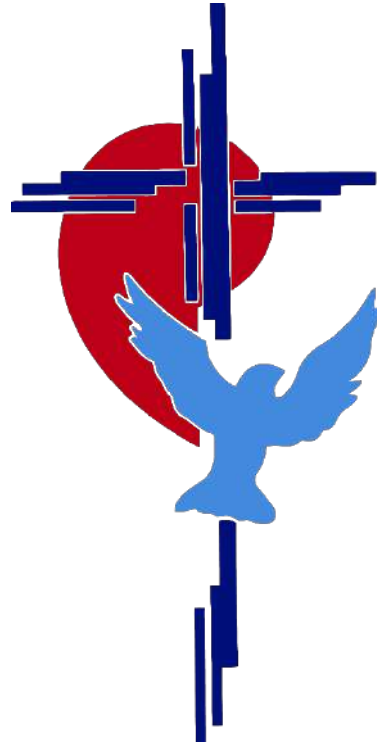


Prince of Peace Lutheran Church – ELCA
“Gathered by Grace – Sent to Serve”
2023 Annual Report



Congregational Meeting
Sunday, January 28, 2024
10:30 AM



Northern Great Lakes Synod
Marquette, Michigan
Equipping the Saints for Ministry



Evangelical Lutheran Church in America
God's Work. Our hands.

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*⁶I planted,
Apollos watered,
but God gave the growth.
⁷So neither the one who plants
nor the one who waters is anything,
but only God who gives the growth.
⁸The one who plants and the one who waters
have a common purpose,
⁹For we are God's servants,
working together; ...
~I Corinthians 3: 6-9*

Dear People of the Northern Great Lakes Synod,

As we begin the Year of our Lord 2024, I share with you the scripture focus of our Synod for the next three years. The above verse from Paul's first letter to the church at Corinth is an admonition to those who would make a distinction between baptism at the hands of one leader against another, as if baptism ties the newly initiated to the baptizer rather than to the one in whose name we are baptized. Paul asserts that the life of faith is about more than one believer or baptizer, rather all believers are part of the life cycle of ministry; one planting seeds- for the next one to nurture- for the next one to enjoy the growth given by the grace of God, which in turn enables seed planting for future ministry.

Together, all of us are Seed Sowers with a common purpose, and there is blessing in understanding the impact we can have in different seasons of ministry.

For the year of our Lord 2024, we will lean into what it means to "plant." I confess, I do not always have patience for planting. When I have been frustrated at a lack of response for a given effort, I often hear the reassuring word, "but you planted seeds! Who knows how those seeds will bear fruit in the future." While this is true and I am glad to be reminded, I would much rather see the fruits of my labor now.

If only ministry could be more like mowing the lawn! One makes the effort, sees the rows where the grass has been cut and where it still needs a trim, and when it's all done, there is a sense of satisfaction as I can see what has been accomplished. There is an immediate return on the labor and time invested.

So often, ministry is not like this. And yet planting is so important! There is no harvest without planting. There is no fruit of our labor. There is no passing on the faith, teaching, raising up leaders, building relationships in and out of our congregations.

We give thanks to God for the growth we enjoy from seeds that were planted long ago. Each of us has a story to share of who passed the faith on to us and how. Who was it that planted seeds of faith in you? How were they watered? And each one of our ministry efforts began somewhere. Who planted the seeds of your congregation? Of LWR quilts and food pantries? We celebrate that others have laid a foundation for ministry, and still others have built upon it. But only God gives the growth.

This year, as we focus on planting, we not only enjoy the fruits of what others have planted, but we take our turn to plant seeds for future ministry, future generations, future Church. We plant seeds for fruit that we may never see and for a future Church that may be very different from the one we know. Yet we plant, trusting that God will give the growth.

Yours in Christ,
Bishop Katherine Finegan



BIOGRAPHIES FOR COUNCIL NOMINATIONS

Rich Hess grew up in West Bend, Wisconsin and attended a Catholic high school. Following his graduation from high school, he pursued a career in education while attending the University of Wisconsin, Whitewater. His teaching career began in Wauwatosa, Wisconsin where he taught business education, coached football and track while continuing his own education. He earned a PhD in educational administration from the University of Wisconsin, Madison. His 42 years in the education field ended after 13 years as district administrator in Shawano, Wisconsin. In 2001, Rich and his wife Judy purchased their property on Bass Lake. After retiring in 2007, they became full-time residents of Eagle River. Rich and Judy are blessed with four children and ten grandchildren. This past spring, they became members of Prince of Peace Lutheran Church.

Diane Niemczyk was born and spent 52 years in Stevens Point, WI. She married and was blessed with five wonderful children there. After the youngest entered kindergarten, she returned to university, where she received her nursing degree from UW- Eau Claire. Let's just say, life happens. In late 2006, Randy knocked on her door, and on March 2007 Pastor Margaret married them at Prince of Peace. Together they have seven children and fifteen grandchildren. She worked as an Emergency Nurse at Howard Young and ER Memorial Hospital before retiring in 2016, and has previously served on the church council, and GWOH currently. " We are blessed to be a blessing."

Bobbie Schmidt was born in a very small town in the bootheel of Missouri. Graduated from high school in Steenville, MI. Moved to Chicago for college and worked part-time for the US Postal Service for a number of years. After receiving her degree in IT, she moved to Wausau, working at an insurance company in the Telecommunication Dept. Her next move was to St. Paul, MN as a data center manager. She has two children, Michael and Michelle. Both served in Desert Storm, Michael as a Marine and Michelle in the Navy. Each served 7 years. She also has 4 adult grandchildren. She has been with her husband Floyd for 13 years but they have known each other since 1976. They met at a classic car show! They retired to Eagle River in 2005 after spending many summer vacations in the area. Her hobbies are reading, traveling and spending time with her family. Bobbie was a frequent visitor to Prince of Peace, becoming a member in 2023.

Prince of Peace Lutheran Church
Annual Meeting Minutes
February 19, 2023

- Call to Order - Barb Zima, Council President, called the meeting to order, at 9:45am, and stated that there was a quorum present.
- Meeting Agenda - Jerrie Van Haverbeke made a motion to approve the Meeting Agenda, Mary Kunau seconded, having no discussion, the motion was carried.
- Appointment of Tellers - Barb Zima requested three members to count ballots if needed:
Jim Thomas, Chris Ebert and Betty Wright volunteered.
- Prayer - Pastor Paul F Heykes
- Pastor's Report - Pastor Paul spoke of his report included with the Annual Report.
- President's Report - Barb Zima spoke of her report included with the Annual Report.
- Approval of February 27, 2022, Annual Meeting Minutes - Sandy Bishop made a motion to approve the 02/27/2022 Annual Meeting Minutes. Chris Ebert seconded, having no discussion, the motion was carried.
- Approval of Annual Report as printed - Denis Del Ponte made a motion to approve the 2022 Annual Report, as printed. Jerrie Van Haverbeke seconded, having no discussion, the motion was carried.
- 2022 Treasurer's Report - Mike Bishop, Treasurer, presented the 2022 report, which is included within the Annual Report. Jim Moravec made a motion to approve the 2022 Treasurer's Report. Tim Wright seconded, following discussion, the motion was carried.
- 2023 Budget - Mike Bishop presented the 2023 Budget, which is included within the 2022 Annual Report. Jack Martin made a motion to approve the 2023 Budget. Jon Cook seconded, following discussion, the motion was carried.
- Old Business - None
- New Business
The 2023 Budget was approved.
Nominating Report - Barb Zima thanked all who volunteered to serve on the various
Teams or committees and presented the following nominees:
 1. Election of Church Council
 - a. Dawn Gonitzke

b. Jerrie Van Haverbeke

Barb thanked Mike Bishop and Lisa Kohlman for each having served 6 years on the Council.

2. Election of Synod Assembly Delegates (2 people) May 18-20, in Marquette, MI.

a. Open to floor nomination

There was no nomination, therefore the Council will have to select the Delegates.

3. Election of Nominating Team (2 people).

a. Open to floor nomination - 1 year term

There was no nomination, therefore the Council will have to select volunteers.

4. Election of Audit Committee (3 people)

a. Jim Thomas (2 year term)

b. Eric Brunner (3 year term)

c. PJ Kohlman (1 year term)

5. Election of the Endowment Team (3 people)

a. Shayne Wilfer

b. Betty Wright

c. Sandy Bishop

Barb Zima asked three times if there were any nominations from the floor, hearing none,

Jon Cook made a motion to unanimously approve and elect all the nominees. Mary

Kunau seconded, having no discussion, the motion was carried.

- Motion to Adjourn - Jim Thomas made a motion to adjourn, at 10:22am.

Jack Martin

seconded, having no discussion, the motion was carried.

- The Lord's Prayer - Pastor Paul led the closing with the Lord's Prayer & a Blessing.

Respectfully Submitted,

Marlys Tipple
Council Secretary

Prince of Peace Lutheran Church Core Values

We are a community Gathered by Grace – Sent to Serve

Called to the mission God has given us.

Prince of Peace Lutheran Church is a community which believes in God's love, knows Jesus as Savior, and is blessed by the presence of the Holy Spirit. Thankful for these gifts we gather to pray and praise, explore God's word and its' meaning for our lives, strengthen each other in our witness, and serve each other and our neighbors in the world.

It is absolutely clear that God has called you to a free life [from sin, death, and evil as a gift through Jesus' death and resurrection]. Just make sure that you don't use this freedom as an excuse to do whatever you want to do and destroy your freedom. Rather use your freedom to serve one another in love; that's how freedom grows. For everything we know about God's Word is summed up in a single sentence: Love others as you love yourself. That's an act of true freedom. – Galatians 5:13-14 (The Message)

Believing in God's unconditional love through the grace of Jesus Christ and the gifts of the Holy Spirit, and rooted in scripture, we value:

Spirituality

Experiencing the love and grace of the Holy Trinity. Using all five senses, our experience and awareness deepens, creating a space for the grace of Jesus to enter.

1 John 4:7-9

Beloved, let us love one another, because love is from God; everyone who loves is born of God and knows God. Whoever does not love does not know God, for God is love. God's love was revealed among us in this way: God sent his only Son into the world so that we might live through him.

Community

Our church is open, generous, diverse, welcoming, hospitable, healing, and caring.

Mark 12:30-31

Love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength.' The second is this: 'Love your neighbor as yourself.' There is no commandment greater than these."

Grace

We value people from ALL walks of life.

We are saved by grace which is universal and inclusive of all humankind.

We are saved by grace through faith.

Ephesians 2:4 NLT

God is so rich in mercy, and he loved us so much, that though we were dead because of our sins, he gave us life when he raised Christ from the dead. By Grace you have been saved.

Helping Others

We value helping others through compassionate service. Inspired by the grace of God, we humbly and lovingly serve our neighbors at Prince of Peace, in the Northwoods and beyond.

Hebrews 4:16

Let us therefore come boldly to the throne of grace, that we may obtain mercy and find grace to help in time of need.

Creativity

We value creativity as the God given ability to generate or recognize new ideas or possibilities in worship, mission, problem solving, communicating with others, and visioning now and for the future as we continue to share the Gospel as Disciples of Christ.

Colossians 1:16

For in him all things in heaven and on earth were created, things visible and invisible, whether thrones or dominions or rulers or powers—all things have been created through him and for him.

Pastor's 2023 Annual Report

As we look back on the year that was, we can see the hand of God at work in our church and in our lives. We started the year transitioning from interim ministry to having a full-time minister. Thank you to Pastor Paul Heykes for being there for us through this time.

There is a renewed sense of purpose and commitment to being part of our church family and serving our community. The Weekend Backpack Program is exploding with new volunteers and supporters. Our church members take it upon themselves to visit those around who are in need offering any help they can. We have an active group of prayer warriors attuned to the joys and suffering of the community who constantly pray for the needs of others.

In addition to our outreach efforts, we also focused on strengthening our spiritual connections. We have made adaptations to fit our demographic. Our VBS turned into an intergenerational fun night with a potluck, scavenger hunt, and campfire. The Christmas program involved the entire congregation led by Ann, our dynamic multi-talented narrator. Overall, there is a good sense of energy and participation within our church.

Our big challenge of the year came when we made the decision to replace the church roof. In two days, our roof was replaced and within a couple of months, we were able to secure the pledges and donations to finance the project. Looking forward, we are excited about the opportunities that lie ahead. We are excited to enhance our music program with a director of music, begin a choir, and enhance our worship. We are committed to continuing our outreach efforts and strengthening our spiritual connections, and we are confident that God will continue to guide us on this journey.

I want to express my deepest gratitude to each and every one of you for your continued support and dedication to our church. It is through your generosity and commitment that we are able to make a difference in the lives of individuals, the community and the greater church. May God bless you all, and may we continue to grow in faith and love together.

Hearts on Fire!

Grant Van Lishout

Pastor

Prince of Peace Lutheran Church

President's 2023 Annual Report

Hard to believe I am completing my first year as Council President. When I agreed to serve my greatest concerns were could I do the job and would Prince of Peace (PoP) survive my tenure as a church executive. Well, I'm still here and PoP had a pretty good year. Allow me to recap some of the 2023 highlights.

After a search lasting fourteen months PoP found our fulltime pastor. Reverend Grant Van Lishout became pastor at PoP. There was much anticipation and excitement from the congregation pending his arrival. Pastor Grant's leadership has energized our congregation. PoP's membership numbers are up, the church's financial position is strong, and our ministries and programs continue to enhance PoP's presence in our community and worldwide through our contributions to the Synod and ultimately the ELCA. I hope you'll all agree with me that Pastor Grant brought to PoP's congregation what we needed when we needed it the most. God's presence is at work at PoP.

Another highlight was replacing the church roof. This was expected to be a monumental expense for PoP. Council and our Treasurer prepared to take the necessary steps to secure a loan when we approached the Congregation with a capital campaign. The Congregation overwhelmingly supported the campaign to the point that it was not necessary to borrow any money to pay for the roof. The campaign raised more than \$67,000. The Congregation came together to do what no individual could do alone. Every member of PoP should be proud of what we accomplished. The lesson we can all take away from this experience is that no project is too big when we work together.

One final thing I'd like to mention is service to PoP and the church at large. If you recall last March, I wrote in a communication to the Congregation that one of Council's jobs was to seek to involve all members in service. To this end Council instituted "Temple Talks" that were intended to inform the Congregation of various ministry volunteer opportunities to serve PoP. During the Stewardship campaign last fall members responded how they could support PoP's ministries through volunteering their time. Many members responded and on behalf of the Council I'd like to extend our sincere appreciation.

Regarding those members that haven't decided how best to serve, it's not too late. The more members volunteering their time to serve PoP the greater PoP's influence is in our community and beyond. Our small church can do big things with everyone's help.

2023 was an outstanding year for PoP. Members of this church generously shared their treasure, time, and talents to make this happen. I sense there's a personal pride emanating from our members, and it is this energy that I hope will propel us forward in 2024 as we continue to serve PoP and its ministries.

And if you're wondering what I now think about my initial apprehension of serving as council president, well I made it through a year and I now know my apprehension fears were unwarranted. I now know that it takes many talented people to make the church function properly. I hope if any of you are hesitant with respect to volunteering your time know that you're never alone as we serve our Lord.

Gather by Grace – Sent to Serve.

Blessings to All,

Bob Michaels
President, Church Council

Christian Education 2023 Annual Report

Members: Susan Palmer, Rachel Strong, Pastor Grant Van Lishout and Shayne Wilfer.

What a fun & exciting 2023 as we kicked off both old and new Christian Education programs. We offered spiritual growth opportunities in a variety of ways for all members of our congregation. Here are the highlights:

- All Church VBS night with potluck, prayer, crafts, a scavenger hunt, and an outdoor worship around the campfire.
- Adelyn Braunel received her First Communion in conjunction with Ascension Lutheran in Minocqua.
- Confirmation Classes underway for Ben Braunel.
- Reflection on the Word Scripture Studies offered in June and October. Special shout out to our facilitators—Pastor Grant, Rachel Strong, Chris Ebert, Jack Palmer, Pastor Paul Heykes.
- Held the first-ever No Rehearsal Christmas Program with the entire congregation celebrating the birth of Jesus! Joy to the World!

The upcoming year will be no less exciting as we will celebrate the confirmation of Ben Braunel, continue our scripture studies, and bring new programs to deepen our understanding of God's amazing work! We are blessed by God's creative & generous gifts given to our congregation to help each of us learn and grow in our faith.

Respectfully submitted,

Shayne Wilfer
Christian Education

Endowment Team Report 2023 Annual Report

Members: Sandy Bishop, Jeff Currie, Jim Thomas, Shayne Wilfer, and Betty Wright

Expanding the ministry of Prince Peace is the primary reason that the Endowment Fund was established in 2004, and it is the primary goal of our congregation's Endowment Team.

In 2023 the team decided to disburse \$3,000 from the Endowment fund's returns. Those dispersals provided support to two local organizations, Caritas (\$1,000) and SHARE (\$1,000), and to Praise in the Pines (\$1,000), a one-day Eagle River event being planned for August of 2024.

Any congregation member who knows of other organizations or causes that could use help from the Prince of Peace Endowment Team, please let us know. See the details below. As of December 31, 2023, there was \$7,800 available to be disbursed.

Funds available to be disbursed come from the dividends, interest, and realized capital gains that accumulate from the principal in the Endowment Fund.

The Endowment Fund's principle always remains intact. An important task of our team is to grow that principle. At the end of 2022, the Endowment Fund had a balance of \$63,262.56, and at the end of 2023 the Fund balance was \$71,055.28.

We always welcome contributions to increase the principle in the Fund.

This past summer the team made investment changes to best take advantage of rising interest rates.

At that time the team also decided to move the Endowment Fund from a portfolio at Vanguard to investment instruments at Fidelity Mutual. Both organizations are highly reputable and have the types of low-risk investment vehicles that are used to grow our Endowment Fund, but the team and the church treasurer felt that it was easier to work with Fidelity.

You can help our Endowment Team meet its goals in two easy ways:

1. Give us your ideas of ways to use the Fund to expand the ministry of Prince of Peace. The form for making a nomination is right on the back of this report. You can also pick one up in the Narthex or get one online at our congregation's website, <https://princeofpeace-er.org/>.
2. Donate at whatever level you can to grow the Fund.

Respectfully Submitted,

Jeff Currie
Endowment Team



"Gathered by Grace ~ Sent to Serve"

Endowment Fund Request - Just Ask!

The Prince of Peace Endowment Fund was created to enhance the outreach mission of Prince of Peace apart from the general operation of the congregation. The monies are invested in various mutual funds, and only the income (interest, dividends and realized capital gains) is used to support outreach projects. The principal remains intact unless circumstances are so dire that the future of the congregation is at stake. Examples of possible outreach projects include, but are not limited to, the following:

1. Grants to students attending ELCA seminaries, colleges
2. Financial help for social service agencies and institutions recommended by congregation members
3. Support for special programs for community members who are in spiritual or economic need
4. Aid to the ELCA for new congregational development
5. Support for any other cause that would enhance the outreach ministry of our congregation

If you know of a worthy recipient for help from the Prince of Peace Endowment Fund let us know!

Complete the form below and turn it in to the Church Office or mail it to the Endowment Team at Prince of Peace Lutheran Church, 5030 Hwy 70 West, Eagle River, WI 54521.

Your name _____

Your email address and phone number _____

Brief description of the project/person to be supported _____

How supporting the project/person enhances the outreach mission of our church _____

Contact name and contact information for the nominated project or person _____

Finance Team 2023 Annual Report

Members: Mike Bishop (Treasurer), Karen Maahs, Bob Michaels, Marlys Tipple, Eric Brunner and Jerrie VanHaverbeke.

Financially, this has been a very strong year for Prince of Peace. We exceeded our budget in terms of income and our expenses were kept in check despite a higher expense cost structure. For the year, our operational budget had a positive net income of over \$20,000.

We continue to be debt free, have a strong emergency reserve fund and general fund and continue to enthusiastically support non-budgeted programs such as the Weekend Backpack programs.

The Finance Team accomplished the following in 2023:

1. Submitted the 2023 budget to Council in time for approval prior to the Annual Meeting.
2. Provided financial information to the congregation via reporting from the Treasurer.
3. Established a funding strategy for the roof replacement project. In conjunction, received financing pre-approval from the ELCA Mission Investment Fund and in turn the ELCA Federal Credit Union. Fortunately, due to the response of the roof capital campaign we did not need to take out a loan for the project.
4. Due to improving interest rates, we secured another Government I Bond and CDs from Nicolet and Incredible Banks.
5. Eric Brunner organized the scheduling of weekly offering counters.
6. Prepared 2024 budget versions to be presented to Council for approval in early January.

Finally, in addition to the members of the Finance Team we want to thank those who count offerings on Sunday mornings, the 2023 audit team (Eric Brunner, P. J. Kohlman and Jim Thomas), and our Church Office Coordinator, Ann Carlson.

Respectfully Submitted,

Mike Bishop
Treasurer

God's Work Our Hands 2023 Annual Report

Members: Barb Zima (Chairperson), Marlys Tipple (Council Liaison), Chris Ebert, Joyce Leander, Diane Niemczyk, Jerrie Van Haverbeck, Betty Wright, and Jayne Winblad.

God's Work Our Hands (GWOH) had a very busy 2023, starting with the goodbyes to Pastor Paul F Heykes and the welcoming of Pastor Grant Van Lishout. As a team, we communicated through email and text messages most of the year. During April, we suddenly had three funeral dinners to organize in the same week that Bishop Katheran Finegan was coming to install Pastor Grant, in his new calling. A big thank you, from GWOH, to Ann Carlson & Burt Johnson for taking charge of Pastor's Installation Reception.

GWOH served many Coffee Hours throughout the year. Thank you to Jayne Winblad and Betty Wright for hosting Coffee Hour on the first Sunday of every month. Along with a Lenten soup supper and an Advent soup supper, we also hosted Christmas Cookie Sunday. After our years of COVID, it was so wonderful to be able to fellowship together again.

GWOH directs our Local Mission Support twice a year, in July and December. This represents 2% of our giving. In July, \$764 was given to Compassus Living Foundation (local hospice) and \$764 to the local Vilas Food Pantry. In December, our local support will be split evenly between Caritas and Habitat for Humanity. I do not have the final total, as I write this, however the estimate is around \$1600.

The Lutheran World Relief Quilt Team tied 10 quilts this year. Unfortunately, due to illness & injury our team didn't get as many put together as planned. We will ship these, as well as the ones we make in the new year, in the fall of 2024.

Diane Niemczyk once again put together Advent gift bags that Pastor Grant distributed, to our homebound members, during his visits. We also collected items for the food pantry, for Christmas.

Thank you all for signing up on the Time & Talent forms. We are always looking for volunteers to assist in serving Coffee Hour or other dinner celebrations, baking, tying quilts or sewing the quilt tops/bottoms (fabric provided). We extend an open invitation for you to join our team.

*The LORD will open the heavens, the storehouse of his bounty, to send rain on your land in season and to **bless all the work of your hands**. You will lend to many nations but will borrow from none.*

Deuteronomy 28:12

Respectfully Submitted,

Marlys Tipple
God's Work Our Hands

Property Team 2023 Annual Report

Members: Mike Bishop, John Cook, Denis Del Ponte, P.J. Kohlman, Bob Michaels, Jim Moravec and volunteers—thank you.

Accomplishments for 2023

1. **Roof Replacement:** On August 7 and 8, nineteen roofers removed 20,000 square feet of shingles and roofing material and installed new underlay and shingles all within budget.
2. **Prince of Peace Highway Sign:** Updated the sign lighting with dusk to dawn LED lamps.
3. **Snow Shoveling Contract:** Secured a snow shoveling and snow blowing contract with Custom Landscaping to reduce this task for our limited volunteers.
4. **Pest Control Contract:** Secured a contract with Kill All Pest Control to address our “Church Mice” problem. Our lower level is stashed with Weekend Back Pack food, hence the need to eradicate these church goers.

Tentative Projects for 2024

1. **Exterior Paint Contract:** The exterior trim, mostly fascia, hasn’t been painted since the church was built and they’re starting to show their age.
2. **Roof Valley Heat Tapes:** This involves sorting through all our heat tapes, throwing out the bad, and reinstalling the good in all the roof valleys.
3. **Gardener Contract:** As with our snow shoveling contract, we have limited volunteers for garden and shrub maintenance. This contract will cover shrub pruning and weeding of landscape gardens, especially around the POP Highway Sign.
4. **Children’s Jungle Gym:** The playground structure next to the lower parking lot hasn’t been maintained for years, may be a church liability and may necessitate serious repair and/or disposal.

5. **Fluorescent Light Replacement:** We have 407 fluorescent bulbs in our church. Replacement and recycling costs are starting to increase. LED replacements may be a cost-effective alternative.

Respectfully Submitted,

Denis Del Ponte

Dave Tipple

Property Team

Stewardship 2023 Team Annual Report

Members: Barb Zima and Jim Moravec

The Stewardship Team met with Pastor Grant on July 19th in the Fellowship Hall to discuss our Stewardship Fall emphasis. The result of meeting was:

1. Setting the date for a Temple Talk which was delivered by Jim Moravec in August.
2. Development of the Time and Talent forms with input from each Team.
3. Pastor's Stewardship letter regarding financial pledges.
4. The second letter which included Time and Talent forms for the congregation to fill out with their pledge to volunteer their time and talents for 2024.
5. The date for Consecration Sunday to be held on October 8, 2023.

The Stewardship Team would like to thank Pastor Grant and express our appreciation for his leadership and support in accomplishing our goals which lead to a wonderful response from the congregation.

We would also like to thank the congregation for their continued and generous support for the ministries of Prince of Peace and invite anyone interested in being a part of the Stewardship team or any of the other Teams that are part of the important ministry of Prince of Peace.

Respectfully Submitted,

Barb Zima

Jim Moravec

Stewardship

Worship and Music 2023 Annual Report

Members: The team consists of Sue Del Ponte; Chris Ebert (chair); Dawn Gonitzke (Council Representative and musician); Mary Kunau; Marlys Tipple; and Pastor Grant Van Lishout.

Activities:

In 2023, Prince of Peace called Pastor Grant Van Lishout as our Pastor. The Worship and Music Team re-convened and began regular meetings on the 2nd Tuesday of each month. Both Dawn Gonitzke and Chris Ebert have provided reports to the Council on the work of the committee/team.

As each season of the Church Year began, the Worship and Music Team planned for both the regular and special services in consideration of “past practices” and “new ideas.” The team also collaborated with God's Work, Our Hands whenever meals were involved as with mid-week Lenten and Advent services.

The volunteers necessary for both regular and special services were coordinated by the following:

- Mary Kunau organized both Communion Servers and a small group that provided weekly communion set-up.
- Marlys Tipple organized the Lectors.

In all cases, the volunteers were contacted for their availability, the schedule for the next three months was set, and everyone was informed. In particular, any special services that needed additional “worship elements,” the Worship and Music Team worked together to plan and organize (as for example, Pastor Grant's Installation Service, Reformation Sunday, All Saints Sunday, and Christmas Eve).

A significant amount of preparation and work goes on “behind the scenes” for many of both the regular and special services – as in changing the paraments and banners, sewing the names of the deceased for that year on the All Saints banner, organizing the “Flower Garden” donations and lists for Easter and Christmas and many other tasks that enable the worship services to go smoothly.

During the Church Year, “special music” was provided at both regular services and memorial services through the efforts of several individuals. Gary Ebert organized a choir for Easter Sunday, under the direction of Rachel Strong. At the

memorial service of Harold Zdroik, Gary and Chris Ebert were asked to sing a duet and at the memorial service of Rollin Siegfried, a large ecumenical choir, under the direction of Dr. Pamalyn Lee, all came together to sing. In addition, Rachel Strong and Sue Palmer provided instrumental music at several services.

A job description for a Music Coordinator has been developed by the Worship and Music Team. The Church Council reviewed it and made suggestions for revisions to go back to the Worship and Music team. A 2024 budget was presented to the church council.

The Worship and Music Team has worked well together and is more than willing to collaborate with “God's Work, Our Hands” and any other teams/ committees as we go forward. Our weekly announcements at the end of each service began to include birthdays and anniversaries. The Worship and Music Team initiated “Birthday/ Anniversary Sunday” as the 3rd Sunday of the month for cake, coffee, and fellowship. We will continue to coordinate volunteers for the cake and coffee preparation of this Fellowship activity.

With Gratitude for the many Blessings of this Congregation.

Respectfully Submitted,

Chris Ebert
Worship and Music

Personnel Team 2023 Annual Report

Members: Executive Team of the Council (Mike Bishop, Marlys Tipple, Rachel Strong and Bob Michaels)

Performance evaluations were completed on Pastor Grant and Church Office Coordinator Ann Carlson between October 24 and November 1. The Executive Team conducted Pastor Grant's evaluation while Pastor Grant performed Ann's review with Bob Michaels, representing the Executive Team, present.

The Executive Team, with guidance from Finance, recommended salary increases for Pastor Grant and Ann. These increases are reflected in the 2024 budget that has been reviewed and approved by the Church Council and is being forwarded to the Congregation for approval at the Annual Meeting.

In summary, Pastor Grant's salary increase is being adjusted to bring his annual salary in line with the Synod's mandated minimum salary for a pastor with his years of experience. As a part-time employee, Ann's hourly wage will be increased in 2024 for a cost-of-living increase.

Prince of Peace (PoP) is blessed to have Pastor Grant's and Ann's services in supporting church missions. Pastor Grant and Ann deserve the full support of the Congregation. Prayerfully consider how you can share your treasure, time, and talents to assist PoP staff to strengthen our ministries and further increase the Church's presence in our community.

Finally, there is a goal to diversify Personnel Team membership by involving Congregation members at large rather than our present situation of staffing this team exclusively with Council members. Whether you have experience working personnel related issues or not, if you are interested and can help, please contact Bob Michaels, Church Council President. PoP staff would appreciate your participation.

Respectfully Submitted,

Bob Michaels
Council President

Weekend Backpack Program 2023 Annual Report

What is the Backpack Program?

In partnership with the Northland Pines and Phelps school districts, on a weekly basis food is provided to students at Eagle River, Land O'Lakes, and Phelps Elementary schools.

Each weekend, participating students take home a "bag" of non-perishable "child-friendly easy to prepare" food items. Many of the participating families are struggling to keep their children fed so the goal of the Backpack Program is to provide nutritional support on weekends.

The Backpack Program started in March 2015 with one hungry 3rd grader and the heart of a school volunteer. Since then, the program has grown significantly and serves up to **130 students each weekend**.

Student participants' names are kept confidential by the school and school district staff. Students and parents self-identify or are identified by school staff.

What does this ministry cost?

Food expenses for the Weekend Backpack Program are pulled from a designated account (all Backpack donations / gifts go here as well). However, 2023 was the first year that food expenses were subsidized from the Prince of Peace operating budget and the amount was \$6,000.

In 2023, food expenses for the program were **\$25,204** which was supported by donations from Prince of Peace members and the community. We are very grateful for the wonderful and generous support we receive from community organizations. The FORK matching Backpack Program fundraising campaign in May resulted in \$15,335. In addition to FORK, the Backpack Program has received 2023 donations from the Green Bay Packers Foundation, SNO-Eagles, Conover Sno-Buddies, First Congregational UCC, St. Germain Community UCC Thrift Shop, Northland Pines Wellness Senior Olympics, St. Mary's Catholic Church Council of Women, Northwoods United Way, Northern Great Lakes Synod grant, Buckatabon Lodge, Phelps-Land O'Lakes Lions Club, Our Saviors Lutheran Martha Circle, Eagle River Pickleball Club, and St. Peter The Fisherman Catholic Church. If you know people from these organizations, please be sure to thank them on behalf of the Backpack Program.

What can you do to help?

In addition to above and beyond monetary donations to support the program, your time would be greatly appreciated. We are very grateful for our current group of volunteers from the congregation and the community but this is a very time-consuming ministry so we can always use more volunteers. For example, we can use help filling backpacks, picking up groceries, stocking shelves and tables in preparation for packing. Also, we could use fundraising assistance in approaching local businesses and service organizations to ask for their financial support for this vital ministry.

Please contact me if you can help in any way.

Respectfully Submitted,

Sandy Bishop
Weekend Backpack Program Coordinator

2023 Treasurer’s Report **Annual Meeting January 2024**

2023 Operating Results

Prince of Peace had a terrific year financially and exceeded the adopted budget approved in last year’s congregational meeting by a significant amount.

Bottom Line => For the year, we experienced an operating gain of over **\$20,000** vs. budgeted loss of **\$-2,558**.

This gain was the result of substantially higher income (primarily giving) of over **\$171,000** compared to our budgeted income of **\$142,200**. As expected, expenses were substantially higher than last year and slightly above budget at **\$151,162** vs. budgeted expense of **\$144,758**.

Income	Income	Income		Expenses	Expenses	Expenses
2023	Budgeted	2022		2023	Budgeted	2022
\$171,365	\$142,200	\$138,178		\$151,162	\$144,758	\$102,858

Income – Relative to budget, our income categories exceeded expectations by over **\$29,000**. Also, as you can see in the above chart, income was much higher than what we experienced in 2022.

Expenses – Expenses were well managed across the board but were roughly **\$6400** above the 2023 budget and **\$48,304** more than 2022. In 2023, in conjunction with Pastor Grant’s start date, we became responsible for pastor retirement contributions and health insurance premiums which were \$16,198 for the 10 months he has been with us. This is still significantly less than our same charges in 2021 because we share this expense with Pastor Sherry’s (Pastor Grant’s wife) congregation.

General Fund – The General Fund ended the year with a balance of **\$53,718** which is primarily a result of our operating surplus for the year. Offsetting the operating gain, is the fact that in January 2023 we moved \$15,000 from the General Fund to the Capital Improvement (\$10,000) and Weekend Backpack (\$5,000) Funds as a result of the 2022 surplus.

Reserve Fund – The Reserve Fund ended the year with a balance of **\$26,562**. This summer, we used \$18,925 from this fund to help pay for the roof replacement project.

Mission Support - Our Synod and local benevolence for 2023 were budgeted at a percentage of total general offerings, namely 5% for the Synod and 2% for Mission Support (formerly called local benevolence). Some members did choose to give extra for mission support to the Synod as they did World Hunger. As a result, we forwarded a total of **\$8,715** to Synod and **\$2,345** to World Hunger. For local Mission Support per the direction of God’s Work our Hand’s ministry, **\$764** was designated to support the Compassus Living Foundation and Vilas Food Pantry. Also, in December, **\$820** was designated to both Caritas and to Habitat for Humanity.

Non-budgetary Giving - Continued to be extremely strong in 2023 which was highlighted by the successful roof replacement campaign which brought in over **\$67,000**. Also, the Capital Improvement Fund had over \$4,300 in donations. As usual, the Weekend Backpack Program was generously supported by members of Prince of Peace as well as several significant contributions from the community.

Weekend Backpack Program – The Backpack program continues to be a vital ministry for our church and area school children.

Food expenses for the Weekend Backpack Program are pulled from a designated account (all Backpack donations / gifts go here as well). However, in 2023 for the first time, we budgeted \$6000 from the operating budget.

In 2023, food expenses for the program were **\$25,204** which was offset by donations of **\$37,609** from Prince of Peace members and the community. This year we received a donation of **\$15,335** from the FORK matching fundraising campaign from this May. Also, several other community organizations made financial donations to the program.

Assets as of 31 December 2023

At the end of 2023 our total assets (not including the Endowment Fund) were approximately **\$167,457 as follows:**

- Checking Account: \$44,242
- CDs: \$30,447
- Money Market: \$31,224

- Government I Bonds: \$20,916
- ELCA Federal Credit Union: \$25
- ELCA Pooled Trust: \$39,361
- MIF Term Investment: \$1,095
- Pending Electronic Deposit: \$147

Fund Balances as of 31 December 2023

Our total assets are distributed across various funds: our General Fund, our Restricted Funds, and our Designated Funds.

General Fund: \$53,718

Restricted Funds: \$38,185

- World Hunger: \$0
- Benevolence: \$0
- Summer Opportunities: \$660
- Backpack: \$37,525

Designated Funds: \$75,555

- Choir/Music: \$83
- Youth: \$6,508
- Hospitality: \$1,393
- Flowers: \$660
- POPS Alive: \$685
- Pastor Discretionary: \$1,468
- Reserve: \$26,252
- Memorials: \$13,539
- Outreach: \$610
- Landscaping (in memory of Evora Rappold): \$6080
- KIDZ Alive: \$264
- Browse & Buy: \$85
- Capital Improvement: \$16,369
- Special Programs: \$493

Respectfully Submitted,

Mike Bishop
Treasurer

**PRINCE OF PEACE LUTHERAN CHURCH
PROPOSED 2024 CONGREGATION BUDGET**

As of 09 January 2024

NOTES:

ANTICIPATED INCOME:

	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2023</u>	<u>2024</u>
	<u>Actual</u>	<u>Actual</u>	<u>Actual</u>	<u>Budget</u>	<u>Budget</u>
4012-Envelopes Pledged	\$125,718	\$107,602	\$102,934	\$108,800	\$135,300
4014-Envelopes Unpledged	\$13,498	\$19,540	\$44,653	\$20,000	\$20,000
4020-Unassigned Offerings	\$2,011	\$4,269	\$10,759	\$4,300	\$7,000
4025-Seasonal Offerings	\$5,441	\$5,391	\$4,860	\$5,500	\$5,500
4030-Spiritual Direction Ministry			\$3,145	\$0	\$3,300
4080-Thrivent Choice Dollars	\$0	\$208	\$75	\$200	\$200
4100-Interest Income	\$2,091	\$1,632	\$3,079	\$2,800	\$3,700
4200-Building Use	\$0	\$0	\$275	\$0	\$500
4590-Initial Offerings	\$130	\$185	\$220	\$200	\$200
4400-Other Income	\$1,400	\$291	\$1,365	\$400	\$1,300
TOTAL	\$150,289	\$139,118	\$171,365	\$142,200	\$177,000

2024 => 41 for 135,300; 2023 => 34 for \$108,800 01 Jan); 2022 => 37 pledges for \$100,350;

Uncertain about this category. People have moved to pledged category. About 25k of 2023 moving to pledged About \$3400 of 2023 moved into Unpledged or Pledged

Pastor Grant donates income from spiritual direction ministry activities

20K Ibond at 4% for \$800; 20K CDs at 4.5% for \$900; 10K CD at 4.7% for \$470; ELCA Pooled Trust \$1600
Yoga class

5% in 2023 & 2024
2% in 2023; 3% in 2024

PLANNED EXPENSES:

MISSION BEYOND PRINCE OF PEACE

5010-ELCA Support	\$6,856	\$6,532	\$7,942	\$6,655	\$8,115
5030-Mission Support	\$1,438	\$2,613	\$3,168	\$2,662	\$4,869
TOTAL BENEVOLENCE	\$8,294	\$9,145	\$11,110	\$9,317	\$12,984

MISSION AT PRINCE OF PEACE

CHRISTIAN EDUCATION TEAM

5105-Church School	\$172	\$0	\$0	\$0	\$0
5130-Adult Education	\$248	\$180	\$772	\$150	\$400
5140-Youth Activities/Day Camp	\$0	\$0	\$0	\$150	\$300
TOTAL CHRISTIAN EDUCATION	\$420	\$180	\$772	\$300	\$700

GOD'S WORK OUR HANDS

5180-Social Ministry & Fellowship	\$22	\$162	\$0	\$100	\$200
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**PRINCE OF PEACE LUTHERAN CHURCH
PROPOSED 2024 CONGREGATION BUDGET**

As of 09 January 2024

NOTES:

	2021 <u>Actual</u>	2022 <u>Actual</u>	2023 <u>Actual</u>	2023 <u>Budget</u>	2024 <u>Budget</u>
5190-Welcome/Witness Projects	\$0	\$0	\$106	\$100	\$200
5195-Outreach Ministry (Backpack Food)	\$0	\$0	\$5,995	\$6,000	\$6,000
TOTAL GOD'S WORK OUR HANDS	\$22	\$162	\$6,101	\$6,200	\$6,400
ADMINISTRATION TEAM					
5310-Postage	\$964	\$337	\$843	\$550	\$900
5320-Telephone/Internet	\$3,241	\$2,787	\$2,721	\$2,800	\$2,600
5330-Office Supplies	\$387	\$1,116	\$1,043	\$750	\$1,000
5331-Software	\$2,086	\$2,974	\$3,602	\$3,500	\$3,800
5332-Office Equipment Maintenance	\$2,611	\$2,491	\$2,682	\$2,500	\$1,600
5340-Fees, Filing Expenses	\$524	\$954	\$1,077	\$1,000	\$1,000
5380-Conventions & Conferences	\$150	\$180	\$842	\$250	\$500
5390-Mileage/Transportation Expenses	\$97	\$517	\$527	\$500	\$300
5395-Publicity	\$100	\$460	\$275	\$400	\$400
5399-Miscellaneous Expenses	\$837	\$0	\$352	\$200	\$200
TOTAL ADMINISTRATION	\$10,997	\$11,816	\$13,964	\$12,450	\$12,300
SALARIES & Benefits					
Pastor Compensation & Benefits					
5205-Pastor Housing Allowance	\$35,000	\$0	\$0	\$0	\$0
5207-Pastor Mileage Reimbursement			\$7,920	\$7,917	\$10,500
5208-Pastor Cell Phone Allowance			\$880	\$1,250	\$1,500
5209-Pastor Continuing Education			\$2,545	\$1,900	\$1,000
5210-Pastor Salary	\$25,609	\$0	\$39,917	\$39,917	\$53,300
5255-Pension/Disability & Health-Pastor	\$37,241	\$0	\$16,198	\$12,769	\$21,420

Backpack Program Food / This represents about 25% of projected food costs for year

Google voice (\$100/mo); Internet (\$100/mo); Spectrum Cell (\$15/mo)

Aplios (120/mo); Gusto (60/mo); Google Workspace (40/mo); Annual Web Hosting fee (\$660); Zoom (\$160/yr); Adobe (\$20/yr); Doodle (\$85)

Lease ended on copy machine; Now on quarterly maintenance

Conover chamber (\$30/yr); Eagle River chamber (\$170/yr); Remainder is online giving fees

Synod Assembly & Fall Theological Conferences; Assembly is Zoom; No hotels

67.0 effective Jan 2024; 65.5 in Jan 2023; Primarily for supply pastors

News Review; HPAC ad; Facebook boosts

Pastor Grant declined Housing Allowance in exchange for mileage reimbursement, cell phone allowance and continuing education

In lieu of Housing Allowance; All 12 months in 2024

In lieu of Housing Allowance; All 12 months in 2024

All 12 months in 2024; 2023 annualized base is \$47,900; 16 year experience has minimum salary of \$53,300 in 2024 guidelines. Pastor was underpaid in 2023. We need to fix that

2023 Portico was \$1582/mo; 2024 \$1785/mo; cost shared with Pastor Sherry's church

**PRINCE OF PEACE LUTHERAN CHURCH
PROPOSED 2024 CONGREGATION BUDGET**

As of 09 January 2024

NOTES:

All 12 months in 2024; Reimbursement for Pastor paid SS contribution; 7.65% of salary

Remember..... last year we had an interim for 2 months so the increase isn't as significant as it looks

Pastor Paul for 2 months in 2023
Pastor Paul for 2 months in 2023

Estimated Per Executive Team; 12 month amount is \$9k;
Assume 01 Feb start date

\$80 per Sunday; Assume 65 services
\$1000 to accompany choir
\$175/Service plus mileage; 8 services

(9hours / week); \$16.50 / hour + project work; Budget total of 500 hour

On all except Pastor (6.2% SS; 1.45 Medicare)

	2021 <u>Actual</u>	2022 <u>Actual</u>	2023 <u>Actual</u>	2023 <u>Budget</u>	2024 <u>Budget</u>
5212-Pastor Social Security Reimbursement			\$3,054	\$3,054	\$4,077
Sub Total - Pastor Comp & Benefits	\$97,850	\$0	\$70,514	\$66,807	\$91,797
Interim Pastor Compensation & Benefits					
5205-Interim Pastor Housing Allowance	\$0	\$8,000	\$1,333	\$1,333	\$0
5210-Interim Pastor Salary	\$0	\$33,553	\$5,592	\$5,592	\$0
Sub Total - Interim Comp & Benefits	\$0	\$41,553	\$6,925	\$6,925	\$0
Support Staff Compensation					
5217-Director of Music	\$0	\$0	\$0	\$0	\$7,334
5218-Organists	\$3,788	\$4,050	\$5,150	\$4,500	\$5,200
5220-Choir Accompanist					\$1,000
5230-Supply Pastor	\$375	\$3,375	\$1,715	\$1,350	\$1,400
5240-Office Coordinator	\$25,548	\$5,955	\$7,416	\$7,488	\$8,250
Sub Total - Support Staff Comp	\$29,711	\$13,380	\$14,281	\$13,338	\$23,184
5270-Payroll Taxes	\$2,244	\$743	\$914	\$917	\$1,590
TOTAL SALARIES & Benefits	\$129,805	\$55,676	\$92,634	\$87,987	\$116,571
STEWARDSHIP					
5400-Supplies	\$0	\$0	\$0	\$200	\$200
5410-Envelopes--Offerings	\$487	\$602	\$621	\$800	\$700
TOTAL STEWARDSHIP	\$487	\$602	\$621	\$1,000	\$900
CHURCH PROPERTY					
5280-Snow Removal	\$910	\$1,668	\$3,175	\$2,000	\$3,000

**PRINCE OF PEACE LUTHERAN CHURCH
PROPOSED 2024 CONGREGATION BUDGET**

As of 09 January 2024

NOTES:

	2021 <u>Actual</u>	2022 <u>Actual</u>	2023 <u>Actual</u>	2023 <u>Budget</u>	2024 <u>Budget</u>
5282-Lawn Care	\$535	\$175	\$674	\$750	\$750
5284-Energy/Utilities	\$6,678	\$9,583	\$10,048	\$9,500	\$10,500
5286-Property Maintenance	\$6,278	\$4,323	\$2,574	\$4,300	\$5,400
5288-Outside Services	\$2,180	\$2,080	\$2,100	\$2,200	\$2,200
TOTAL CHURCH PROPERTY	\$16,581	\$17,829	\$18,571	\$18,750	\$21,850

Garbage reduced by \$1200 due to member handling
Primarily cleaning services; some IT services

FINANCE

5110-Mortgage	\$0	\$0	\$0	\$0	\$0
5250-Worker's Compensation	\$800	\$785	\$769	\$769	\$718
5170-Insurance	\$378	\$4,627	\$4,768	\$4,985	\$5,564
TOTAL FINANCE	\$1,178	\$5,412	\$5,537	\$5,754	\$6,282

Due in January
Increased over 2023 premiums

WORSHIP & MUSIC COMMITTEE

5420-Copyright Fees & Subscriptions	\$1,541	\$1,044	\$1,057	\$850	\$1,100
5430-Choirs	\$0	\$0	\$0	\$0	\$300
5440-Worship Appts & Supplies	\$295	\$808	\$626	\$150	\$500
5450-Special Worship	\$245	\$0	\$0	\$300	\$300
5460-Worship Environment	\$0	\$110	\$0	\$200	\$200
5470-Instrument Maintenance	\$0	\$0	\$0	\$200	\$200
5480-Sound System Maint & Supplies	\$146	\$0	\$0	\$200	\$200

TOTAL WORSHIP & MUSIC

TOTAL WORSHIP & MUSIC	\$2,227	\$1,962	\$1,683	\$1,900	\$2,800
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PERSONNEL

5265 - Personnel advertising	\$110	\$40	\$0	\$100	\$100
5260 - Continuing Education/Prof Exp	\$536	\$0	\$0	\$500	\$500
5267 - New Pastor Moving Expenses	\$0	\$0	\$0	\$0	\$0
5269 - Call Committee Expense	\$0	\$34	\$169	\$500	\$0

TOTAL PERSONNEL

TOTAL PERSONNEL	\$646	\$74	\$169	\$1,100	\$600
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TOTAL EXPENSES

TOTAL EXPENSES	\$170,657	\$102,858	\$151,162	\$144,758	\$181,387
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One License @ \$300; Sundays & Seasons @ \$550;
CCLI @ \$250. Are any of these redundant?

Continuing Ed for staff; Doesn't include Pastor

**PRINCE OF PEACE LUTHERAN CHURCH
PROPOSED 2024 CONGREGATION BUDGET**

As of 09 January 2024

2021 Actual 2022 Actual 2023 Actual 2023 Budget 2024 Budget NOTES:

Difference: Income vs Expenses -\$20,368 \$36,260 \$20,203 -\$2,558 -\$4,387

2024 Budget Narrative
Notes & Explanation
January 2024

There are a couple of items to highlight in the 2024 budget.

Pastor Compensation:

- We will have 12 months of Pastor Grant as our pastor as compared to 10 months in 2023. This is a very good thing but it does come with a higher expense structure.
- In 2023, Pastor Grant's salary (as presented to us by the Bishop) was below the minimum requirements for his years of experience. We need to fix that in the 2024 budget. He has 16 years of experience and his salary in 2024 will be at the minimum guidelines for 16 years.

Music Coordinator (Choir Director:

- Council is in the process of pursuing a Music Coordinator. Budget dollars have been allocated for this position.

Giving & Pledges:

- The pledge category is much higher than it was in 2023. This is a good thing. However, approximately \$25k moved from the unpledged category to pledged which might be misleading and presents a challenge in predicting the budget for "unpledged" giving.

Bottom Line => Proposed Budget shows a 2024 operating loss of
\$-4,387

Income

- Up compared to 2023 budget which was \$142,200 and 2023 actual that was \$171,000
 - 2024 Budget is \$177,000
- Pledges at 41 for \$135,300
 - About \$25k moved from “unpledged” to “pledged”
 - Pledges for 2023 were 34 for \$108,800
- Unpledged and Unassigned
 - Difficult to predict this year due to people moving into pledged category
 - Budgeting \$20k for unpledged.
 - Budgeting \$7,000 for unassigned

Expenses

- Mission Support => Council and Pastor Grant want to move toward a 10% tithe
 - 5% for ELCA
 - 3% for local mission support (was 2% in 2023)
- For the Backpack Program, we will continue to budget \$6000 out of God’s Work our Hands to support food purchases.
 - Program food costs will be approx. \$30,000 in 2024
 - The FORK fundraiser in 2023 raised nearly \$15,000. Hopefully, this happens again in 2024

Staffing

- Office Coordinator (Ann) => Budgeted \$8250 (500 hours @ \$16.50 / hour)
- Music Coordinator => Budgeted \$8000 (annualized)
 - Council wants to establish a music ministry
 - Assumes 01 February start
 - Budgeted \$1000 for choir accompanists

Pastor Salary and Benefits

As mentioned above, Pastor Grant will be here for 12 months during 2024. Also, we need to get his salary up to the minimum requirements for his years of service.

As he did in 2023, rather than receiving a Housing Allowance, Pastor Grant requested to be compensated differently and it is allocated below.

Housing Allowance Redistribution

- Mileage @ \$10,500
- Cell Phone Allowance @ \$1500

Salary

- Pastor Grant @ \$53,300
- Minimum Synod salary requirement for 16 years of service

Benefits (pension, disability, and health insurance)

- \$21,441 for 2024
- Again, 12 months of coverage in 2024 vs 10 months in 2023
- This is still an exceptional deal for Prince of Peace because we are sharing costs with Asencion, Minocqua, Pastor Sherry Van Lishout's congregation.

Pastor Grant Social Security Reimbursement *

- \$4,077 for 2024

* What is the "social security reimbursement"?

Because the IRS treats pastors as "self-employed" when filing tax returns, they are required to pay the full 15.3% Social Security and Medicare tax. Normally 7.65% is paid by the employer so it is expected that the congregation pays that share to the pastor in the form of additional compensation.

Proposed Changes to Prince of Peace's Constitution

Timeline

August 2022 PoP submitted a revised constitution to the Synod for their approval.

November 2022 Synod rejects PoP's revised constitution. Synod identifies mandatory, suggested and formatting changes to our constitution.

March 2023 PoP was finally made aware of the Synod's November 2022 rejection letter.

April – November 2023 Council worked to address all Synod issues.

Next Step

PoP congregation to approve changes to our constitution as recommended by Council

Summary of Changes

35 = Total issues raised by Synod

18 = Mandatory changes

9 = Formatting changes

8 = Recommended changes

Constitutional Change Council believes Congregation needs to approve

Synod concern: There is a provision in PoP' constitution that requires Council to obtain the Congregation's approval for any expenditure that exceeds 5% of our budget for items not included in the budget. The parameters of calling a special Congregational meeting requires specific timeframes that may hinder Council's ability to react and resolve matters on a timely basis in the event of an operational emergency (e.g. Furnace replacement to heat the church).

Synod suggested: Give conditional approval to the Executive Committee or Council to exceed the 5% limit in cases wherein church operations are jeopardized.

Revised Constitution Language: The Congregational Council may enter into contracts of up to 5% of the budget for items not included in the budget. In the case of an emergency affecting normal operations, such as a replacement of the furnace, the Executive Committee may exceed this limit and approve without a congregational meeting.



Evangelical Lutheran Church in America

Northern Great Lakes Synod

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Companion Relationships:

Eastern & Costal Diocese
Evangelical Lutheran Church
in Tanzania

Delaware-Maryland Synod
Evangelical Lutheran Church
in America



Rev. Thomas A. Skrenes
Bishop Emeritus
1999-2017

Rev. Dale R. Skogman
Bishop Emeritus
1991-1999



November 10, 2022

Congregation Council
Prince of Peace Lutheran Church
5030 WIS 70
Eagle River, WI 54521

Dear Members of the Congregation Council and Constitution Committee:

Thank you for your careful work to review, update and revise your constitution in alignment with the *2019 ELCA Model Constitution for Congregations*. The Synod Constitutions Committee has reviewed the document and notes the following changes that need to be made so that your constitution provisions, bylaws and continuing resolutions not inconsistent with the *2019 Model's* required provisions or guidance. We have not here included the 2022 changes in required provisions in the *Model*.

We also noted some formatting issues and have listed those in a section at the end.

1. In the Introduction the way the first sentence is structured the phrase starting with "most recently amended" seems to refer to the Model Constitution for Congregations (Model). However, we believe the congregation means to refer to its own constitution. Either move the phrase "most recently amended January 29, 2017" to either a position immediately following Wisconsin or after the opening two words "This constitution". As the sentence currently reads it implies the Model constitution was most recently amended in 2017, which is incorrect; it was last amended in August 2022.
2. In *C4.02.d. delete the "and" between "working for peace and reconciliation among the nations, " and " standing with the poor ..." Grammatical.
3. In *C4.03.i. "church-wide" should be "churchwide" to exactly match the language of the *Model Constitution* (hereafter referred to as the *Model*). "Churchwide" should not be hyphenated anywhere in the document.
4. Required provision *C4.06. from the model is missing and needs to be added.
5. Remove the "(Chapter10) from provision *C5.02. This is a required provision and as such, must adhere exactly to the Model with no additions or deletions. Add in a bylaw if you want to make reference.
6. C5.05.01. needs editing to include a verb for the subject "by-laws". The extra space between the dash and the preceding "b" in bylaws should be eliminated. Also "bylaws" should not be hyphenated anywhere in the document.
7. The actual Mission Endowment Fund bylaws referred to in C5.05.01. are not attached as indicated in bylaw C5.05.01.
8. *C6.05.a. There needs to be an "s" added to "at two legally called and conducted special "meetings" of this congregation...."
9. *C6.05.h. Need to remove a comma in "as specified in paragraph a. above", " or fails to achieve..."

10. Insert a space between the words “transfer” and “from” in the third line of *C8.02.
11. The bylaw reference in parenthesis found in provision *C8.05.e. must be removed to agree with the Model. The actual bylaw is correctly located.
12. Provision *C9.01. is a required provision so the language must exactly match one of the Model language choices. Please revise to replace the word “nominated” with “elected” and choose either “by this congregation” or “by the Congregation Council” to appear before “to recommend the call” in the second sentence. Both choices are not an accepted option.
13. In *C9.04. a comma needs to be added, “in a letter of call,” which shall be”
14. An asterisk is needed before the first C9.05.a. reference in provision *C9.11.
15. In *C9.11. a comma needs to be added, “bishop of the synod,” this congregation may...”
16. In *C9.23.h. a comma needs to be removed, “ministry of the gospel “” and advocated...”
17. In *C9.25.c. there is a segment missing, “the bishop of this synod may declare the office vacant(**When the position is declared vacant, the Synod Council shall list the deacon**) on the roster of Ministers of Word and Service with disability status.”
18. In *C9.25.e. the term “simple” was added before “majority vote of the voting members....” and needs to be deleted.
19. C10.01.02.b. refers to “Consideration” of the Budget prepared by the Finance Committee and approved by the Congregation Council” which means it is on the agenda for consideration. A verb to indicate the action beyond consideration should be used here for clarity (approve or adopt).
20. It seems that bylaw C10.01.02 is written to limit what can be considered at the annual regular meeting to only items that have come to the agenda at the recommendation of other congregation groups. The language can be interpreted as limiting the agenda to these items or as the listed items must be considered, but other items could also be considered. We suggest adding language to clarify if other business items can be considered or not as part of the agenda, and if so, what is the notice requirement. You might consider reference to Roberts Rules of Order for amending the agenda if new items are raised.
21. The underline below “OFFICERS” in C11.01.01. is not needed and should be removed.
22. C11.01.01.c. refers to the Secretary keeping accurate minutes of all meetings “in a volume provided by the congregation, which shall be preserved permanently in its archives”. Do you want to require that the permanent record be paper, not a permanent electronic record?
23. Is the president an authorized signer for legal documents for the congregation? For future real estate transactions and other situations involving legal documents, this needs to be stated under duties for the president, not just implied. Lenders, for example, will want to see documentation of authority for a signer.
24. Does the congregation want to limit the term of office for a treasurer to only two years as expressed in C11.03.? We suggest it may be prudent for enabling consistency of financial affairs management that the treasurer be allowed to serve for a longer period.
25. C12.01. lists the maximum number of council members but is silent on the minimum number needed to have a viable council. We suggest a minimum number also be stated.
26. C12.05.c. and d. limit contracts and budget excesses to not exceed by 5% of the approved budget. It could be difficult to meet urgent needs such as the emergency replacement of a boiler or furnace or higher than expected utility bills with this standard. It might be good to give conditional approval to the Executive Committee (or Council) for just such cases, rather than dealing with the time restraints in calling a special Congregational meeting.
27. Occurrences of brackets around the word “senior” in provision C12.12. need to be removed.
28. C13.02. A hyphen is needed in “re-election”.
29. C13.06. language is in conflict with C9.01. dealing with the Call Committee. To be consistent this provision should repeat the language of C9.01: “a committee nominated by the Congregation Council and elected by the Congregation”.
30. C13.08.A.11.h. states that the Worship and Music Team is bound to see that services are regularly conducted “in accordance with the liturgies of the ELCA”. Might this unduly restrict the pastor’s responsibilities in *C9.03.a.3.?

31. The two phrases beginning with “Constitution” and ending with “Church in America” in provisions *C15.04. and *C15.06. should be in italics to match the *Model*.
32. Since it is a required provision, the language of provision *C16.01. needs to be revised to exactly match the *Model* language. The first two sentences need to be revised accordingly, with a specific number of voting members indicated, not reference to the quorum requirement.
33. The footnote designation from the *Model* must be incorporated in provision *C16.02.c. However, since it is the first footnote for this congregation’s constitution it should be designated as a superscript 1 instead of a superscript 2. And the corresponding footnote should appear at the bottom of the page and should be in italics and state: *Such an effective date must be stated in relation to the requirements of *C16.03. to allow time for synod review of the amendment.*
34. The following are places in the draft Constitution where the “M” is not capitalized in the Rostered Clergy Title of “Ministers of Word and Sacrament of the Evangelical Lutheran Church in America”. The *Model* has it capitalized. The following are the locations that we noticed: *C6.03.c. (twice), *C9.02. (twice), *C9.05.a.6)., *C9.05.b.6)., and C20.02.
35. The draft Constitution uses a small “m” for the Lay Rostered Title of “Ministers of Word and Service of the Evangelical Lutheran Church in America”. In many cases the *Model* also uses the small “m”, but the ELCA webpage always uses a capital “M”. Changes adopted at August’s Churchwide Assembly have now corrected that inconsistency, so you can work ahead and use the capital “M” in all these sections: *C9.22. (twice), *C9.25., *C9.25.a.6)., *C9.25.b., *C9.25.c., C20.03. (twice), and C20.05.

Additional formatting issues in your current version:

- a. Spacing between provisions is inconsistent. Either insert paragraph returns to create blank lines between provisions without a space for ease of reading or for consistency delete the blank lines where they do occur between provisions.
- b. The indent formatting issue evident in *C6.05.h. should be resolved.
- c. Should correct the indent formatting issue with provision *C8.02.e.1.
- d. Fix the indent formatting issues observed in provision *C9.05.a. and b.
- e. Fix the indent formatting issues observed in provisions *C9.23. and *C9.25.
- f. The indent formatting issues in provision *C15.05. should be resolved.
- g. The indent format issues in provision *C16.02. should be resolve

We will look forward to receiving the next version of your constitution with the needed corrections and additions. If you have any questions as you are doing further work, please feel free to contact me for additional explanations or assistance.

Thank you again for your detailed and thoughtful work on behalf of the congregation. We wish you all a blessed fall season as you continue to walk in the Way, the Truth and the Life of our Risen Savior!

Yours, in Christ,



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