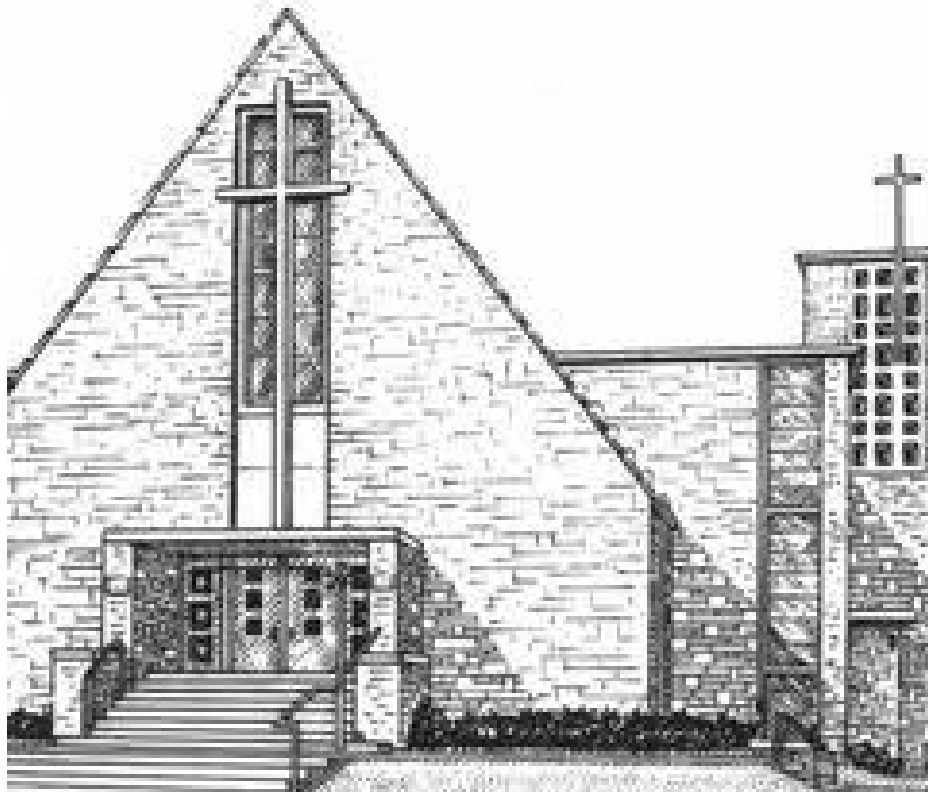


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2025 Annual Report of the Congregation of PEACE LUTHERAN CHURCH

Called to make disciples.
Sent to share Christ.

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Most recent print date:



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Peace Lutheran Church
Annual Congregational Meeting
February 01, 2026
10:00 AM

Agenda

Call to Order

Determination of Quorum

Annual Congregational Meeting Opening Liturgy

Review of Respectful Communication Guidelines

Pastor's Report - Pr Maggie

President's Report - Jean Andersen

PLC Constitution Changes: Presentation and Vote - Jean Andersen

Mission Endowment Grants: Presentation and Vote - Ed Williams

2026 Spending Plan: Presentation and Vote - Randy Hartman

Ballot for representatives of Peace Lutheran including nominations from the floor

Elections

Closing Prayer

Adjourn Meeting

Annual Congregational Meeting Opening Liturgy

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

And also with you.

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

Receive our prayer, O God.

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

Receive our prayer, O God.

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

Receive our prayer, O God.

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

Receive our prayer, O God.

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

Receive our prayer, O God.

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

Receive our prayer, O God.

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

Receive our prayer, O God.

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

Amen

Founded on Faith



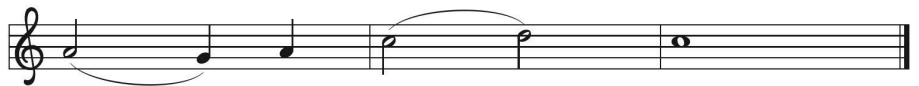
1 Found - ed on faith, the church— a - live by grace—
 2 Your cross, O Christ, re - news our life each day.
 3 E - quipped by prayer, we live the Spir - it's call.
 4 Grow - ing in grace for God's cre - at - ed earth,
 5 Found - ed on faith, called forth, em - pow' red to serve,



pro - claims the gos - pel here and ev - 'ry place.
 Bap - tized in you, we learn and teach and pray.
 Em - pow' red to serve with gifts, both great and small,
 we yearn for jus - tice, peace, and hu - man worth;
 we share God's end - less love with - out re - serve.



The word of God re - sounds through time and space:
 Fed by your love, with thank - ful hearts, we say:
 we bring the liv - ing hope of God to all.
 a world re - stored; a faith - ful, car - ing church.
 Then let us shout a - loud the liv - ing Word!



Al - le - lu - ia!

Text: Paul D. Weber, b. 1949
 Music: FOUNDED ON FAITH, Paul D. Weber
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Guidelines For Congregational Meeting

PEACE LUTHERAN CHURCH
Oshkosh WI

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

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

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

A Message from Presiding Bishop Yehiel Curry

Dear friends in Christ,



As Lutherans, we are set free to love our neighbors and seek justice. In Colossians 2, we read: “As you therefore have received Christ Jesus the Lord, continue to walk in him, rooted and built up in him and established in the faith, just as you were taught, abounding in thanksgiving” (6-7).

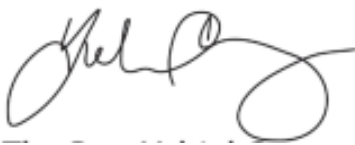
I am abounding in thankfulness for you, church. You are an integral part of this mission as we envision a world experiencing the difference God’s grace and love in Christ make for all people and creation. The ministries of congregations including yours, our synods and the ELCA churchwide organization are all working together today and every day so more people may know the way of Jesus and discover community, justice and love. From providing food to people experiencing hunger, to helping train the next generation of leaders that will lead this church, your support is at work here at

home and around the world.

Your generosity to each of the three expressions of the church — your congregation, your synod and the churchwide organization — has made it possible for us to do this work together. Your financial resources, your time volunteering and accompanying others, and your voices are so valued.

As we look ahead to the coming year, I encourage you to continue to walk in Christ, remembering you are rooted and established in faith, and free to love and serve your neighbors. Thank you, church, for the ways you connect with and support our siblings across the ELCA and in our communities.

In Christ,



The Rev. Yehiel Curry
Presiding Bishop
Evangelical Lutheran Church in America

“As you therefore have received Christ Jesus the Lord, continue to walk in him, rooted and built up in him and established in the faith, just as you were taught, abounding in thanksgiving.”

—Colossians 2:6-7

THROUGH YOUR GENEROSITY, GOD IS AT WORK ACROSS THE ELCA.

MISSION SUPPORT

A portion of your offering, called Mission Support, advances the ministry of our church, helping the ELCA nurture Christian community, raise up leaders, serve our neighbors and strive for justice.

ELCA WORLD HUNGER

Part of our church's long tradition of meeting human needs, ELCA World Hunger testifies to our hope for and commitment to God's promise of a time when we will hunger and thirst no more. ELCA World Hunger walks alongside communities in more than 60 countries — including the United States — to create unique solutions to hunger and poverty.

LUTHERAN DISASTER RESPONSE

Lutheran Disaster Response shares God's hope, healing and renewal with people whose lives have been disrupted by disasters in the United States and around the world. When the dust settles and the headlines change, we stay to provide ongoing assistance to those in need.

WHERE NEEDED MOST

Where Needed Most supports the powerful ways we work together around the world — supporting leaders, inspiring young people, fueling ministries and championing global mission. Gifts to Where Needed Most support and sustain the people, congregations, synods and ministries working around the world to realize the hope-filled future God promises.

Pastor's Report

This past year was full of the typical rhythm of life together in a community of faith. I give thanks for the time in worship with you all, for the families that choose to come and bring their children to the waters of baptism as well as those that participate in Sunday school and confirmation. I'm thankful for all of you who serve on our staff and ministry teams and all the work you do, some of which is lifted up in this annual report, but there are many other little moments of shared connection and time and energy given behind the scenes that makes this community what it is. I am so grateful for my call to serve as your pastor at a congregation that is active in a variety of ways, connected to the community and committed to sharing the love of God in all you do.

2025 has been a steady year of worship and ministry. Our collaborations with our neighboring congregations continue to slowly grow and strengthen. We continue to be committed to being together as a loving community gathered around the Word of God. There is little new to highlight from the year, but steadiness is a good thing, especially after many years of change.

My own ministry grew a little more outward this year. I led worship at the Crossways summer camp staff commissioning service this summer and also served as the adult bible study leader for Family Camp Weekend at Pine Lake camp in June. I joined the UWO Campus ministry board and have worked with them in their time of transition and discernment for the future of that ministry. And I have worked with Pastor Dara in the synod office on a number of projects around the synod as a member of the Synod Mission Table. If it were not for the steadiness and the activeness of all of you and the ministry you do in your daily lives, I would not be able to live into this call to serve the greater church as well as the local church.

I am not the only one giving my time and energy outward to the greater church, nor is this particularly new. Peace has a long history of forming leaders for the wider church. We celebrated one of those milestones this year when we celebrated Sommer Loar's seminary graduation. We keep them in prayer as they await their first call. We are also supporting Kim Dawson in her lay school learnings this year and are grateful for all the ways she leads at Peace. Our own Heather Miller was asked to serve on the synod's Bishop election team for the upcoming Bishop's election that will take place at our synod assembly this year. Jean Andersen and Steve Berholtz from our Leadership Team are regular attenders and contributors to the Oshkosh ELCA Collaborative Group (OECG), a group that meets to share ideas, support one another and try new things together.

Faith is a team sport. It's something we do in community and not just the community of our particular building. I'm once again grateful to serve alongside you in this particular corner of the world where God has planted us and in the wider community of faith around the world. I look forward to seeing what the Spirit has in store for us together next.

Yours in Christ,
Pastor Maggie

Leadership Team

"Called to Make Disciples, Sent to Share Christ" is our mission statement. I think we do a good job living up to what this says.

We have a great staff and many volunteers that do good work not only here at Peace, but also out in the community.

We utilize our building well by having our preschool, OASD Early Childhood, and Head Start use our space along with other outside groups.

We continue to be a part of the Oshkosh Evangelical Collaborative group where we share ideas and figure out ways to work in collaborative ways.

I would like to thank this year's Leadership Team members: Vice President Steve Berholtz; Secretary Kim Dawson; Member-at-Large Kim Jungwirth and Kim Krukow, Cori Stromberg, Jen Scheivert, Brian Friedrich, and Matthew Pfluger. A special thank you to our Treasurer, Randy Hartman, for his dedicated service.

As we move into 2026, I hope we will continue to grow as a church that loves, serves, and welcomes all. I pray that God will guide us through whatever comes our way, and I ask you, the congregation, to keep Peace Lutheran Church in your prayers always.

God Bless!

Submitted by Jean Andersen, Leadership Team President

Youth & Family Ministries/Sunday School

2025 has been an eventful and faith-filled year for our Youth and Family Ministry, and we are grateful for the continued support and involvement of our congregation. From transformative experiences to exciting new initiatives, we have grown together in faith, fellowship, and service. I would like to start with a special thanks to the Youth and Family Ministries Team; Heidi Booth, Julia Booth, Brian Friedrich, Kayla Pfluger, and Jen Scheivert. Together we make a fantastic Youth Team. Thank you for your support, leadership, organization, collaboration and help with all the Youth and Family activities. Here are the highlights from a truly remarkable year.

As the year began, we kicked it off with an Epiphany party for our Prayer Partner ministry. Thank you to those who take time to connect with our confirmation students, this cross-generation group is so rewarding to all who get to be a part of it. From reflection to service, some youth worked a fundraiser night at Culvers and many from the congregation came out to dine and support. I once again had the privilege of attending the Extravaganza in Kentucky. A key event that helped guide my planning for the year and provided valuable resources for collaboration within the Synod and beyond. One of our youth had the chance to attend the Winter Retreat with Crossways Pine Lake, an enriching experience that helped deepen his faith and foster a stronger sense of community. And that was JUST JANUARY!

Turns out, camp is a great place to be in summer AND winter. In February I chaperoned six youth from confirmation (two Peace and four FELC) to the Synod's winter youth conference. One of the highlights from this event- TWO of our very own Peace youth were nominated and accepted positions on the Synod Youth Board. Part of their responsibilities will be to plan the 2026 Journey With Jesus Conference. I am so proud of the amazing work Julia Nelson and Kathryn Scheivert are doing on their faith journey and as representatives of

Peace Lutheran. In March, three families attended the Crossways Winter Family Camp- again Peace was well represented, especially the Moms of Peace in the talent show. For more details and or photos you can ask Pastor Maggie or Jen Scheivert.

Our annual Chili Cook-Off was retired and in its place we held Trivia, Treats and Treasure, which was also a success! The spring season brought many other special moments too: Bowling, Sunday Funday game days, First Communion and more. Our Sunday School youth again participated in the Palm Sunday service with a special song and enjoyed an Easter Egg Hunt to celebrate the resurrection of Christ.

Summer - Busy and Blessed. We wrapped up the year with celebrations for Sunday School, Confirmation, and Prayer Partners. Thanks to a grant from the PLC Mission Endowment, we held a community event for a blessing of the bikes and gave out free bike helmets to young and old. With no major trip planned for the youth, we celebrated togetherness in a smaller way with a trip to Noah's Ark in Wisconsin Dells.

For Vacation Bible School (VBS): We held our third ecumenical VBS, Camp ELM (Episcopal, Lutheran, and Methodist churches), which brought together children from different denominations for an enriching, fun-filled week of learning, faith building and camp-like play. The theme this year was Space Camp and the kids blasted off to the corners of the universe with God's love and grace. With over 60 children registered, the event is well worth the time and effort. Thanks to the dozens of volunteers, many hands make light work. While some enjoyed a week of VBS, others spent a week at camp thanks to the scholarships available to Peace families. Several nights were spent gathered by the fire at home in the parking lot of Peace, a new favorite activity for our high school youth. All of this faith and fun just proves that faith did not and does not take a summer break!

Then came fall but shorter days and cooler weather didn't slow us down at all. Last year's new partnership was a success so, once again, we began confirmation classes with First English Lutheran Church. We held our second annual Fallfest/Worship in the Park. It was a perfect day with lots of great food, a beautiful service, wonderful weather and some fellowship games. Fall wouldn't be complete without Trunk or Treat, and this year, it was our biggest event yet! (I think I say that every year and every year it is true as we top the year before!) With the help of many, we brought back Oktoberfest and it was a success! If you missed it, be ready next year to raise a glass - of root beer or cider that is. See if you can beat this year's champs in the Oktoberfest themed contests like the stine holding and husband hollering competitions.

We wrapped up the year with several important events. In collaboration with CoC, we helped deliver Advent devotionals to our Sunshine Bag recipients, spreading cheer and love throughout the congregation. The Sunday School Christmas Pageant beautifully shared the Christmas message mixed with a little halloween. Closing out the year, we held our annual Christmas Crazy Olympics, followed by a Christmas party for our confirmation students and alumni, full of fun, laughter, and celebration.

As we look ahead to 2026, we are filled with anticipation for the continued growth and opportunities that await our Youth and Family Ministry. We are excited for more faith-building adventures, as well as new initiatives to serve and support families in our congregation. Thank you to everyone who has contributed time, energy, and resources to make this year so memorable. We look forward to another year of walking together in faith.

Thank you for your continued support of our Youth and Family Ministry. Together, we have accomplished so much, and we look forward to even more adventures, challenges, and faith-filled experiences in 2026.

Blessings and gratitude, Nicole McKnight Curator of Youth and Family Ministry

Care of Congregation

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

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

The Care of Congregation Team at Peace Lutheran Church continued its mission in 2025 to spread God's love through thoughtful acts of kindness and support. Throughout the year, we carried out several meaningful ministries to serve and uplift our members:

- Meals that Heal provided meals to members in need, offering care and comfort during challenging times.
- The Prayer Shawl Ministry created and distributed shawls to offer warmth and prayers to recipients.
- Sunshine Bags were delivered to select older members of the congregation, bringing joy and connection.
- Birthday cards were sent to members over the age of 80, celebrating their special milestones.
- Cards were sent for various occasions, including sympathy, get well, thinking of you, and baptism, to show care and encouragement.
- Small gifts were given to college-bound students and graduates to recognize and support their achievements.
- A Member Appreciation Lunch was hosted, featuring a cornhole tournament to foster fellowship and gratitude.
- A cash donation was made to the Old Glory Honor Flight charity in honor of our veterans.
- Along with confirmation students, the team delivered Advent/Christmas gifts to our Sunshine recipients, sharing holiday cheer.
- Occasional gifts, such as gas and gift cards, were provided to members in need.
- Treats were prepared for special church services, as well as for Mother's Day and Father's Day, to celebrate our congregation.

The team looks forward to continuing to share God's word and love in 2026 through ongoing acts of kindness and care. We welcome your ideas on how we can further extend support within our congregation and community. Please feel free to reach out to any team member with suggestions—or if you'd like to join our team. It's a meaningful way to live out God's love and offer encouragement to those in need.

Submitted by Barb Molash, Chair of Care of Congregation

Mutual Ministry

Members: Diane Friday, Steve Berholtz, Jenny Dehn

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

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

Accomplishments:

- Worked with the Personnel Team to update/revise PLC Employee Policy Handbook.
- Conducted employee reviews.

Goals: Continue the mission of the Mutual Ministry Team.

Submitted by Diane Friday, Chair

Personnel Team

Members: Pastor Maggie, Jean Andersen, Kim Jungwirth, Diane Friday

Mission: The primary purpose/mission of the Personnel Team is to:

- Affirm and strengthen the ministry that is performed by Peace's staff.
- Assist with hiring of staff.
- Defines job descriptions.
- Make salary recommendations.
- Ensure policies, procedures, and processes are in place to support church staff and volunteers.
- Ensure ministry operations are compliant with state and federal labor laws.
- Assist with and conduct performance evaluations for employees of PLC
- Respect confidentiality in meetings and discussions with all members of PLC.

Accomplishments: Salary and PTO discussions for staff, changes to Employee Handbook as required by state and federal labor laws.

Goals: Continue the mission of the Personnel Team.

Submitted by Diane Friday, Chair

Mission and Outreach Team

Members of Mission and Outreach

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

The Mission and Outreach Team at Peace Lutheran Church is dedicated to celebrating and applying the congregation's gifts of time, talent, and finances beyond the church walls. Through partnerships with individuals and organizations, the team works to live out the call to love our neighbors, discovering where the passions of the congregation align with opportunities to serve our siblings in Christ. Their efforts extend to the neighborhood, the Oshkosh community, the state of Wisconsin, the United States, and even the wider world.

In 2025, the team achieved several impactful milestones. The beginning of the school year called for a clothes collection to help assist the Peace Preschool students in our building. Throughout the year, Mission & Outreach kept the Little Free Pantry (LFP) stocked to support those in need. Due to increased food insecurities, the LFP now also provides meal kits in a bag to assist with warm meals for those in need. We also had an Eagle Scout project to replace the current structure with a larger storage box in October. Mission & Outreach hosted three meals at the Warming Shelter, including Easter dinner. In the spring the team participated in the annual Hope for the Homeless Hygiene Drive. In July a noisy offering collected \$750 to Lutheran Disaster Response to assist with the flooding in Texas.

Looking forward to 2026, the Mission and Outreach Team has goals to expand their impact. They plan to continue volunteering and providing meals for the Warming Shelter. Maintaining and enhancing the Little Free Pantry remains a priority. A new goal is to implement food prep activities for the Hope Fridge. These efforts reflect the team's commitment to building connections and serving others, embodying the mission of Peace Lutheran Church to share Christ's love in meaningful ways.

Submitted by Katelyn Olds

Media and Communication | Promotion Team

The Media and Communication/Promotion Team—Kim Dawson, Lucinda Porter, Steve Berholtz, Heather Miller, and Matthew Crowe—plays a vital role in supporting Peace's internal and external communications. The team assists in sharing important messages for pastoral staff, office staff, church leadership, ministry groups, and mission teams.

During 2025, the team accomplished several key initiatives:

Website Updates:

The PLC website continued to improve through ongoing updates designed to enhance navigation, accessibility, and integration with online media. Significant updates were completed for the Peace Cemetery pages to provide clearer information, improved organization, and easier access to resources. The Peace Preschool page also received updates to better highlight programs, enrollment information, and family resources. Additional enhancements are planned for 2026, including more interactive features for youth, children, and families.

Newsletters:

The team produced the monthly Prints of Peace newsletter and maintained the weekly digital newsletter, ensuring members and visitors stay informed about upcoming events, ministries, and worship opportunities. In

addition, the team developed a fully redesigned newsletter format launching in December 2025, aimed at improving readability, visual appeal, and engagement across both print and digital versions.

Social Media:

Efforts to strengthen Peace’s social media presence resulted in continued growth in both followers and engagement. Peace now ranks 4th among local churches for total Facebook followers and frequently appears in the top 3 for engagement.

Promotional Efforts:

The team explored additional promotional avenues, including strategically placing ads in the Oshkosh Herald to increase visibility for church events and outreach initiatives.

Worship Presentations:

Digital worship presentations were created weekly to support and enhance the worship experience.

Overall, the Media and Communication/Promotion Team remains committed to strengthening communication, engagement, and outreach—helping Peace share its mission clearly and effectively with both the congregation and the broader community.

Submitted by Matt Crowe, Curator of Communications & Media

Technology Team

Members: Matt Crowe, Chad McKnight, Matthew Pfluger, and Michael Stromberg

2025 has been a year of finishing projects and fixing broken things. The Technology Team continued its work supporting Head Start’s surveillance camera expansion project, completing installation of multiple cameras throughout the gym wing and classrooms. The new cameras greatly improved coverage in the hallways, gym, and exterior areas of the church, benefiting both Head Start and Peace. Several custom 3D-printed camera mounts were designed and installed to ensure the best viewing angles, and the team coordinated wiring runs through the tunnels to complete the system. The Police Department requested video footage several times this year, and each time the system performed well, providing high-quality video that was easy to retrieve and share.

Beyond the camera project, the team addressed several critical technology needs. The aging IT computer that manages the church’s door access system was replaced, but an upgrade to the Keyscann software was required for compatibility with newer systems. After evaluating quotes and options, the team decided to move forward with the necessary software upgrade to ensure continued reliability. In addition, a failing network switch between the main office and Pastor Maggie’s office was replaced, improving performance and stability. These two infrastructure items consumed nearly the entire annual technology budget but resolved important reliability issues that could have disrupted daily operations.

Throughout the year, the Technology Team also worked behind the scenes to strengthen Peace’s digital organization and security. This included restructuring Google Workspace users, groups, and shared drives to

better align with ministry teams, improving file permissions and access for staff, and ensuring Leadership Team materials were properly shared. The team also began implementing password management and IT policy documentation to ensure continuity of access and clear procedures for the future. Altogether, these efforts have positioned Peace for greater stability, security, and long-term sustainability in its technology systems.

Submitted by Michael Stromberg

Property and Grounds Team

The Property Team had an active and productive year, focusing on maintaining, repairing, and improving the church building and grounds to support all ministries that share our space. Guided by careful stewardship and the skills of staff and volunteers, significant progress was made on both essential maintenance needs and long-term facility improvements.

Major Completed Projects

- **Boiler Expansion Tank Replacement:** The aging expansion tank was replaced in October, resulting in dramatically improved and stable boiler pressure. A new relief valve was also installed.
- **Nursery Renovation:** Asbestos-containing floor tiles were professionally removed, the space was repainted, updated to LED lighting, and new LVP flooring was installed. This has resolved prior odor and flooring concerns and greatly improved the room's appearance and safety.
- **Stage and Hallway Clean-Out:** Extensive cleaning and removal of unused items created safe, functional storage and made the stage available for church and community groups.
- **Surveillance Cameras:** Additional cameras were installed, including classroom coverage, and the system has supported OPD with incident review needs.
- **Exterior Lighting & Outlets:** Multiple exterior outlets and GFCI units were repaired or replaced, including addressing a dangerous short. Exterior lighting upgrades continued as weather allowed.
- **Gym Floor Maintenance:** The gym floor was successfully screened and refinished over spring break with positive results.
- **Playground Expansion (Head Start):** Head Start completed a significant fence expansion and playground upgrade, including relocating the Healing Garden swing, covering windows on the playground with protective grates, and creating a larger play area for the children. All expenses were reimbursed to Peace.
- **Sealcoating & Parking Lot Repairs:** The Circle Drive and Minnesota/8th lots were patched, sealcoated, and restriped in August. The project was completed cleanly and on schedule.
- **Downspout Repair:** A damaged steel downspout at Door 9 received a safe replacement covering.
- **Roof Maintenance:** A spring roof inspection was completed, and insurance approval was received to reduce inspections to once per year instead of twice a year.

On-Going and Long-Term Projects

- **Heat Regulation in Classrooms:** Work continues to address excessive heat in the south-side preschool classrooms. Manual adjustments are being tested, with longer-term discussions about automated zone controls.
- **AC Unit Bypass:** A temporary compressor bypass is functioning and providing consistent sanctuary cooling. A permanent solution will be reviewed in spring.

- **Granite Stair Caulking:** Repairs to the sanctuary entry stairs will be scheduled with a mason in 2026 when weather allows.
- **Exterior and Interior Lighting Upgrades:** Transitioning interior spaces to LED continues, with the Social Center and nursery completed this year.
- **Maintenance Logs:** A structured maintenance log system is being developed to support long-term documentation and continuity.

Custodial & Grounds Work

- Jen completed significant summer deep-cleaning, including sanctuary carpet care, improved window function by cleaning and greasing moving parts, and gym preparation for tenants.
- Andy and Jesse completed an updated groundskeeper job description, clarifying seasonal responsibilities.
- Ongoing coordination continues with the Garden Team regarding landscaping expectations.
- Weeds, edging, and turf restoration around the church remain regular seasonal tasks, with more grass seed to be added in spring.

Additional Notes

- The Property Team is coordinating with The Arena for concessions fundraising opportunities.
- Repairs and troubleshooting have continued on items such as sink leaks, oven diagnostics, and carpet cleaning in more community areas.
- The team remains in communication with tenants, community groups, and ministry teams to support effective shared use of the building.

As I wrap up this report, I want to share how grateful I am for the opportunity to serve alongside such a dedicated team. In 2026, we hope to keep building on the work we've begun—caring for this place, supporting our ministries, and making sure Peace remains a welcoming home for all who walk through our doors. If you have ideas, questions, or would like to lend a hand, I'd truly love to hear from you. Your insight and support mean a lot, and there's always room for more hearts and hands on the Property Team.

Submitted by Jesse Andersen, Property Team Chair

Music Ministry

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

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

We also help lead worship at Christmas and Easter and other special services. We are most active during the school year from September through June.

The Chancel Choir: Led a Good Friday Tenebrae service. The choir introduced and led the Of the Land and Seasons liturgy on November 9. We are planning to reprise this liturgy in the near future. We also joined

forces with a combined choir of ELCA congregations on Thanksgiving Eve. This city-wide event was hosted this year at All Saints Lutheran Church out on Highway 21 west of Highway 41. We also led a choral Advent worship service on November 30, the First Sunday of Advent.

The Bell Choir: Is regularly playing 3 octave music and continues to mature musically and add techniques characteristic of handbell groups.

The Instruments of Peace are leading worship on the first and third Sundays of every month. Kim Dawson is the leader who arranges for the group to function. Darcy Showers and Janell Duwell are the music leaders. We are always looking for new members to join us.

If you are at all interested in joining us just let any current ensemble member, myself, Kim, the Pastor or the church office know and we will be in touch with more details.

We continue to cherish the many talents of our organist and choral accompanist Joe Scheivert.

In Christ's service,
Dave Berndt, Curator of Music

Worship Mission Team

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

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

Peace is extremely fortunate to have strong worship leadership that honors our traditions while also embracing new expressions of worship. In 2025, we continued to collaborate with other churches, and we look forward to that spirit of partnership carrying into 2026. A heartfelt thank you goes to our many volunteers, as well as to Heather Miller for coordinating sign-ups and schedules. Ushers, readers, acolytes, altar guild members, AV booth operators, coffee hour hosts, and musicians all make a meaningful and positive impact on our Sunday mornings. You are seen, valued, and deeply appreciated.

Submitted by Kim Dawson

Peace Christian Preschool

A Transitional and Hope-Filled Year! This year marked an important transition for Peace Christian Preschool. With the OASD classrooms no longer operating under our preschool license, we have now fully embraced our identity as a true mission of Peace Lutheran Church. This shift has allowed us to refocus on what matters most—serving children and families with compassion, creativity, and Christ-centered care.

We are blessed with a dedicated and experienced staff who continue to pour their hearts into our children and families: Barbara Probst – Center Director / 3K Lead Teacher, Brenda Reichenberger – 3K Assistant Teacher,

Ruth Schweda – Stay & Play Teacher. Their commitment, flexibility, and love for this ministry have made this transitional year not only possible but successful.

We are grateful for the beneficial support provided through Child Care Bridge Payments, which played a crucial role in helping us maintain stable wages and retain high-quality staff during a year of significant change. These funds ensured continuity of care and supported the overall health of our program.

Additionally, Peace Lutheran Preschool remains committed to ensuring that all children have the opportunity to learn and grow in a nurturing environment. Through the generous use of Endowment Funds, we continue to assist families who may otherwise struggle to afford these vital early-learning services. This commitment reflects our mission-driven identity and continues to be a cornerstone of who we are.

The connection between the preschool and Peace Lutheran Church remains strong and deeply valued. Our families continue to live out that mission through acts of service and generosity. In December, our preschool children and their families participated in the annual Canned Food Drive, supporting both the Lutheran Food Pantry and the Little Free Pantry. Their contributions helped bless local families in need and reinforced the values of kindness, community, and compassion that we strive to instill.

As we look forward to 2026, we are excited to continue building on the foundation set this year. Our goals include expanding community partnerships, strengthening family engagement, and enhancing the play-based, relationship-centered learning experiences that define our preschool. We remain committed to growing our mission, supporting families, and nurturing the youngest learners in our community with love, joy, and purpose.

Wishing you all Love, Peace and Happiness,
Barbara Probst
Center Director of Peace Christian Preschool

Peace Lutheran Cemetery

This was a year of transitions for the Cemetery. In March, Paul Schmidt resigned his Board member position. That left the Board two members short of the minimum stated in our constitution. Fortunately, Mike Berndt and Nancy Lokken offered to serve on the Board and were added in March and September respectively. Both Mike and Nancy are also actively involved with the Cemetery's Digitization project. There is still room on the Board for three more individuals. If you, or someone you know, (they don't have to be a member of Peace) is interested in joining the Cemetery Board, please contact the church office.

June 15th saw the end of an era when Bob Reinke stepped down as the cemetery sexton. Luckily for us, Bob continued to be available to answer questions as we transitioned to a new sexton for the first time in 10+ years. The Cemetery Board appointed Dirk Kagerbauer as sexton on an interim basis. The Board and Dirk agreed to decide whether or not to make that appointment "permanent" at the Board's December meeting.

When Dirk assumed the role of interim sexton, Mike Berndt stepped up to take over leadership of the Cemetery Digitization Project. Mike's tenaciousness in searching through the paper records has helped to ensure that the information entered into CIMS is as complete and accurate as possible. With help from Jim Steinhilber and Nancy Lokken, the trio is making solid progress on a huge project.

On July 2nd, we lost two of our three-member groundskeeping team. Thanks to Tom Schmude, the one remaining team member, we were able to maintain the cemetery grounds during the search for replacement help. We were very fortunate to hire two individuals, Cole Frechette and Randy Schultz, to work with Tom keeping the cemetery well-groomed for the rest of the summer. We know Cole will not be available to work with us in 2026. If you, or anyone you know, is interested in a part-time groundskeeping position, please contact Dirk Kagerbauer (920-988-2476, sexton@peaceoshkosh.org) for more information.

Finally, at the Cemetery Board's December 10th meeting, the board voted to hire Dirk Kagerbauer as the new Cemetery Sexton, capping off a year full of changes.

Looking ahead to 2026, the Cemetery Board will be working on the following:

- Growing the Cemetery's Perpetual Care Fund.
- Installing an information kiosk and driveway markers.
- Continuing to maintain the cemetery grounds, which includes cutting and trimming the grass, removing four dead trees, grading the driveways, and cutting back new growth in the cleared areas along the north and east edges.

The following members of the Peace Lutheran Cemetery Board would like to thank the Congregation of Peace for its continued support of the Cemetery: Steve Berholtz, Mike Berndt, Kim Dawson, Andy Janke, Nancy Lokken, and Jim Steinhilber

Submitted by Dirk Kagerbauer, Cemetery Sexton

Peace Lutheran Mission Endowment Fund

Annual Report - January 1, 2025 through December 31, 2025

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

Since the Endowment Fund was established in 1986, over \$1.4 million has been given to support:

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

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

Endowment Team Members are: Ed Williams, Chair; Nancy Lokken, Secretary; Alan Berndt-Dreyer, Financial Secretary; Jean Andersen and Darcy Showers.

Fund Value - January 1, 2025	\$ 1,168,629.10
Receipts (deposits) *	\$ 15,158.85
Grants	
Scholarships	\$ (18,950.00)
Charitable agencies, institutions, hunger	\$ (25,900.00)
ELCA colleges, seminaries, campus ministries, camps	\$ (9,000.00)
ELCA and/or Synod mission, evangelism, ecumenism	\$ (9,000.00)
PLC New Program Support	\$ (20,100.00)
Undesignated Funds **	\$ (1,600.00)
Management Fees	\$ (6,885.52) [accounted for in investment income, Gain or (Loss)]
Investment Income, Gain or (Loss)	\$ 131,234.82
Fund Value - December 31, 2025	\$ 1,230,472.77

* Both Lutheran Campus Ministry of UWOC (\$2,500.00) and UWGB (\$1,500.00) returned their grant awards in 2025.

** Undesignated Funds are funds for special use voted on by the Endowment Committee. 2025 funds were used as offerings for Global Refuge and as a scholarship for a PLC member to attend ECSW Lay School.

2026 Grant Recommendations	Amount		2026 Grant Recommendations	Amount
a. A minimum of ten (10) percent, within the community of this congregation for scholarships; for the purpose of attending a college, university or seminary; for church-related camping or leadership conferences; for the funding of church youth programs outside of the Current Ministry of this congregation; or such other training which enables members of this congregation to grow in the Lutheran faith and service to God's people.				
Scholarships - PLC Students	\$12,000		Continuing Education: Staff & PLC Members	\$5,000
b. A minimum of ten (10) percent to social service agencies, institutions and agencies to which this congregation relates and, subject to the counsel of the Senior Pastor for special programs designed for those persons in our community who are in spiritual and/or economic need.				
Bella Medical Center	\$2,500		Boys & Girls Club	\$2,500
Christine Ann Center	\$1,500		Community for Hope	\$3,000
Damascus Road	\$5,000		Day By Day Warming Shelter	\$2,500
Father Carr's Place 2 Be	\$2,000		Lutheran Food Pantry	\$2,500
Oshkosh Area United Way	\$3,000		Oshkosh Seniors Center	\$2,000
NAMI - Oshkosh	\$2,000		The Teachers Closet	\$2,000
c. A minimum of ten (10) percent in grants to the Evangelical Lutheran Church in America (ELCA) for its schools, colleges, seminaries, campus ministries of public universities, and church-related camps.				
Crossways Bible Camps	\$6,500		Lutheran Campus Ministry - UWO	\$1,500
d. A minimum of ten (10) percent for the ministries of the Evangelical Lutheran Church in America (ELCA), and/or the East Central Synod of Wisconsin for world missions, world hunger, educational ministries, TV/radio evangelism, professional leadership, and ecumenism.				
East Central Synod of WI - Seminary Students	\$5,000		Camp ELM	\$3,000
e. A minimum of ten (10) percent for the expansion of existing ministries of Peace Lutheran Church or the addition of new ministries to Peace Lutheran Church.				
Care of Congregation - PLC	\$2,000		Little Free Pantry - PLC	\$3,000
Peace Preschool General	\$5,000		PLC Trunk or Treat	\$500
Dinner Fellowship - PLC	\$3,000			
Undesignated Funds				
Undesignated Funds	\$1,600			
Total of Distributions			\$78,600.00	

Statistical Report 2025

Baptisms	Date of Birth	Date of Baptism	Officiant
Liam Robert Kinderman	09/04/2024	01/12/2025	Rev. Maggie Berndt-Dreyer
Hudson James McBriar	06/04/2024	02/09/2025	Rev. Maggie Berndt-Dreyer
Sullivan Hobbs Burkhead	04/29/2025	06/29/2025	Rev. Maggie Berndt-Dreyer
Aiden James Schwarz	09/12/2024	07/20/2025	Rev. Maggie Berndt-Dreyer
Charles Joseph Spiering	11/05/2021	10/05/2025	Rev. Maggie Berndt-Dreyer
Aubrie Addison Strictland	09/27/2025	12/28/2025	Rev. Maggie Berndt-Dreyer

Confirmations	Date of Birth	Date of Baptism	Date of Confirmation
Julia Ann Nelson	06/11/2011	10/23/2011	10/26/2025
Evan Matthew TeLindert	10/06/2010	05/03/2021	10/26/2025

Officiated by Rev. Maggie Berndt- Dreyer

Marriages	Date of Ceremony	Officiant
Charles A. & Lauren E. (Case) Barone	03/15/2025	Rev. Maggie Berndt-Dreyer
Joshua & Alyssa C. (Nelson) Klemm	09/27/2025	Rev. Maggie Berndt-Dreyer

Deaths	Death Date	Officiant	Funeral Date
William "Bill" C. Hesser	01/27/2025	Konrad-Behlman Funeral Home	02/07/2025
Arlene D. Augsburg	01/03/2025	Konrad-Behlman Funeral Home	02/04/2025
Verne D. Wepner	02/12/2025	Rev. Maggie Berndt-Dreyer	02/24/2025
Bernice M. Clark	03/20/2025	Rev. Maggie Berndt-Dreyer	03/31/2025
Dawn Springborn	02/17/2025		
Mary L. Davis	05/07/2025	Rev. Maggie Berndt-Dreyer	06/02/2025
Timothy D. Oestreich	05/11/2025	Rev. Maggie Berndt-Dreyer	06/11/2025
Merlin E. Lannbrecht	05/28/2025	St. John-St James-Reedsville	06/02/2025
Joan A. Duwell	06/11/2025	O'Connell Funeral Home-Hudson	07/26/2025
Bonnie E. Marshek	06/16/2025	Rev. Maggie Berndt-Dreyer	06/30/2025
Ellen A. Bruce	08/02/2025	Rev. Maggie Berndt-Dreyer And Rev. Andi Wolf	08/12/2025
Pamela K. Krueger	08/11/2025	Rev. Connie Wiess	08/18/2025
William "Bill" H. Sager	08/19/2025	Rev. Maggie Berndt-Dreyer	08/27/2025
Elaine D. Bradley	10/09/2025	Rev. Maggie Berndt-Dreyer And Rev. Roland Lindeman	11/03/2025
Russell D. Beck	10/19/2025	Konrad-Behlman Funeral Home	11/07/2025
Arleen Anita Irene Potratz	10/30/2025	Chaplain Dan Krause	11/14/2025
Ruth A. Vorpahl	10/29/2025	Rev. Maggie Berndt-Dreyer	03/14/2026
Lois V. Johns Perdue	12/02/2025	Rev. Karen Jewell	01/24/2026

Deaths *continued*

Elmer F. Hielsberg
Susan "Emma" Erdmann

Death Date

12/07/2025
12/13/2025

Officiant

Rev. Maggie Berndt-Dreyer
Rev. Maggie Berndt-Dreyer

Funeral Date

12/20/2025
12/20/2025

Members Added

Michael Berndt
Donald & Barbara Kurki
Tyler, Amy & Lydia Raddant

Diane Ranker
Emily Stanislawczyk
Cora Blankinship

Treasurer's Report

On behalf of the congregation, thank you for your continued individual support of Peace Lutheran Church through your financial gifts and the generous sharing of your time and talents. Your support allows us to continue our mission of growing in faith, sharing the message of Christ, and reaching out to those in need.

Special thanks to Heather Miller, Parish Administrator, for her dedication and professionalism in managing the day-to-day church finances, and to Joyce Christianson, Jean Andersen, Barb Molash and Dawn Heitman for assisting with weekly recording of contributions.

We ended the 2025 calendar year with General Fund revenues exceeding expenses, resulting in a surplus of \$27,960.08. This surplus is largely attributable to the new Oshkosh Area School District (OASD) Early Childhood agreement, which was negotiated and approved in June 2025. The agreement includes the use of four classrooms, office space, the nursery, and shared access to the gym, playground, and Social Center. The agreement began on August 1, 2025, and runs through July 31, 2026. A verbal commitment has been given for the 2026–2027 school year. We are hopeful that OASD will renew the agreement in August 2026 to extend through July 31, 2027. However, if OASD does not renew the agreement, we will face a larger deficit in 2026. In order to sustain our facility without significantly increasing General Fund expenditures, it is important that we actively search for and pursue additional potential tenants for the space currently used under the OASD agreement. Please contact Heather Miller or me if you are aware of any possible future tenants.

Highlights from 2025:

- Completed and paid off the Stained Glass Project with the remaining fund balance of \$5,994.98 transferred to the Capital Improvement Fund.
- Our Money Market account at Community First Credit Union had a balance of \$85,517.11 as of December 31, 2025. Of this amount, \$57,529.94 represents proceeds from the parsonage sale.
- As of December 31, 2025, the Capital Improvement Fund has a balance of \$22,283.41. During the calendar year 2025, over \$20,500.00 from this fund was spent on capital improvements including: patching, sealing and stripping the parking lots; purchased and installed an expansion tank for the boiler system; tile floor removal and new luxury vinyl plank purchased and installed in nursery; screened, cleaned and recoated gym floor; and replaced cracked sidewalk on side of the 9th Avenue parking lot entrance.
- A Stewardship Drive was conducted in the fall. Thank you to Dirk Kagerbauer, Connie Paulick, Matthew Pfluger, and Kim Dawson for sharing their powerful personal testimonies. We hope the materials and testimonies inspired reflection on your personal commitment. Thank you to all who participated.

Goals For 2025:

- Increase the number of team members serving on the Stewardship/Finance Team. If you are interested in joining, please contact Heather or me.
- Actively search for and pursue additional tenant(s) for the space currently used by the OASD Early Childhood program for the 2027–2028 school year and beyond.

Thank you for your continued generosity and faithful support. Please prayerfully consider how you can continue to support Peace Lutheran Church through giving and service. Together, we can continue to ensure Peace Lutheran Church remains a vibrant congregation fulfilling its mission and ministry.

Respectfully submitted by Randy Hartman, Treasurer

Statement of Activities (General Fund) 2025

January 1, 2025 to December 31, 2025

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

	Actual	Budgeted	Explanation
Revenues			
Contribution Revenues			
General	\$ 261,542.45	\$ 257,500.00	General giving counted towards Benevolence
Loose Offering	2,082.50	2,510.00	
Miscellaneous Envelopes	11,645.00	15,400.00	
Total Contribution Revenues	\$ 275,269.95	\$ 275,410.00	
Miscellaneous Revenues			
Memorials Given - No Allocation	\$ 3,125.00	\$ 0.00	Memorials - No Allocation Given
Building Use	141,994.92	76,924.00	Revenue from tenants and misc.use
Wedding and Funeral Fees	575.00	370.00	
Interest - Checking	527.22	820.00	
Investment Income - Money Market	1,676.87	1,810.00	
Total Miscellaneous Revenues	\$ 147,899.01	\$ 79,924.00	
Total Revenues	\$ 423,168.96	\$ 355,334.00	
Expenditures			
Operating Expenses			
Administration	\$ 13,122.64	\$ 12,610.00	Copier, printers, fees, subscriptions, supplies, newsletter
Benevolence	27,804.00	31,141.00	Giving to local Synod, Conference, and other charities
Insurance	27,552.40	26,710.00	Business, Liability and Workman's Comp insurance
Mission Teams	14,304.77	16,465.00	Money spent by or on Mission Teams
Property	56,452.73	51,795.00	Repairs, renovations, utilities, and maintenance
Staff	255,946.35	250,951.00	Pastoral, non-pastoral, and employer tax expenses
Total Operating Expenses	\$ 395,182.89	389,672.00	
Operating Transfers			
Transfers In	\$ 9.10		Transfer from restricted funds
Transfers out	(35.00)		Transfer to restricted funds
Total Operating Transfers	\$ (25.99)		
Total Expenditures	395,208.88	389,672.00	Does not include asset depreciation
Net Revenue (Deficit)	\$ 27,960.08	(34,294.00)	

Balance Sheet As Of December 31, 2025

Assets

CFCU Pastor's Discretionary Checking	\$3,008.14	
CFCU Checking	\$82,266.81	Regular and restricted funds
CFCU Money Market	\$85,517.11	
Total Bank	\$170,792.06	

Fixed Assets

Church Building	\$9,685,000.00	
Church Personal Property	\$500,000.00	
Total Buildings	\$10,185,000.00	

Total Fixed Assets **\$10,185,000.00**

Total Assets **\$10,355,792.06**

Liabilities

Total Current Liabilities (\$120.72)

Total Liabilities **(\$120.72)**

Net Assets

Unrestricted

Building and Property	\$10,185,000.00	
Capital Improvement Fund	\$22,283.41	
General Fund	\$51,598.92	
Parsonage Sale	\$57,529.94	
Other Unrestricted Funds	\$0.00	
Net Assets	\$10,316,412.27	

Total Restricted Funds **\$39,500.51** Funds for a specific purpose

Total Net Assets **\$10,355,912.78**

Total Liabilities and Net Assets **\$10,355,792.06**

Proposed 2026 Budget

On January 20, 2026, the Leadership Team reviewed and approved the proposed budget for 2026. For revenues, the Offering Revenue estimates are based on 2025 giving. The projected building use income is based on current agreements, verbal commitments and projected gym and room use. For expenses, the 2025 actual expenses served as estimates for 2026 with increases noted below.

Revenue

Offering Revenues

General	\$266,775	Based on total given in 2025 plus 2% increase
Loose Offering	\$2,100	Based on total given in 2025
Miscellaneous Envelopes	\$11,680	Based on total given in 2025
Subtotal Offering Revenues	\$280,555	

Building Use

Boys and Girls Club	\$-0	New Building - Not using Peace Facility
Misc. Gym Use	\$2,250	Based on 2025 usage
Misc. Room Use	\$3,225	Based on 2025 usage includes Barbershoppers
OASD Early Childhood	\$80,000	Agreement terminates 07/31/2026 - verbal 2027-2028
Preschool Rent	\$0	Leadership Team approved no rent
UWO-Head Start	\$45,720	Per current agreement - Lease ends June 30, 2029
Weight Watchers	\$5,000	Per current agreement - cut to one day a week
Other Revenue	\$2,360	Fees Wedding/Funeral - Interest/ Investment Income
Subtotal Building Use	\$138,555	

Total Revenues **\$419,110**

Expenditures

Administration	\$13,210	Based on 2025 expenses
Benevolence	\$26,675	10% Offering ECSW, Crossway, Oshkosh Conference
Insurance	\$29,545	Based on 2025 actuals & 2026 projected increase

Mission Teams

Care of Congregation	\$-0	Restricted Fund \$1,323 - Endowment \$2,000
Cemetery	\$2,400	\$200 support per month
Fellowship	\$155	Based on 2025 expenses
Hospitality	\$-0	Restricted fund at \$653.14
Leadership	\$515	Based on 2025 expenses
Mission and Outreach	\$1,000	Budget request by team
Promotion	\$1,290	Based on 2025 expenses

Technology	\$3,000	Budget Request by team
Worship	\$4,005	Based on 2025 expenses
Youth & Family	\$6,100	Budget Request
Subtotal Mission Teams	\$18,465	

Mortgage

First Mortgage (Building)	\$-0	Paid Off in May 2024
Subtotal Mortgage	\$-0	

Property

General Building Maintenance	\$10,365	Based on 2025 expenses
General Grounds Maintenance	\$3,690	Based on 2025 expenses includes grounds helper
Repairs and Renovations	\$715	Based on 2025 expenses
Utilities	\$43,231	Based on 2025 and direct discussions with utilities
Subtotal Property	\$58,001	

Staff

Employer Tax Expense	\$10,910	7.65% of non-pastoral hourly staff (not contractors)
Pastoral	\$120,292	Salary & benefits based on synod guidelines 10-years
Pulpit Supply	\$2,435	Pastoral Call 10-Sundays off, includes mileage
Non-Pastoral	\$153,655	Includes 3.0% COLA per Leadership Team
Subtotal Staff	\$287,292	

Total Expenditures **\$433,188**

Summary

Total Revenues	\$419,110
Total Expenditures	\$433,188
Surplus (Deficit)	(\$14,078)

You will notice that the 2026 budget is not balanced. This is intentional and is meant to challenge the Congregation to fund the vision set forth by the Leadership Team. Please prayerfully consider increasing your contributions in 2026 so that together we can continue to remain a vibrant congregation fulfilling our mission and ministry.

Leadership Team approved to fund these 2026 expenses from Capital Improvement Fund

Wireless Microphones, Receiver	\$6,500
Total Capital Improvement	\$6,500

Oshkosh Conference Annual Meeting

October 18, 2025 at Grace Lutheran in Ripon

9:15am Welcome by Pr. Maggie Berndt-Dreyer, Peace (Oshkosh).

Pr. Barb Girod, All Saints (Oshkosh) put up a prayer wall with stickies. Feel free to note your prayers or anything else on your mind.

9:25am Gathering and worship service with Pr. Clay Salmela, Grace (Ripon).

10:11am Pr. Doug Holtz shares news on the upcoming Bishop's election. Nominations begin January 1, 2026 and end mid-February. If you have questions, you may go to Bishop.election@ecsw.org

The Mission Site Profile will be coming out soon for the Synod through the conference Dean - there will be a short questionnaire.

10:20am Congregation Speed Dating. Members of each congregation move from table to table to meet and learn about what is new, exciting or challenging in each congregation.

Business Meeting

10:49am Meeting called to order by Conference President, Deb Mellgren, All Saints (Oshkosh). Quorum of Conference congregations were represented.

Approval of Secretary's Report: moved by Pr. Connie Weiss, Christ Our Savior (Oshkosh)
second by Sue Shemanski, Grace (Berlin) **Approved**

Treasurer's Report provided by Pr. Barb Girod, All Saints (Oshkosh).

Approval of Treasurer's Report: moved by Pr. Karen Tews, St. Andrews (Oshkosh)
second by Diann Uzelac, Christ (Oshkosh) **Approved**

New Conference Ministry Guide provided by Pr. Maggie Berndt-Dreyer, Peace (Oshkosh). There are 6 conferences in the Synod. Thank you to Deb Mellgren for being the Oshkosh Conference President, as this will no longer be a position. Pr. Barb Girod's term is up as Treasurer so that position will need to be elected (through 2028). There was a question and discussion as to how money will be kept. Nancy @ the Synod Office will be taking care of that.

2026 Budget discussion:

Suggested breakdown of 2026 budget for offerings from conference churches:

- 30% to Crossways Camping Ministry
- 20% to be used as discretionary funds to support rostered leaders
- 50% to Joint Congregational Ministry / Mission Work (this could be requested from congregations for missions and/or ministry)

Approval of 2026 Budget: moved by Shari Rudolph, POP (Coloma)
second by Pr. Karen Tews, St. Andrew's (Oshkosh) **Approved**

Discussion held regarding the \$3,197.36 balance and how do we spend it. These are monies unused the year prior.

- Martha Miller, Redeemer (Plymouth) recommends it go to churches in need, possibly by application process and to be decided upon by the executive committee. If many apply, the amount could be split.
- Pr. Karen Tews, St. Andrew's (Oshkosh) recommends \$1,000.00 be given to Campus Ministry at UWO.

- Lyn McCarthy, Grace (Ripon) questions why we have a balance
- Sue Shemanski, Grace (Berlin) believes there is a terrible need in Ukraine
- Diann Uzelac, Christ (Oshkosh) recommends Ministry Support Dollars for Seminaries

Motion by Martha Miller, Redeemer (Plymouth) to use 50% of the balance to be decided today and 50% to be decided at a later time by the executive committee. Second by Barb Testroete, Redeemer (Plymouth). Discussion.

Motion by Pr. Karen Tews, St. Andrew's (Oshkosh) to amend the motion to indicate this is for this year only. Second by Brenda Francis, St. Andrew's (Oshkosh). Discussion. **Approved for this year only.**

As to the distribution portion of the prior motion (50% - \$1555.76 - to be decided today and 50% - \$1555.76 - to be used by Executive Committee). **Approved**

Pr. Karen Tews, St. Andrew's (Oshkosh) to use 1/3 for Campus Ministry at UWO.
Pr. Clay Salmela, Grace (Ripon) recommends using 1/3 toward Kids Save Ukraine
Diann Uzelac, Christ (Oshkosh) requests 1/3 to Lutheran World Relief

Motion by Sue Shemanski, Grace (Berlin) to approve the above requests. Second by Martha Miller, Redeemer (Plymouth). **Approved**

Election of Conference Officers:

Treasurer - no nominations at this time so this will be left to the Executive Committee
Member at-large who is also on Synod Council - tabled

Nominations for open Synod positions:

Synod Council - Rostered Leader - possibly Pr. Connie - tabled
Synod Discipline Committee - information provided by Pr. Nate Gauerke
Linda Tedlie, Christ (Oshkosh) nominated

Nominating Committee for Synod - information provided by Pr. Nate Gauerke - tabled
Resolution Committee - information provided by Pr. Nate Gauerke - tabled

*please take these openings back to your congregations. If you have someone in mind, contact Pr. Maggie Berndt-Dreyer, Peace (Oshkosh) or Pr. Sara Gorman, Redeemer (Plymouth)

Announcements:

- Tom Brauer, First English (Oshkosh) - Synod Council Lay Representative - the Synod is wanting to learn more from congregations
- Mark Schumacher, COS - sends greetings and blessings from Pr. Blaine Niskanen. The Community of Saints Parish (COS) currently has 3 congregations. They are in a short term partnership with Prince of Peace in Coloma and if all goes smoothly, they will all join a joint worship schedule. They are also exploring a SAM (Synod Authorized Minister)
- Pr. Nate Gauerke shares news from the Synod. He is learning much on all processes. It has been eye opening. On behalf of the Bishop, he sends greetings. There are 112 congregations, 20 counties and about 56,000 Lutherans. About 30% of congregations are seeking some type of minister. We are to be curious, courageous & centered in Christ.
- Join the Weekly Wave - you can find it ECSW.org . There is also a lot of other information on the Synod website.

Highlights:

- Synod Assembly is June 4-6. Nominations and elections through prayer. Bishop Anne said she would run for another term.
- Synod Resources - Doing a New Thing Fund - sharing God's Love. These are small grants. If you are seeking, go to ECSW.org/dant-fund on website
- Pastor Dara will kick off Pivot! This is an 8 part collaboration process that applies design thinking concepts to help your congregation lean into God's call through deep listening and holy imagination Form a team of 4-10 leaders who will do homework. This is beneficial for congregations that feel stuck. There will be tiered pricing.
- December 2025 - South Africa Delegate. They will be looking to strengthen partnerships. Please keep pastors in prayer as they travel and do their work

12:11pm Adjournment moved by Tim Koch, Grace (Berlin)
 Second by Joan Everson, First Lutheran (Poy Sippi)

Approved

Pr. Barb Girod leads closing prayer

Respectfully submitted by : Shari Rudolph, Prince of Peace (Coloma), Secretary

Crossways 2025 Report to Congregations

Dear Ministry Partners,

Thank you for the ways you engage with, invite others into, and support the ministry of Crossways Camps. Your partnership makes camp possible. This past year brought growth in both programs and partnerships. As we look ahead, the next season of Crossways will call for continued adaptation and shared generosity. We look forward to partnering with you and amplifying the important ministry you are already doing as a valued ministry partner. God is at work in these sacred spaces, reaching campers in life-changing ways.

Robyn Koehler, Chair of Operations

New Programs in 2025

This year, we launched several new programs designed to meet people where they are and invite them into meaningful camp experiences:

Camp On Location: An evolution of our retired Day Camp program, bringing Crossways into new communities. Our first experience was held at Rib Mountain State Park, with plans to expand to additional locations, increasing access for families and congregations who may not travel to camp.

Sprigs & Twigs: Shorter, developmentally intentional programs created to welcome first-time campers, build trust with families, and respond to changing expectations around program length and flexibility.

STEAM Camp: Designed for 2nd–6th graders, this hands-on program blended faith, curiosity, and creativity. Campers explored robotics, built model airplanes and rockets, learned about solar energy, designed their own experiments, and still enjoyed classic camp experiences like worship, games, and time outdoors.

GLEAN Retreat: A new adult retreat designed from the biblical practice of gleaning: gathering what remains with care and intention. Through shared leadership and intentionally communal living, participants gained knowledge, connection and rest from their time together.

These new programs reflect our commitment to innovation, accessibility, and lifelong faith formation.

Participation & Staffing Highlights

Imago Dei Village: 226 summer campers (a slight decrease from 231 in 2024 due to a schedule adjustment to welcome Episco Wisco).

Pine Lake Camp: 529 summer campers, up from 506 in 2024, celebrating continued growth and the launch of four new programs.

Waypost Camp: No traditional Crossways programming was offered in 2025. Crossways Camps celebrated being fully staffed for the summer, with: 28 Summer Staff, 19 Bonus Staff, 10 Support Staff, 3 Year-Round Staff. We are grateful for these young adults and leaders whose energy, care, and faith made meaningful ministry possible for campers and guests.

Financial Report of 2025

In 2025, Crossways continued to strengthen its financial footing while remaining committed to mission and access. From January through November, total revenue increased by approximately 10% compared to the same period in 2024, while expenses remained consistent year over year. This balance reflects careful stewardship, responsible planning, and sustained support from individuals, congregations, and partners who believe in the ministry of camp.

In total, \$28,164 in direct scholarships and an additional \$26,868 in Tier Pricing scholarships were issued in 2025. These supports are vital tools for welcoming campers from a wide range of financial circumstances. The Crossways Endowment contributed \$20,500 toward these scholarship needs, with the remaining support made possible through generous gifts from individuals and congregations committed to removing barriers to camp.

In addition, Crossways received a grant from the Siebert Foundation to support scholarships for campers attending through Outreach for Hope ministries in the Greater Milwaukee Synod, expanding access to camp.

www.CrosswaysCamps.org • (920) 882-0023 • info@crosswayscamps.org

2026 Peace Lutheran Church Ballot

February 01, 2026

Two-Year Terms: Jan 2026 – Jan 2028

One-Year Terms: Present – Jan 2027

Leadership Team

(Vote for 6)

- Kim Jungwirth (1st Year of 2nd Term)
- Kim Krukow (1st Year of 2nd Term)
- Matthew Pfluger (2nd Year of 1st Term)
- Jen Schievert (1st Year of 2nd Term)
- Cori Stromberg (1st Year of 2nd Term)
- Bonnie Barkelar (1st Year of 1st Term)
- _____

Treasurer

- Randy Hartman
- _____

Delegates to the ECSW Synod Assembly

June 4-6, 2026 in Oshkosh, WI (Thurs-Sat)

(Vote for 2)

- Lucinda Porter
- Kim Dawson
- _____

Delegates to Miravida Living Annual Meeting

March 9, 2026 @ 5:30 PM at Carmel Residence

(Vote for 2)

- Diane Owens
- Kathi Sawall
- _____

Delegates to Crossways Camp

March 14, 2026, 9:30 a.m. @ St. Mark's in Neenah

(Vote for 2)

- Brian Friedrich
- Chad McKnight
- _____

Delegate to Carthage College

(Vote for 1)

- Kim Krukow
- _____

Delegates to Lutheran Campus Ministry

Spring 2026

(Vote for 2)

- Karen Kieper
- Bonnie Barkelar
- _____

Delegates to Oshkosh Conference

October 10, 2026

(Vote for 2)

- Steve Berholtz
- Kathy Berholtz
- _____

Endowment Committee

(Vote for 3)

- Randy Hartman
- Ed Williams (1st Year of 2nd Term)
- Dr. Eric Duwell
- _____

Current members voted in and their 2026 term

Leadership Team

Jean Andersen (2nd Year of 2nd Term)

Kim Dawson (2nd Year of 2nd Term)

Brian Friedrich (2nd Year of 1st Term)

Endowment Committee

Alan Berndt-Dreyer (3rd Year of 1st Term)

Darcy Showers (2nd Year of 1st Term)