00	\$622,250.49	\$567,078.00
	Difference	\$8,244.13	\$222.00	(\$53,028.21)	\$2,400.00

* = Income/Expense exceeds amount budgeted to date

Peace Lutheran Church
A Family of Christ, Spirit Led ~ Grace Fed

WORSHIP SCHEDULE

Services at 9:00 am Sundays
Dinner Church-2nd Wednesday of
each month at 6:21 pm

Sunday School Sept.-May at 10:00 am
Pre-K to 6th

10:00 am Adult Choir Practice

Confirmation-7th, 8th & 9th Grade
Wednesdays 6:21-7:30 p.m.

Youth Group-9-12th Grade
Wednesdays 6:21-7:30 p.m.



BIBLE STUDY

- Rachel Circle 4th Monday of
each month at 1:30 pm at Peace
- Other Bible studies throughout the
year

Quilters

Meet every Wednesday at 8:30 am.
No sewing experience necessary!

ORGANIZATIONS USING PEACE

AA meets Thursdays at 7:00 pm
Blood Drive in December and April
Cub Scout Banquet - March

2023 CHURCH COUNCIL

Tim Pauley, President (Parish Relations)
Joe Kahl, Vice-President (Property)
Linda Moore (Secretary)
Ronda Haley (Worship)
Sara Haase (Life & Growth)
Amber Chapman (Youth)
Maggie Isaacson (Outreach and
Stewardship)
Jason Swanson (Worship)
Dawn Peer (Education)

PEACE LUTHERAN CHURCH MEMBERSHIP STATISTICS – 2023

Members on Jan. 1, 2023	741
Members received by baptism:	6
Members received by transfer:	19
Inactive members reactivated:	4
Total:	29
Members removed in 2023:	
By death:	8
By transfer to another church:	5
By being put on the inactive list:	19
Total:	26
Members on Jan. 1, 2024:	744

Note: According to Chapter 6 in the Peace Lutheran Bylaws, if a member does not, in each calendar year, partake in Holy Communion, support this congregation with financial offerings, or make any effort to participate in the life and worship of this congregation, their name may be removed from active membership.
The numbers above reflect our perceived active membership.

Peace Lutheran Church Staff

Youth & Family Pastor Melissa Carmack, 443 Evergreen Ct., N. Richmond	651-338-7459
Secretary: Pat Adam, 2208 90 th Ave., Osceola	715-222-9404
Director of Media: Tammy Brenizer, 2978 110 th St., Frederic, WI	612-817-9933
Bookkeeper: Cheryl Bjornstad, 508 Moody Rd., SCF	715-483-3908
Custodian: Jerry Rosenow, 550 Round Lake Ln. Osceola	651-764-1721
Choir Directors:	
Pete Peterson, 605 200 th St., Osceola	715-417-2350
Steve Swenson, 2218 140 th Ave., SCF	715-483-9797
Accompanists:	
Ronda Haley, 2543 86 th Ave., Osceola	715-294-3433
Karen Hale, 1889 98 th Ave., Dresser	715-294-1517

Peace Lutheran Cemetery Committee - Annual Report for 2023

The newly formed Peace Lutheran Cemetery Committee met for the first time on January 31st 2023. The Committee is composed of seven members: **Pat Adam, Glen Museus (Co-Chair), Gloria Hutton, Steve Swenson, Lori Kromrey, Phil Everhart, John Haley (Co-Chair)**. The Committee reports to the Peace Lutheran Property Committee.

What follows are very brief, noteworthy items from 2023:

1. Some basic statistics:

Developed plots:	456
Sold plots	325 (71.3%)
Unsold plots	131 (28.7%)
Plots sold in 2023	7 (included in the 325)

2. John Haley was selected to be the representative for the Cemetery Committee to the Property Committee.
3. The knowledge of marking graves was transferred from Bill Lones (Bill moved to Michigan) to members of the Cemetery Committee.
4. The Rules and Regulations of the Peace Lutheran Church Cemetery document was reviewed and is scheduled for updating as needed in 2024.
5. The cemetery service providers (Grave Digger, Funeral Home, and Lawn Service) were each contacted in an effort to determine if there was anything that can be done to enhance the relationship and to make them aware of the newly formed Cemetery Committee.
6. A "competitive analysis" was performed by calling local cemeteries to determine how Peace Lutheran's plot prices compared to the local market.
7. The price of a Peace Lutheran cemetery plot was established at \$500.
8. Letters were sent out to individuals most responsible for the maintenance of the occupied cemetery plots with a gentle reminder of the regulations. Those plots that were out of compliance were respectfully asked to correct the nonconformity.
9. Fees for marking graves were redirected from the Funeral Home directly to the Peace Lutheran Cemetery Committee rather than being paid directly to the individual performing the marking.
10. Permission was sought and granted to move two misplaced grave markers located on the North end of Section 1 to allow for future use of the unoccupied plots.
11. A Cemetery Clean Up Day was scheduled and successfully accomplished – Thank you, volunteers!!!!!!
12. Above-ground survey markers were put in place to aid in marking graves in the winter.
13. The decision was made to apply the generous memorial money from the Rawlings family to expand the existing paver pathway just east of the church office area.
14. It was determined that additional documents need to be developed to better manage the cemetery and to assist families dealing with the recent loss of a loved one. The new documents would describe items such as the accepted order of interment locations for cremated remains when multiple cremated remains will be buried in the same plot **and** a shorter, more concise version of the Rules and Regulations of the Peace Lutheran Church Cemetery. These documents are scheduled to be written and published in 2024.
15. The current cemetery road is being reviewed for possible expansion to make it easier to drive in and out without having to back up.
16. New signage is being considered/developed for the Cemetery entrance that will direct visitors to check with the Church Office when bringing in and placing decorations other than flowers.
17. The Synod lawyer was contacted to help determine which of the many state statutes apply to the operation of a cemetery. The applicable statutes are currently being reviewed to ensure compliance.

Education Ministry Report

- Renamed in October; previously: Child, Youth, and Family Committee
- Committee Members: Dawn Peer (chair), Becky Anderson, Lisa Robinson, Andrea Skinner (Treasurer), Amber Chapman

Sunday School:

- Staff change: Becky Anderson resigned in October. There is currently no Sunday School Coordinator.
- We are continuing to use the Spark curriculum for grades preschool through grade 6. Classes are broken up into grades preschool through 1st, 2nd grade, 3rd & 4th grade, and 5th & 6th grade.
- There are currently anywhere from 35 to 45 students attending each Sunday. We have 51 students actively involved.
- The Ministry Project that we are working on this year is the purchase of chickens for the school in Haiti where we have students sponsored.
- As a Sunday School group, we have performed in Church Services once each month. We sang songs, played the bells, and performed the Christmas program. We will continue to participate once a month in services.

Vacation Bible School:

- Vacation Bible School was in session Monday, July 31st through Thurs., August 3rd.
- The theme this year was "Space".
- We had 40 children enrolled in this year's program.

Confirmation:

- 7th & 8th graders met Wednesday evenings with Pastor Melissa and small group leaders, participating in teaching, learning, service, and fun activities.
- 9th graders participated in Peace University, a program that integrates faith and life aspects. They participate with the high school youth group and other programs to complete their requirements for confirmation. This program gives flexibility to students and lets them choose courses based on their interests.
- 10th grade confirmation students participated in a confirmation retreat in the fall and were confirmed at the end of October. We had 20 students confirmed in 2023.

Adult Education:

- Ronda Haley has led an adult women's bible study at various times throughout the year.
- We offered a Wednesday bible discussion/study (to take place while students were in confirmation), but we did not get any interest.

2023 Media Report

2023 was a great year of growth training in new volunteers at our sound booth. We were also able to add additional speakers in the sanctuary to aid in better sound and upgraded the Pastoral mic. Thank you!

Some of the big changes in our livestream in 2023

- Addition of more volunteers in the Sound Booth
- New side speakers
- New Pastor Mic
- Dinner Church Services

Goals for 2024

- Sound booth rotation of volunteers
- New wireless microphone system
- Star Word Videos
- Texting communication system

Media by the numbers.....

YouTube 2023

284 Subscribers (+36)

4,797 Visits to one of our online services (-1377)

1,434 Total viewing hours (-146 hours)

Facebook 2023

1000 Facebook Followers (+156)

Instagram 2023

119 Instagram Followers (+13)

OUTREACH MINISTRY REPORT FOR 2023

The mission of the Outreach Ministry is to carry on the work of Christ in our community, nation, and world; and to encourage the participation of the members of this congregation in that work.

Free Clothing Events: held in April and September. Well attended. Remaining PJs to CRA, shoes to "Shoe Away Hunger" in St. Paul, clothing to Adoray Hospice store in Osceola.

Feed My Starving Children: Our 3 day Apr. Polk County Pack yielded 124,416 meals. Have sent \$7,000 for the 2024 Polk County Pack in April 2024.

Diaper Drive: In Jan. we collected diapers for the local United Way.

Little Dresses for Africa: We held community sewing days in Feb. and June. We had about 25 people each day. Hundreds of kits were made for people to sew at home. We talked at the ELCA Apple Women's Conference. Two churches in Polk County started their own LDfA projects with our help. We've started including panties with each dress.

Sock Drive: We continue to collect new and used socks for the Polk County Jail inmates and the Cheyenne River Reservation in South Dakota.

TeachHaiti: We continue to support 6 children with school tuition, Christmas food baskets for their families, and general school expenses. (About \$6,400 this year.)

Last Wednesday Meal: in Osceola. We served in April with 'Life and Growth Ministry.' Life and Growth will take over this event.

Polk/Barron Homeless Shelter: All of our donations are there. We gave 2 dryers, 1 washer, 7 beds, 1 living room, a play room, 1 family bedroom, 4 single bedrooms, 2 flat smart TVs, and all furnishings for the rooms.

Bazaar: Well attended. \$2840 was split between our 2024 youth summer trip and the Car Care Ministry out of Complete Automotive in Dresser.

Military Recognition: for 5 of our young men currently serving.

Quilting: 400+ adult quilts, plus child/baby quilts finished. 3 quilts went to the Luther Point Quilt Auction. Simpkins drove 221 of our quilts and 102 from Cushing Lutheran to the LWR warehouse in Maryland in the hopes of getting them to Ukraine or Turkey. Others went to Caring and Sharing Hands in Minneapolis, CRA in Milltown, local food shelves, Cheyenne River and Pine Ridge reservations in S.D., a local homeless shelter, LWR in St. Paul (Africa), and SCF hospital (low income babies). 10 women's skirts went to Malawi with a synod mission trip.

Respectfully submitted: Diane Lechman

Members: Pete Peterson, Diane Moser, Diane Lechman, Vicky Simpkins, Pat Carlson, Claire Cook-Chinander, Maggie Isaacson.

Worship Ministry Annual Report

“Worship the Lord with gladness; come before him with joyful songs. Know that the Lord is God. It is he who made us, and we are his: we are his people, the sheep of his pasture. Enter his gates with thanksgiving and his courts with praise; give thanks to him and praise his name.” Psalm 100:2-4

2023 Accomplishments

- 1) Found pastoral help for worship and Lent while Pastor Melissa was on her 3-month sabbatical;
- 2) Hired Karen Hale as part-time worship accompanist and choir accompanist;
- 3) Conducted a congregational survey and thus offered one worship service at 9am in the fall;
- 4) Started monthly “Wednesday Dinner Church” – an intergenerational interactive service following dinner

1) Pastor Melissa was on sabbatical from January 1st through March 31st. We are very thankful for the pastoral help and coverage from Pastor Suzi Orlopp, Pastor Maggie Isaacson, Pastor Alan Padgett, Pastor Sandy Johnson, Pastor Mary Ann Bowman, and Pastor Kent Johnson. Pastor Maggie led the Lenten Series, “The Home Altar”, revisiting the project she did when she was an intern at Peace. After Pastor Melissa’s sabbatical, we invited one of the pastors above each month so that she had one Sunday off a month from preaching.

2) In February we hired Karen Hale, a Peace member, as part-time worship accompanist and as the choir accompanist. Choir continues to sing the 1st and 3rd Sundays of each month and continued to bless us with their Easter and Christmas cantatas. Praise Band leads worship on the 4th Sundays. Sunday School children sing or ring bells once a month.

3) A congregational survey was conducted to find out the support of one service at 9am in the fall. We received overwhelming support and as we have now had this schedule since September, that support remains the same. Attendance has actually increased over the sum total from the two services last year. The congregation has thoroughly enjoyed having a much fuller sanctuary, higher energy, better singing, and a wonderful time of fellowship following the worship service.

The Tech Team found one service to be very beneficial, as helpers were hard to find for the 2nd service last year. Sunday School and the Adult Choir have also found the schedule change to be very advantageous over last year’s abbreviated time squeezed between services.

Communion is served at the altar rail on the 1st and 3rd Sundays and is processional on the 2nd and 4th Sundays. Communion kits continue to be available. We held a Stories of Faith Sunday on Feb 5th and April 30th, with members of Peace sharing their faith journey. The Affirmation of Baptism service was held on Reformation Service, October 29th; Christmas Eve services were held at 2pm, 4pm, 10pm.

4) Wednesday Dinner church began with the hope of being weekly, but started off with once a month for this year. It is held the 2nd Wednesday of each month at 6:21pm and is based on the Matthew 6:21 theme verse, “Where your treasure is, there your heart will be also”. This is an intergenerational interactive service following dinner from 5:30 – 6:15pm. Pastor Melissa leads these services under a different theme each month with help from Worship Ministry for ideas and videos.

2024 FOCUS

Our focus for 2024 is to find ways for our church members to more regularly and faithfully attend worship in person, while maintaining our online presence vital to the life of Peace. How can we help our families to prioritize worship as a family: to “Come and See” Jesus, the energy our worship has, the fellowship growing within our membership, and to be “Spirit Led and Grace Fed”?

We need our families, our children, and our youth in worship... every member is a vital part of Peace and ALL ARE WELCOME in this place!

We also need to grow our ministry with new members as several have faithfully served for several years. ALL ARE WELCOME on this team!

Ministry Members: Tammy Brenizer, Ronda Haley, Pat Kirby, Michele Merritt, Jason Swanson

2023 Annual Youth & Family Ministry Report

Youth & Family Ministry Mission Statement:

The primary purpose of the Youth & Family Ministry is to be an instrument used by the Holy Spirit to bring youth and families to faith in Jesus Christ. The strategies by which we accomplish this purpose are: Worship, Service, Education, Learning and Fellowship.

Youth & Family Ministry meetings

The Youth and Family Ministry meets on the 3rd Thursday of each month at 5:00pm. Activities, fundraisers, and mission trips are planned and discussed. Work is delegated among ministry members, youth, and other volunteers. New members are always welcome and appreciated!

Highlighted Youth & Family Activities throughout 2023

- Senior High (9th -12th grade) youth met weekly on Wednesday evenings. Baccalaureate services were held at Peace Lutheran Church. College Students were sent Care Packages.
- Confirmation was held October 29, 2023 and confirmation projects were displayed in the narthex. A reception was held with refreshments.
- Youth went on a Mission trip to Tennessee in June 2023
- Breakfast Club meetings were held for mission trip students
- A Senior Leadership Team has been formed and meets every other week for Breakfast Bible Study. They helped lead the 2023 mission trip and will do so again in 2024.

Fundraising

Our fundraising benefits youth, families, mission trips, and Peace Lutheran Church

- Maple syrup ministry (all year)
- Kwik Trip Gift Cards (February, November)
- Butter Braids sale (March)
- Palm Sunday Breakfast (March)
- Spaghetti Dinner/Silent Auction (May)
- Trollhaugen Bake Sale (October)
- Ham Dinner (October)
- Bazaar/Craft Sale (November)
- Christmas Cookie Sale (December)

Youth Ministry 2023 Year End numbers for the annual report:

- 380 transactions ran through the account
- \$160,601.72 total of items processed in and out of account

\$ 35,963.22	Beginning Balance 1/1/2023
\$ -80,509.75	Debits processed
\$ 80,091.97	Credits processed
\$ 35,545.44	Ending Balance 12/29/2023

The Youth and Family Ministry Committee:

Amber Chapman (chair/council member), Vicki Koehler (treasurer), Maria Gjovig (secretary), Becky Anderson, Dallas Wynne, Sue Rawlings, Pastor Melissa Carmack

A Simpler, Humbler, and Bolder Church¹

Dear Members and Friends of the Northwest Synod of Wisconsin,

It is time for your congregation's annual meeting! This is a great opportunity to reflect on the past year of faithful ministry. Now is the time to ask the BIG questions! How were we faithful in ministry? How were we faithful in participating in God's simple mission to love our neighbor? Now is the time to celebrate how God's Spirit has inspired your ministry! Give thanks to God and celebrate for the good that your congregation has accomplished!

Now is also the time to tell the truth about your ministry. How has your congregation fallen short and not been faithful to God's will? Lacked energy, a sense of purpose or mission? Now is the time to humbly tell the truth if your congregation has lost its focus or has little energy for God's work.

We all need to take an honest look in the rear view mirror of the last year and ask how have we been faithful and how have we failed to be faithful to our baptismal promises. Then we can boldly move into the New Year 2024 asking how we can with God's help do better.

The Church of England took a long look into the rear view mirror and with much prayer has discerned that moving forward they will strive to be a Simpler, Humbler and Bolder Church in the future. The Church of England described their vision for the future in this way:

Simpler, humbler, bolder are virtues we believe God is calling from us at this point in our history. They run through the vision and shape all we do and all that we are.

- **Simpler** because we are not as big a church as we used to be
- **Humbler** because we are facing our failures, and this is not easy.
- **Bolder** because the love of Christ compels us. We have a gospel to proclaim, and we live and minister in a world of much pain and confusion.

I believe these three virtues could also help us in the coming year. I invite your councils and leaders to lean into these questions in 2024:

1. **Simpler:** How can we simplify our structure so more time and energy can be spent on loving our neighbors and joining in God's mission in our community? How can we focus on what is really important and let go of the trivial or unnecessary?
2. **Humbler:** What isn't working? How have we fallen short? We can't do everything we use to do so what ONE thing can we do for Jesus? How can we work with other churches, denominations in our community?
3. **Bolder:** How can your congregation be braver and bolder in sharing the good news about Jesus in a hurting world? In prophetic witness to justice issues in our world? In working for right relationships with our neighbors and all of creation?

Friends, I am truly grateful for your partnership in the gospel and all the ways you are faithful in ministry. I invite you to move joyfully, simply, humbly and boldly into God's future in 2024.
Bishop Laurie Skow-Anderson

Philippians 2 Do nothing from selfish ambition or empty conceit, but in humility regard others as better than yourselves. Let each of you look not to your own interests but to the interests of others. Let the same mind be in you that was in Christ Jesus, who, though he existed in the form of God... emptied himself ...he humbled himself and became obedient to the point of death— even death on a cross.

I thank my God for every remembrance of you, always in every one of my prayers for all of you, praying with joy for your partnership in the gospel from the first day until now. I am confident of this, that the one who began a good work in you will continue to complete^[e] it until the day of Jesus Christ. Philippians 1:3-6

¹ [Jesus Christ Centred and Shaped | The Church of England](#) (accessed December 22, 2023)

