

OFFICIAL COPY

Prince of Peace Lutheran Church – ELCA
“Gathered by Grace – Sent to Serve”
2024 Annual Report



Congregational Meeting
Sunday, January 19, 2025
10:15 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**;...
~1 Corinthians 3: 6-9

Dear People of the Northern Great Lakes Synod,

As God's servants working together, we begin the Year of our Lord 2025 and the second year of our three-year theme of Seed Sowers. 2025 is the year we focus on "Apollos watered." Paul asserts in his letter to the Corinthians that 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.

As I write this, the ground is freezing, the air is cold, and people are waiting and watchful for the first significant snow fall. The seeds planted last Spring were watered and bore fruit, which has long since been harvested. The garden is prepared for its winter rest.

We give thanks that winter snows will eventually provide the necessary moisture for a green Spring and the growth of new life. We know that what appears dead is only dormant. What appears lifeless is only waiting for melted snow and sunshine to bring it life.

Ministry, seeds of faith, and the life of the Church is not so different. We have been blessed by seeds of faith planted in previous generations. And in our turn, we both plant seeds and do what we can to water them, nurture them, for current and future ministry as we

invest our time, energy, and financial resources to help them grow.

We work together supporting the efforts of Lutheran Campus Ministry, Fortune Lake Camp, and collaborative youth ministry efforts. As a synod together, your generosity supports conversations around legacy plans, endowment gifts, and the emotional and technical support needed for the journey of holy closure as some congregations discern that their next most faithful step is an end to their particular efforts in ministry.

But such is not the end, never the end, of the Church. We nurture seeds that we may not live to see grow. What appears dead is only dormant. The Holy Spirit of the Living Christ has plans. As some congregations discern an end, they contribute in a way that provides needed Apollos water...to another ministry, another effort, to watering seeds planted by another that another generation will reap the harvest.

And we water seeds of faith that were planted in each of us by investing our time in Lifelong Faith Formation classes, Kaleidoscope challenges, and contributing to the energy of our own congregations. Watering seeds that have been planted in you means engaging in conversation, Bible study, learning, and participating in the worship of the one who gives the growth.

This year as we focus on watering seeds of faith, take advantage of the many ways that your congregation and our synod together provide ways to nurture seeds of faith and ministry. From Sunday worship to God's Work our Hands to learning opportunities to bringing communion to shut-ins to private moments of prayer - the Spirit is at work.

Together, we are Apollos,
watering seeds of faith for
God to give the growth.

Yours in Christ,
Bishop Katherine Finegan



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Prince of Peace Lutheran Church
Annual Meeting 2025 Agenda

1. Call to Order: Bob Michaels
2. Prayer: Rev. Grant Van Lishout
3. Approval of Meeting Agenda: Bob Michaels
4. Appointment of Tellers (3 people as needed to count ballots): Bob Michaels
5. Approval of Minutes from January 28, 2024 Annual Meeting: Bob Michaels
6. Pastor's Report: Rev. Grant Van Lishout
7. President's Report: Bob Michaels
8. Approval of Annual Report as printed: Bob Michaels
9. Presentation of Treasurer's Report: Mike Bishop
10. Presentation of 2025 Budget: Mike Bishop
11. Old Business
12. New Business
 - A. Approval of 2024 Financial Report: Bob Michaels
 - B. Approval of 2025 Budget: Bob Michaels
 - C. Nominating Committee Candidate Recommendations: Bob Michaels
 - D. Election to Church Council (up to 6 members - 3 year-term):
 - a. Emilie Braunel, Dave Tipple, Chris Ebert and Bob Michaels volunteered to serve
 - b. Open to floor nominations
 - E. Election of Synod Assemble Delegates (2 people, Marquette, May 15-17, 2025)
 - a. Chris and Gary Ebert volunteered to serve as delegates
 - b. Open to floor nominations
 - F. Election to Nominating Committee (up to 6 members, 1 year-term):
 - a. Denis Del Ponte, Karen Maahs, Karen Stanton, Joyce Leander and Jim Moravec volunteered to serve
 - b. Open to floor nominations
 - G. Election to Audit Committee (1 available opening – 3 year-term):
 - a. Gary Ebert volunteered to serve
 - b. Open to floor nominations
 - H. Seek Congregation's Approval for Capital Expenditures: Bob Michaels
 - a. Landscaping around Electronic Sign
 - b. Parking Lot Maintenance
 - c. Painting Trim on Church
 - I. Open to Comments from the Floor: Bob Michaels
13. Motion to Adjourn
14. The Lord's Prayer

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Biographies for Council Nominations

Emilie Braunel has been a member of Prince of Peace Lutheran Church since 2023. She lives in Sayner with her husband and 2 children, Benjamin (15) and Adelyn (11). She has been the library director at the Plum Lake Public Library in Sayner for the past eight years. Her educational and work background is in art education and non-profit experience. She is the current president of the Northland Pines Charter School Governance Board and serves as the Wisconsin Small Library Liaison for the Wisconsin Library Association. Before moving to Sayner four years ago, the Braunel family lived in Hurley from 2009 to 2020. Before that (and kids), Emilie and Zach lived in Reno, Nevada.

Emilie grew up in Bessemer, Michigan and was active in her home church as a youth at St. Paul's Lutheran Church in Ironwood, Michigan. She attended Fortune Lake Lutheran Camp every year since third grade through her high school graduation, served on the Northern Great Lakes Synod Youth Council all through high school, and was a youth delegate to the ELCA Churchwide Assembly in Orlando, Florida in 1991. She also attended the ELCA Youth Gathering in Atlanta, GA back in 1994. She graduated from St. Olaf College in Northfield, Minnesota in 1999.

The ELCA church community has always held an important place in her life and is grateful for the Prince of Peace community in Eagle River that has welcomed her and her family. She looks forward to the possibility of serving the church as a member of the church council.

Chris Ebert joined Prince of Peace in the fall of 2011, just after moving to Michigan from Delaware, where she taught mathematics at the University of Delaware. She had lived in Delaware since 1978 and was a member of St. Paul's Lutheran Church in Newark Delaware.

Chris currently chairs the Worship and Music Committee and has been a long-time member of W & M as well as God's Work Our Hands. Chris chairs the Campus Ministry Committee for our Northern Great Lakes Synod as well as serving on the Worship Team and writing the Synod Devotions for 2-3 weeks during the year. She has sung in the Prince of Peace Choir for several years. Previously planned Women's Retreats for several years at her church in Delaware, Chris organized two Ecumenical Women's Retreats at the Moon Beach Camp. The retreats were attended by women from several of the Eagle River area churches as well as Minocqua.

Bob Michaels has been a member of Prince of Peace since 2020. He grew up in the Chicago suburbs. After high school graduation he attended college in Rockford, IL earning a degree in Business Administration. He used his degree to obtain employment at an aerospace company wherein he was employed for forty years. Bob has two adult children and three grandchildren. He's served on council for the past three years, the last two as council president. He also served on the Call Committee in 2022. This will be Bob's second term on council.

Dave Tipple grew up in Madison, Wisconsin. He attended Midvale Lutheran Church ELCA. Graduated from Madison West High School, graduated as an Electronic Technician from MATC Madison, then attended University of Wisconsin Platteville. Dave worked for Simplex Grinnell for 42 years, primarily with large instillation fire alarm systems. Dave and his wife Marlys were married in 1976 and have two children and four grandchildren. After the wedding, they moved to Dubuque, IA, and joined St. Peter Lutheran Church ELCA. He was a devoted Scouter, spending 40+ years as a scout, council leader and scoutmaster with the Boy Scouts. He helped many young men achieve the rank of Eagle Scout, including his son Tim. Dave started playing hockey in Junior High and finally stopped about 5 years ago, with the NHL (Noontime Hockey League) here in Eagle River. Dave also coached youth hockey, in Dubuque. He retired in 2014, moved to Eagle River and transferred to Prince of Peace, that October.

Annual Meeting 2023 Minutes
Sunday – January 28, 2024 – 10:15AM

1. Call to Order by Bob Michaels @ 10:15 AM
 - a. Correction in Christian Ed Report. Benjamin Braunel is the name of the confirmand student, not Zach Braunel.
2. Prayer: Rev. Grant Van Lishout
3. Chris Ebert moved to approve the Meeting Agenda. Jerry VanHaverbecke seconded. Motion carried.
4. Appointment of Tellers (3 people needed to count ballots): Emilie Braunel, Zach Braunel, and Jim Thomas
5. Jon Cook moved to approve the Minutes from February 19, 2023 Annual Meeting. Tim Wright seconded. Motion carried.
6. Pastor's Report: Rev. Grant Van Lishout spoke of his report included with the Annual Report
7. President's Report: Bob Michaels spoke of his report included with the Annual Report
8. Jerrie VanHaverbecke moved to approve the Annual Report with the correction in the Christian Ed. Report. PJ Kohlman seconded. Motion carried.
9. Presentation of Treasurer's Report by Mike Bishop, which is included in the Annual Report.
10. Presentation of 2024 Budget: Mike Bishop
11. Old Business
12. New Business
 - A) Gary Ebert moved to approve the 2023 Treasurer's Report. Lisa Kohlman seconded. Motion carried.
 - B) Gary Ebert moved to approve the 2024 Budget. PJ Kohlman seconded the motion. Motion carried.
 - C) Nominating Report has biographies of Church Council nominees and is included in the Annual Report
 - D) Election of Church Council (Rich Hess, Bobbie Schmidt, Diane Niemczyk). No nominations from the floor.
 - E) Election of Synod Assembly Delegates: (2 people, hybrid meeting in Minocqua, Date: May 18, 2024): Bob Michaels
 - 1) Floor nominations of Emilie Braunel and Nancy Atwater

E) Election of Nominating Team (up to 4 people): Bob Michaels

1) Floor nominations of Chris Ebert and Barb Zima - 1 year-term

F) Election of Audit Committee (1 person): Bob Michaels

1) PJ Kohlman agreed to serve (3 year-term). No nominations from the floor.

G) Election of Endowment Team (1 person): Bob Michaels

1) Zach Braunel agreed to serve (3 year-term) No nominations from the floor.

Jon moved to approve and elect all the nominees (D-G). Jerrie VanHaverbeke seconded the motion. Motion carried.

H) In the Revised Constitution Language on p. 47 of the Annual Report, we added the red comma to the following sentence: 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.

Jim Thomas moved to approve the PoP's constitutional changes. Barb Zima seconded the motion. Motion carried.

G) Open to comments from the floor: Barb Zima thanked everyone for the energy in the congregation and for the work done by Pastor Grant, Ann Carlson as church secretary, Mike Bishop as treasurer, and Bob Michaels as president.

13. Jim Thomas moved to adjourn. Tim Wright seconded. Motion carried.

14. Closed with the Lord's Prayer.

Respectfully Submitted,

Jerrie Van Haverbeke

Interim 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 human-kind. 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 2024 Annual Report

Dear Friends,

As we enter twenty-twenty-five, I want to reflect on our faith journey. We pause to remember the past while looking forward with hope and excitement. I feel a sense of stability and ownership from the congregation, which puts us in a good place.

Worship and Prayer

Worship and prayer are at the center of our faith. We follow Lutheran traditions that recognize the change of seasons and special occasions, sharing the message of Jesus' love for all. Music enhances our worship, and we look forward to having a music coordinator to lead a choir and strengthen our music ministry. We take opportunities to worship "beyond the walls" of this congregation through events like Worship in the Wild, Praise in the Pines and an ecumenical Thanksgiving service.

Community Building and Service

The backpack program remains at the heart of our giving ministry. Volunteers and Funds come from all around the community. Out of this spirit, we have an active endowment and God's Work Our Hands committees that support local causes. We continue to collect food items, pet items, and winter wear items to help those in need.

Taking Care of Ourselves

Sharing peace and building fellowship is important to us. We celebrate birthdays and special occasions with a variety of treats and gather when there is no special reason. Volunteers and "good Samaritans" help those in need with meals, rides, and especially prayers.

This year, we bought a digital sign and updated our website to show the wonderful ministries happening at Prince of Peace. Our live streaming on Facebook connects us with people throughout the country, including our snowbirds, shut-ins, and interested people we never even met.

Looking Ahead

For 2025, I have five goals:

1. "Preach, Teach, Baptize, Commune, Marry and Bury," as stated in the letter of call;

2. Use my gifts in spiritual direction, visitation, and shaping liturgy and music;
3. Build a year-round focus on stewardship of time, talents, and finance;
4. Equip and encourage spiritual directors;
5. Help individuals recognize and share their gifts with our neighbors.

I am thankful to share this ministry with you. You are all a blessing!

Grant Van Lishout

Pastor

Prince of Peace Lutheran Church

President's 2024 Annual Report

Two years ago, when I agreed to serve as Council President I wrote to the Congregation about service to the church. Since that time, I've witnessed firsthand the many members who volunteer their time to serve on various committees and teams all in service to Prince of Peace and our mission statement of "Gathered in Grace – Sent to Serve".

This year I'm particularly please to see so many members step up and volunteer to fill vacancies on Council, Audit and Nominating Committees as well as Synod Delegates. Of special interest to me is that the oldest volunteer is in their nineties. There are many ways to share your gifts with Prince of Peace regardless of your age or particular health status. Every volunteer service is essential to the church. The next step is up to each and every member to decide how best to use your individual talents to fulfill our mission of sent to serve.

Over my two years as Council President, Prince of Peace has recorded an operating surplus of more than \$40,000. I never would have thought we could record an operating surplus in light of the fact that the Congregation was asked to approve expenditures to replace the roof in 2023 and to install a new electronic sign in 2024. However, because of donations from members along with generous memorial dollars gifted to Prince of Peace these major expenses were fully paid for without the need to take out a loan. In 2025 your council will again ask the Congregation to approve several projects that are needed to protect the value of our church assets as our building continues to age.

Prince of Peace has been blessed to have Pastor Van Lishout to lead the members of our church. Stewardship is one of the many areas Pastor Grant has emphasized to the Congregations since his arrival. To this end, the Council has approved a 2025 budget that includes a 10% tithe for Mission Support. This represents a 2% tithe increase for Mission Support compared to the 2024 budget. The increase means Prince of Peace plays a larger role in our local communities, the Synod and ELCA worldwide operations. This is just another example of how members of Prince of Peace are "Gathered in Grace – Sent to Serve".

It has been my honor to serve as your Council President for the past two years. I'd like to recognize two council members who are completing their sixth year on Council. Jon Cook and Sue Palmer have made my journey as a council leader a bit easier because of their years of service on the council as well as their knowledge of the congregation. We should all thank them for their service. We all don't have to

commit to serving six years on Council to serve Prince of Peace, but it we all should find a niche wherein each of us can serve the church.

Blessings to All,

Bob Michaels
President, Church Council

Christian Education 2024 Annual Report

Members: Pastor Grant Van Lishout, Bobbie Schmidt, Rachel Strong, Shayne Wilfer, Ashley Clark, Barb Zima and Susan Palmer

In 2024 the Christian Ed team offered up new programs as well as some familiar programs offered in the past year. The new programming is very exciting as the focus is to offer more spiritual growth opportunities for the Prince of Peace congregation of all ages.

Highlights include:

Adult Bible Study:

February 4 – 25 - Kringle and Koffee (maybe karrots) and Dwelling in the Word, following church worship in fellowship hall with POP members leading a Sunday study.

October 9 – 30 - Gather Magazine (Magazine from our NGL Synod) Four Wednesday evenings in October with POP members leading a Bible study.

Family Programming:

Daily devotional booklets are offered during Advent and Lent.

May 19 - Benjamin Braunel confirmation: We celebrated our new POP member with POP traditions of cards, and a reception following worship.

June 2 - Jordan Kohlman High School graduation. We celebrated with cards and a reception following worship.

Goodie bags were created for the Clark family, including children's books by Max Lucado.

July 17 - Vacation Bible School with the theme of Faith and Fireworks. An all-church night complete with potluck, crafts, Bible verse memorization-reflecting the theme, a puppet show and outside worship around the fire pit.

Fall 2024 – Sunday Church School programming once a month for our young people. The curriculum includes using the book, Grit and Grace – Heroic Women of the Bible and incorporating crafts – helping make ornaments for the Endowment tree.

October 31 – Trunk or Treat. A Light of the World theme was used. Due to inclement weather the activity was moved inside. That didn't stop 100 children from showing up, enjoying the inside décor, apple cider, fun music and (zany) adult helpers! Candy too!

December 15 – A Non-Rehearsal Christmas program. With our delightful MC and costumes organized by congregation members, the church, including those online, celebrated the story of Jesus' birth through readings, songs and the congregation as re-enactors. What joy it brought to all who watched/participated!

The Christian Ed team has been actively working on A Women's Christmas (to be held Jan.12) since April 2024! You will get that report next year! MANY hours of planning have already gone into this project. Our church is blessed with so many folks who volunteer and give their time and talents. May God continue his amazing work through us at Prince of Peace; that we continue to learn and grow in our faith, letting His light shine through it all.

Respectfully Submitted,

Susan Palmer
Christian Education Team

Endowment Team 2024 Annual Report

Members: Sandy Bishop, Jim Thomas, Shayne Wilfer, Betty Wright and Zach Braunel; Jim Moravec is liaison with the church council.

Expanding the ministry of Prince of 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 2024 the team disbursed \$3,750 from the fund's returns. These disbursements are as follows:

1. Sunshine for Humanity: \$1,000
2. Caritas of Eagle River: \$1,000
3. Tri-County Council of Domestic Abuse: \$1,000
4. Worship in the Wild: \$500
5. Northwoods Share - IC Help: \$250
- 6.

Any congregation member who knows of other organizations or causes that could use help from the Prince of Peace Endowment may request disbursements. As of 12/31/24 there was \$5,900 available for disbursement.

The funds available to be disbursed are the dividends, interest and realized capital gains that accumulated from the principal in the Endowment Fund. The Endowment Fund's principal always remains intact. An important task of our team is to grow the principal. The balance history of the Endowment Fund over the last three years is as follows:

12/31/22	\$63,262.56
12/31/23	\$71,055.28
12/31/24	\$84,626.60

In November we put up an Endowment Tree decorated with handmade ornaments in the Narthex. The congregation was invited to contribute to the Endowment Fund and take an ornament. This resulted in donations of \$1,300 to the Endowment Fund.

We always welcome contributions to increase the principal in the fund. 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 follows this report. You can also pick one up in the Narthex or get one online at our congregation's website here: <https://princeofpeace-er.org/endowment/>
2. Donate at whatever level you choose to grow the Fund.

Respectfully Submitted,

Zach Braunel
Endowment Team



Prince of Peace Lutheran Church ~ ELCA
"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 or 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 of our congregation.

If you know of a worthy recipient for help from the Prince of Peace Endowment Fund, please let us know! Please 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, P.O. Box 535, Eagle River, WI 54521. Use additional pages if necessary.

Your name _____

Your email address and phone number _____

Brief description of the project/organization to be supported _____

How supporting the project/organization enhances the outreach mission of our congregation _____

Contact name information for the nominated project/organization _____

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Finance Team 2024 Annual Report

Members: Mike Bishop (Treasurer), Karen Maahs, Bob Michaels, Marlys Tipple, and Rich Hess.

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.

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 2024:

1. Submitted the 2024 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. Due to our strong cash balance and improving interest rates, we secured additional CDs
4. Sought competitive bids for our church insurance and switch to Brotherhood Mutual in December
5. Eric Brunner organized the scheduling of weekly offering counters.
6. Prepared 2025 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 2024 audit team (Eric Brunner, P. J. Kohlman and Jim Thomas), and our Church Office Coordinator, Ann Carlson.

Respectfully Submitted,

Mike Bishop
Treasurer/Finance Team

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God's Work Our Hands 2024 Annual Report

"Gathered by Grace- Sent to Serve"

Members: Pastor Grant VanLishout, Barb Zima: Chairperson, Marlys Tipple, Joyce Leander, Betty Wright, Chris Ebert, Jayne Winblad, Diane Niemczyk, Jerrie VanHaverbeke, Council Liaison.

God's Work Our Hands met in person and via email and phone calls when necessary. We are a small but committed team and are looking to increase our membership. Please consider joining us as we continue to be the hands and feet of Christ. We welcome all participation even if it is for a one-time project. Contact Barb, Diane, or Jerrie if you can serve. We have had a busy year, and we plan to continue in 2025!

- The Lenten Season saw us form the Mountain of Love which virtually grew before our eyes each Sunday into a Mountain and The Vilas County Food Pantry and Caritas were the grateful recipients of your caring generosity. Thank You!
- Because of your generosity, our Local Mission Support for 2024 was given to Caritas, the Vilas Food Pantry, The Tri-County Council on Domestic Abuse, and Fortune Lake Camp this year and all were very thankful for the support.
- We celebrated the 10th Anniversary of The ELCA God's Work Our Hands initiative with a service project and luncheon after worship on Sunday, September 8th. Over 50 Personal Care Kits were assembled from items donated by the congregation for distribution through the Northern Great Lakes Synod.
- We hosted a Reformation Sunday Brunch and organized the Wednesday Advent Soup Suppers in December serving the first one.
- Thanks to Diane Niemczyk, our homebound members received Christmas gift bags from Prince of Peace again this year. Diane shopped and assembled the giftbags and Pastor Grant delivered them.
- We collected warm hats and gloves during Advent and Rachel Strong delivered them to Northland Pines schools for distribution to students in need.

- Marlys Tipple continues meeting with Lutheran World Relief quilters the first and third Wednesday of each month. Quilt Sunday was lovely with twenty-nine quilts being displayed and blessed. Please consider coming out to help hand tie quilts.
- The Weekly Backpack Program is going strong under the leadership of Sandy Bishop and volunteers who are doing a fantastic job. Thank you for generously supporting this outreach to the youth of our Northwoods communities.
- Jerrie VanHaverbeke organized a fun outing at Eagle Falls Miniature Golf in Eagle River in August and a wonderful time was had by all!
- We provide coffee and treats for Sunday Fellowship Hours and are very appreciative of your help and contributions of goodies. We can always use help!
- Chris Ebert continues to send Care and Share cards to our shut-ins and those we know who may be ill or hospitalized.
- We organized and served funeral luncheons this past year which is a wonderful ministry and comfort to families.

As I write this, I am overwhelmed by the discipleship of this team and our congregation, and I am sure I have omitted some things along the way. I am just so thankful to everyone who continues to walk the walk with Christ in a world that needs our witness and our love more than ever. I want to thank Pastor Grant for his patience at meetings and spiritual guidance and to Ann Carlson who is always there to assist in any way she can and is a joy to work with! We are blessed to be a blessing.

Peace, Blessings and Joy.

Respectfully Submitted,

Barb Zima

God's Work Our Hands Team

Property Team 2024 Annual Report

Members – Mike Bishop, Jon Cook, Denis Del Ponte, P.J. Kohlman, Bob Michaels, Jim Moravec, Dave Tipple (Chairman),

Accomplishments for 2024:

- Prince of Peace Highway Sign: Upgraded the sign with programmable LED panels
- Church Building: Powerwashed the exterior trim in preparation for paint and touchup in 2025
- Snow Removal: We contracted with Custom Landscape to plow the parking lot as well as shoveling sidewalks and entrances thus relieving our volunteers.

Proposed Projects for 2025:

Church Building: Paint and touchup exterior trim. Estimated not to exceed cost - \$20,000.00. Note this figure is a Calendar Year 2024 estimate.

Parking Lot Maintenance: Secured quotes for parking lot crack repairs - \$3200.00, asphalt seal coat - \$8500.00 and parking lot striping - \$2700.00

Highway Sign Landscape: we received a quote from MK Landscaping. Pending congregational approval, the garden renovation consisting of a rock garden with limited grasses will be completed in 2025 at a cost not to exceed \$3000.00.

Church Elevator: We have received quotes to return the elevator to a serviceable condition. Going forward, the Property Team will submit a proposal for Council's approval.

Fluorescent Lighting: Develop a procedure and begin the replacement of florescent tubes throughout the church.

Respectfully Submitted,

Denis Del Ponte
Property Team

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Stewardship Team 2024 Annual Report

Members: Pastor Grant VanLishout, Jim Moravec; Council Liaison, and Barb Zima

The Stewardship Team met on September 9, 2024, to discuss Stewardship emphasis moving forward.

Pastor Grant's Stewardship letter to the congregation was reviewed and it was determined that a date for mailing to the congregation would be the week of September 22-28th.

Consecration Sunday was set for October 20th with Pastor Grant focusing on Stewardship in his Semon message. Time and Talents response forms were not included this year.

The proposed budget was reviewed with a recommendation from the team to increase support for the ELCA from 5% to 6% and to increase the Local Mission Support from 3% to 4%, bringing our total benevolence to 10%, reaching our goal of a Tithe! Jim brought our recommendation to the council for consideration.

Thanks to all for the support of your time and treasure. We have more to do to move forward with ministries here at church and outreach in our community and the world. Without your generosity our ministries could not continue. We will continue to look at new ways to emphasize stewardship in the coming year. Please consider becoming a member of the Stewardship Team as we move forward serving God wherever we are needed.

We have been blessed as a congregation and our Stewardship is giving back to God for all that we have been given. The writer of the devotional I quoted last year is worth repeating again.

“When we respond to God's generosity with our own, we experience joy.”

Respectfully Submitted,

Barb Zima

Jim Moravec

Stewardship Team

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Worship and Music 2024 Annual Report

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

Activities:

The Worship and Music Team held regular meetings on the 2nd Tuesday of each month at 10:00 am. Both Dawn Gonitzke and Chris Ebert have provided reports to 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 and 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, for any special services that needed additional “worship elements,” the Worship and Music Team worked together to plan and organize (as for example, All midweek Lenten and Advent Services, Easter Vigil and Easter Sunday, 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 and Christmas Eve, under the direction of Rachel Strong. During the summer we had a Hymn Sing and special music by the Woodwind Quintet. In addition, Rachel Strong and Sue Palmer provided instrumental music at several services. Going forward, the Job Description for a Music Director has been approved by the Worship and Music Team, Church Council, and included in the 2024 budget. A Search Committee was organized, the job description was

publicized, and a candidate was interviewed and ultimately selected. That individual will begin in the summer of 2025.

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. As 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 Team

Personnel Team 2024 Annual Report

Members: Executive Team of the Council (Mike Bishop, Jerrie Van Haverbeke, Dawn Gonitzke and Bob Michaels)

Performance evaluations are conducted annually on all Prince of Peace staff members. In accordance with our constitution, the pastor's evaluation will be conducted by the Executive Team in the absence of a Mutual Ministry Committee and a Personnel Team.

The Executive Team and Pastor Grant met on October 28, 2024. Pastor Grant's performance objectives remained unchanged from last year and are consistent with those listed in his "Letter of Call". The Executive Team recognized the Pastor's mission to welcome all to Prince of Peace. Furthermore, Pastor Grant continues to attract new members and he has energized the congregation in a variety of ways for adults and youth to participate in church activities that allow our church community to be "Gathered by Grace – Sent to Serve".

Pastor Grant conducted Ann Carlson's performance evaluation on October 20, 2024. Bob Michaels, representing the Executive Team, attended Ann's review and provided additional inputs regarding her performance. Ann's evaluation recognized her creative ideas and ability to take the initiative to resolve matters, both of which help the church.

Prince of Peace is blessed to have Pastor Grant and Ann as staff members supporting the missions of our church. Based on the results of their 2024 performance evaluations, the Executive Team recommended salary increases for each of them. Specifics regarding these increases are reflected in the proposed budget which the congregation will be asked to approve at the Annual Meeting.

Please note that the success of our staff is directly influenced by the congregation's support. Prayerfully consider how you can share your treasure, time and talents to assist Prince of Peace staff. Your personal involvement will not only strengthen our ministries but will also increase our church's presence in the community.

Respectfully Submitted,

Bob Michaels
President, Church Council/Personnel Team

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Weekend Backpack Program 2024 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 **110 students each weekend**.

Student participants' names are kept confidential by the school and school district staff. Participating 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, during 2024, food expenses were subsidized from the Prince of Peace operating budget and the amount was \$6,000.

In 2024, food expenses for the program were **\$28,277** 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 \$24,252. This is a significant amount and speaks to the strong partnership we share with FORK. In addition to FORK, the Backpack Program has received 2024 donations from the Conover Lions Club, Northwoods United Way, Phelps-Land O'Lakes Lions Club, Sno-Eagles, Praise in the Pines, St. Francis Episcopal Church 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.

Please contact me if you can help in any way or want to learn more about this ministry.

Respectfully Submitted,

Sandy Bishop
Weekend Backpack Program Coordinator

2024 Treasurer's Report
Annual Meeting January 2025

2024 Operating Results

Prince of Peace had another terrific year financially and outperformed 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 **\$25,000** vs. budgeted loss of **\$-4,387**.

This gain was the result of a substantially higher income (primarily giving) of over **\$193,000** compared to our budgeted income of **\$177,000**. As expected, expenses were higher than last year but below budget at approximately **\$168,000** vs. the budgeted expense of **\$181,387**.

Income	Income	Income		Expenses	Expense	Expens
2024	Budgeted	2023		2024	Budgete	2023
					d	
\$193,281	\$177,000	\$171,763		\$168,131	\$181,387	\$151,162

Income – Relative to budget, our income categories exceeded expectations by over **\$16,000**. Also, as you can see in the above chart, income was much higher than what we experienced in 2023.

Expenses – Expenses were well managed across the board and were roughly **\$13,000** below the 2024 budget and about **\$17,000** more than 2023. In 2024, for the full year, we were responsible for Pastor Grant's retirement contributions and health insurance premiums which were \$22,584. We still share the health insurance premiums with Pastor Sherry's (Pastor Grant's wife) congregation which reduces are cost burden. Also, we did not secure a Music Coordinator so that budgeted expense was not incurred.

General Fund – The General Fund ended the year with a balance of **\$70,228** which is primarily a result of our operating gains over the past couple of years. Offsetting the operating gains to the General Fund, is the fact that in

January 2024 we moved \$14,000 from the General Fund to the Capital Improvement (\$7,000) and Reserve (\$7,000) Funds because of the 2023 surplus.

Reserve Fund – The Reserve Fund ended the year with a balance of **\$33,562** which includes the \$7,000 mentioned above.

Mission Support - Our Synod and local benevolence for 2024 were budgeted at a percentage of total general offerings, namely 5% for the Synod and 3% for Local Mission Support (formerly called local benevolence). Some members chose to give extra mission support to the Synod as they did World Hunger. As a result, we forwarded a total of **\$9,981** to Synod and **\$2,720** to World Hunger. For local Mission Support, we designated **\$5,313** which was distributed per the direction of God's Work our Hands to Fortune Lake Lutheran Camp, Tri County Council on Domestic Violence, Caritas and to Vilas Food Pantry.

Non-budgetary Giving - Continued to be generous in 2024 which was highlighted by the new electronic sign. Also, the Capital Improvement Fund had **\$18,252** 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). Also, in 2024, we budgeted \$6000 from the operating budget for food purchases.

In 2024, food expenses for the program were **\$28,813** which was offset by donations of **\$51,785** from Prince of Peace members and the community. This includes **\$24,252** from the FORK matching fundraising campaign from this May. Also, several other community organizations volunteered their time, made financial and food donations to the program.

Assets as of 31 December 2024

At the end of 2024 our total assets (not including the Endowment Fund) were approximately **\$238,478** as follows:

- Checking Account: \$37,705
- Incredible Bank CDs: \$81,596

- Nicolet Bank CDs: \$21,268
- Money Market: \$31,408
- Government I Bonds: \$21,748
- ELCA Federal Credit Union: \$25
- ELCA Pooled Trust: \$46,418
- MIF Term Investment: \$1,140
- Pending Electronic Deposit: \$170

Fund Balances as of 31 December 2024

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

General Fund: \$70,228

Restricted Funds: \$66,496

- Backpack: \$66,496

Designated Funds: \$101,753

- Choir/Music: \$768
- Youth: \$6,508
- Hospitality: \$1,319
- Flowers: \$1,257
- Pastor Discretionary: \$1,413
- Reserve: \$33,562
- Memorials: \$6,406
- Outreach: \$610
- Landscaping (in memory of Evora Rappold): \$6,080
- Summer Fellowship & Education: \$425
- Quilting: \$47
- Capital Improvement: \$42,785
- Special Programs: \$493

Respectfully Submitted,

Mike Bishop

Treasurer

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PRINCE OF PEACE LUTHERAN CHL
PROPOSED 2025 CONGREGATION B

As of 08 January 2025

	2023 Actual	2024 Actual	2024 Budget	2025 Budget Recommended
ANTICIPATED INCOME:				
4012-Envelopes Pledged	\$102,934	\$138,825	\$135,300	\$137,760
4014-Envelopes Unpledged	\$44,653	\$28,359	\$20,000	\$30,000
4020-Unassigned Offerings	\$10,759	\$9,838	\$7,000	\$8,000
4025-Seasonal Offerings	\$4,860	\$6,743	\$5,500	\$5,500
4030-Spiritual Direction Ministry	\$3,145	\$2,168	\$3,300	\$2,000
4080-Thrivent Choice Dollars	\$75	\$1,488	\$200	\$1,000
4100-Interest Income	\$3,477	\$5,177	\$3,700	\$6,500
4200-Building Use	\$275	\$413	\$500	\$500
4590-Initial Offerings	\$220	\$230	\$200	\$200
4400-Other Income	\$1,365	\$40	\$1,300	\$500
TOTAL	\$171,763	\$193,281	\$177,000	\$191,950

2025 pledges so far are 42 for \$137,760. => 2024 was 41 for 135,300; 2023 => 34 for \$108,800
Uncertain about this category. People have moved to and from pledged category.
This category is guests and people considering membership

CDs at \$4100 interest; Ibond at \$700; ELCA Pooled Trust \$1700

PLANNED EXPENSES:

MISSION BEYOND PRINCE OF PEACE

5010-ELCA Support	\$7,942	\$8,844	\$8,115	\$10,546
5030-Mission Support	\$3,168	\$5,314	\$4,869	\$7,030
TOTAL BENEVOLENCE	\$11,110	\$14,158	\$12,984	\$17,576

6% in 2025; 5% in 2024
4% in 2025; 3% in 2024

MISSION AT PRINCE OF PEACE

CHRISTIAN EDUCATION TEAM

5105-Church School	\$0	\$0	\$0	\$100
5130-Adult Education	\$772	\$725	\$400	\$500
5140-Youth Activities/Day Camp	\$0	\$19	\$300	\$1,000
TOTAL CHRISTIAN EDUCATION	\$772	\$744	\$700	\$1,600

GOD'S WORK OUR HANDS

5180-Social Ministry & Fellowship	\$0	\$167	\$200	\$300
5190-Welcome/Witness Projects	\$106	\$33	\$200	\$300

PRINCE OF PEACE LUTHERAN CHL
PROPOSED 2025 CONGREGATION B

As of 08 January 2025

NOTES:

	2023 Actual	2024 Actual	2024 Budget	2025 Budget Recommended
5195-Outreach Ministry (Backpack Food)	\$5,995	\$6,000	\$6,000	\$6,000
TOTAL GOD'S WORK OUR HANDS	\$6,101	\$6,200	\$6,400	\$6,600
ADMINISTRATION TEAM				
5310-Postage	\$843	\$538	\$900	\$750
5320-Telephone/Internet	\$2,721	\$2,322	\$2,600	\$2,400
5330-Office Supplies	\$1,043	\$1,632	\$1,000	\$1,800
5331-Software	\$3,602	\$4,532	\$3,800	\$4,800
5332-Office Equipment Maintenance	\$2,682	\$1,080	\$1,600	\$1,000
5340-Fees, Filing Expenses	\$1,077	\$1,067	\$1,000	\$1,000
5380-Conventions & Conferences	\$842	\$400	\$500	\$1,000
5390-Mileage/Transportation Expenses	\$527	\$466	\$300	\$500
5395-Publicity	\$275	\$919	\$400	\$400
5399-Miscellaneous Expenses	\$352	\$160	\$200	\$200
TOTAL ADMINISTRATION	\$13,964	\$13,116	\$12,300	\$13,850
SALARIES & Benefits				
Pastor Compensation & Benefits				
5205-Pastor Housing Allowance	\$0	\$0	\$0	\$0
5207-Pastor Mileage Reimbursement	\$7,920	\$10,500	\$10,500	\$10,500
5208-Pastor Cell Phone Allowance	\$880	\$1,475	\$1,500	\$1,500
5209-Pastor Continuing Education	\$2,545	\$734	\$1,000	\$1,000
5210-Pastor Salary	\$39,917	\$52,383	\$53,300	\$57,525
5255-Pension/Disability & Health-Pastor	\$16,198	\$22,583	\$21,420	\$21,433
5212-Pastor Social Security Reimbursement	\$3,054	\$4,077	\$4,077	\$4,401
Sub Total - Pastor Comp & Benefits	\$70,514	\$91,752	\$91,797	\$96,359

Backpack Program Food / This represents about 20% of projected food costs for year

Google voice (\$80/mo); Internet (\$100/mo); Spectrum Cell (\$20/mo)

Aplos (129/mo); Gusto (\$0/mo); Google Workspace (120/mo); Annual Web Hosting fee (\$660); Zoom (\$160/yr); Adobe (\$20/mo);

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 in Marquette

\$.70/mile in 2025; .67 in 2024; 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;

In lieu of Housing Allowance;

Per Synod guidelines, this puts Pastor within the 2025 salary guidelines for his 17 years of experience. 2025 is approx \$1787 / month. Health insurance cost savings shared with Pastor Sherry's church saves PoP about \$14K per year

Reimbursement for Pastor paid SS contribution; 7.65% of salary

PRINCE OF PEACE LUTHERAN CH
 PROPOSED 2025 CONGREGATION B

As of 08 January 2025

NOTES:

	2023 Actual	2024 Actual	2024 Budget	2025 Budget Recommended
Interim Pastor Compensation & Benefits				
5205-Interim Pastor Housing Allowance	\$1,333	\$0	\$0	\$0
5210-Interim Pastor Salary	\$4,592	\$0	\$0	\$0
Sub Total - Interim Comp & Benefits	\$6,925	\$0	\$0	\$0
Support Staff Compensation				
5217-Music Coordinator	\$0	\$600	\$7,334	\$8,000
5218-Organists	\$5,150	\$5,530	\$5,200	\$5,525
5220-Choir Accompanist	\$0	\$0	\$1,000	\$1,000
5230-Supply Pastor	\$1,715	\$1,800	\$1,400	\$1,750
5240-Office Coordinator	\$7,416	\$7,223	\$8,250	\$10,608
Sub Total - Support Staff Comp	\$14,281	\$15,153	\$23,184	\$26,883
5270-Payroll Taxes	\$914	\$964	\$1,590	\$1,846
TOTAL SALARIES & Benefits	\$92,634	\$107,869	\$116,571	\$125,088
STEWARDSHIP				
5400-Supplies	\$0	\$0	\$200	\$200
5410-Envelopes--Offerings	\$621	\$945	\$700	\$700
TOTAL STEWARDSHIP	\$621	\$945	\$900	\$900
CHURCH PROPERTY				
5280-Snow Removal	\$3,175	\$1,683	\$3,000	\$3,500
5282-Lawn Care	\$674	\$541	\$750	\$750
5284-Energy/Utilities	\$10,048	\$7,858	\$10,500	\$10,000
5286-Property Maintenance	\$2,574	\$3,915	\$5,400	\$6,500
5288-Outside Services	\$2,100	\$2,120	\$2,200	\$2,200
TOTAL CHURCH PROPERTY	\$18,571	\$16,117	\$21,850	\$22,950

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

Estimated Per Executive Team; 12 month amount is \$8k;

\$85 per Sunday; Assume 65 services
 \$1000 to accompany choir

\$175/Service plus mileage; 10 services
 (12 hours / week); \$17.00 /hour; Budget total of 624
 hour. Was \$16.50 in 2024 and 9 hours /week)

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

Garbage reduced due to member handling
 Primarily cleaning services; some IT services

FINANCE

PRINCE OF PEACE LUTHERAN CHL
PROPOSED 2025 CONGREGATION B

As of 08 January 2025

NOTES:

	2023 Actual	2024 Actual	2024 Budget	2025 Budget Recommended
5110-Mortgage	\$0	\$0	\$0	\$0
5250-Worker's Compensation	\$769	\$463	\$718	\$700
5170-Insurance	\$4,768	\$5,663	\$5,564	\$6,624
TOTAL FINANCE	\$5,537	\$6,126	\$6,282	\$7,324
WORSHIP & MUSIC COMMITTEE				
5420-Copyright Fees & Subscriptions	\$1,057	\$1,070	\$1,100	\$1,000
5430-Choirs	\$0	\$39	\$300	\$300
5440-Worship Apts & Supplies	\$626	\$202	\$500	\$500
5450-Special Worship	\$0	\$625	\$300	\$1,000
5460-Worship Environment	\$0	\$0	\$200	\$200
5470-Instrument Maintenance	\$0	\$0	\$200	\$200
5480-Sound System Maint & Supplies	\$0	\$0	\$200	\$200
TOTAL WORSHIP & MUSIC	\$1,683	\$1,936	\$2,800	\$3,400
PERSONNEL				
5265 - Personnel advertising	\$0	\$921	\$100	\$100
5260 - Continuing Education/Prof Exp	\$0	\$0	\$500	\$500
5267 - New Pastor Moving Expenses	\$0	\$0	\$0	\$0
5269 - Call Committee Expense	\$169	\$0	\$0	\$0
TOTAL PERSONNEL	\$169	\$921	\$600	\$600
TOTAL EXPENSES	\$181,162	\$168,132	\$181,387	\$199,888
Difference: Income vs Expenses	\$20,601	\$25,149	-\$4,387	-\$7,928

Due in January
Went with Brotherhood Mutual. Church Mutual
was \$900 higher

One License @ \$300; Sundays & Seasons @ \$450;
CCL @ \$250. Lower Sunday & Seasons. Drop
podcasting from One license

Fees for unique music and performers

Continuing Ed for staff; Doesn't include Pastor

2025 Budget Narrative
Notes & Explanation
January 2025

Bottom Line => The proposed Budget shows a 2025 operating loss of \$-7,928. Despite being a deficit budget, we are comfortable recommending this to the Congregation given our very strong balance in the General Fund.

Income

- Income up compared to 2024 budget which was \$177,000. 2024 actual income ended at approximately \$193,000.
 - 2025 Budget income projected at \$191,960.
- Pledges at 42 for \$137,760 for 2025
 - About \$13,000 has moved from “pledged” to “unpledged”
 - Pledges for 2024 were 41 for \$135,300 so we are slightly higher for 2025
- Unpledged and Unassigned
 - Difficult to predict this year due to people moving to and from the pledged category
 - Budgeting \$30k for unpledged.
 - Budgeting \$8,000 for unassigned.

Expenses

In 2025, our expense structure will increase over 2024 budgeted by approximately \$18,000. The main drivers are mission support, insurance and salaries.

- Mission Support => Goal is to achieve a 10% tithe
 - 6% for ELCA (was 5% in 2024)
 - 4% for local mission support (was 3% in 2024)
- Insurance => Premium continues to increase substantially
 - Deductibles for wind & hail increased from \$1000 to \$32,000 (1% of building value)
 - Deductible for regular property claim is now \$5,000 (was \$1,000)

- Shopped around for a better deal and went with Brotherhood Mutual (Premium @ \$6,624) versus Church Mutual (\$7,500)
- Staffing & Salaries
 - Office Coordinator => Budgeted \$10,608 (624 hours @ \$17.00 per hour).
 - Increased salary from \$16.50 to \$17.00
 - Increased hours from 9 to 12 hours per week
 - Music Coordinator => Budgeted \$8000 (annualized)
 - Council still wants to establish a music ministry
 - Budgeted \$1000 for choir accompanists
 - Organist
 - Increased from \$80 to \$85 per service

Pastor Salary and Benefits

For Pastor Grant, we need to keep his salary within the minimum requirements for his years of service per synod guidelines. Each year, the Synod publishes salary guidelines for pastors. Pastor Grant has 17 years of experience (becomes 18 in August 2025) and his salary in 2025 will be increased to be within the guidelines for 17 years.

As he did the prior two years, 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 @ \$1,500

Salary

- Pastor Grant increased to \$57,525
- Puts him within the Synod salary requirement for 17 years of service

Benefits (pension, disability, and health insurance)

- \$21,433 for 2025

- This is still an exceptional deal for Prince of Peace because we are sharing health insurance costs with Pastor Sherry's congregation.

Pastor Grant Social Security Reimbursement *

- \$4,401 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.

Backpack Program => For the Backpack Program, we will continue to budget \$6000 out of God's Work our Hands operating budget to support food purchases.

- Program food costs will be approx. \$30,000 in 2025
- Other than the \$6000, all the food costs come out of the Weekend Backpack restricted fund.
- The FORK fundraiser in 2024 raised over \$24,000. Hopefully, this happens again in 2025

Supplemental information and definitions regarding income categories

Pledged => Gifts (via white envelopes or electronic) from individuals who make a pledge during the stewardship campaign

Unpledged => Gifts (via white envelopes or electronic) from members who did not make a pledge during the stewardship campaign

Unassigned => Gifts from guests or friends of the congregation

Seasonal Offerings => Gifts (via seasonal envelopes). Examples are lent, advent, Easter or Christmas.

Spiritual Direction Ministry => Pastor Grant donates income he receives from his spiritual direction activities.

Thrivent Choice Dollars => Gifts from Thrivent members who direct their “choice” dollars to Prince of Peace.

Interest Income => Interest and dividends from our investments. The majority of this is from CDs and the ELCA Mission Investment Fund.

Building Usage => Fees from groups who utilize our space

Initial Offerings => Gifts from the envelope titled “Initial Offering”. The purpose is to offset the cost of envelopes.

Other Income => Miscellaneous income