

ANNUAL REPORT

— 2020 —



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



A MESSAGE FROM ELCA PRESIDING BISHOP ELIZABETH EATON

Dear friends in Christ,

This year has been a challenging one! The COVID-19 pandemic has changed the church and society. We have had to shift the ways we engage in ministry from a focus on in-person worship and meetings to livestream worship, virtual meetings and gatherings in the parking lot. We have had to shift to teaching children at home and working from home. We have not been able to travel to see friends or relatives or to celebrate life events. This has also been a time to address economic and social justice issues, to shift our thinking and our way of life.

In times such as this, our baptism in Christ makes a difference and makes us different. Like Christians before us, we recall that God is faithful to God's promises and God's people. We see that God enables us to connect with one another even when we are separated. Shifts in the world invite us to be innovative in how we do God's work and reach out to all ages in making disciples. We see that God is at work not only in our buildings but beyond them as well. We have found new ways to serve our neighbors and reach those in need.

As we experience this time of uncertainty, we sense something new emerging. In many places there are new strategies and renewed energy for ministry, often generated by emerging leaders. We have developed a framework to build on, and now is the time to engage in hard work together. As you do in your congregation, we want our collaborative efforts to be both faithfully thoughtful and sustainable. We want to build up the body of Christ today and for the future.

Looking across the church, I am grateful for your generous giving of time, talents and resources. Yes, God does continue to bless us! God will provide both relief from life's struggles and hope for a stronger church, God's church. We do not need to know how the future will unfold. As members in the body of Christ, we need only trust that God is with us and will provide.

Building up the body of Christ together,

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

"The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ. We must no longer be children, tossed to and fro and blown about by every wind of doctrine, by people's trickery, by their craftiness in deceitful scheming. But speaking the truth in love, we must grow up in every way into him who is the head, into Christ, from whom the whole body, joined and knit together by every ligament with which it is equipped, as each part is working properly, promotes the body's growth in building itself up in love." —Ephesians 4:11-16

ANNUAL CONGREGATIONAL MEETING **OPENING LITURGY**

LITANY

L. O God of all power and love ...

C. ... we give thanks for your unfailing presence.

L. O God of all power and love, we give thanks ...

C. ... for the hope you provide in times of uncertainty and loss.

L. O God of all power and love ...

C. ... we ask you to send your Holy Spirit to enkindle in us your holy fire.

L. O God of all power and love, we ask you ...

C. ... to revive us to live as Christ's body in the world.

L. O God of all power and love, we ask to be ...

C. ... a people who pray, worship, learn, break bread, share life, heal neighbors, bear good news, seek justice, rest and grow in the Spirit.

L. O God of all power and love, we ask you to be with us ...

C. ... wherever and however we gather. Unite us in common prayer and send us in common mission, that we and the whole creation might be restored and renewed, through Jesus Christ, our Lord. Amen.

Build Us Up, Lord



1 Build us up, Lord, build us up; set in
2 Build us up, Lord, build us up; let our



us a strong foun - da - tion. Lead us to do your
lives re - flect your glo - ry. Cast a - way all our



ho - ly will; form and shape your new cre - a - tion.
doubts and fears; help us tell the world your sto - ry.



Build us up, Lord, build us up; as we
Build us up, Lord, build us up; help us



guide and teach each oth - er, help us to share your love with the
bear good fruit for you, Lord, give us vi - sion and keep us



world: ev - 'ry sis - ter, ev - 'ry broth - er.
sure. Grant us faith that's stead - fast and true.



Refrain
Grow - ing in Christ, we plant seeds for the king - dom; we fol - low in



faith what's be - gun! Lord, set in our hearts the pow'r of your



word to spread the news of your Son!

Text: Mark Glaeser, b. 1956, and Donna Hanna, b. 1952
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In the early verses of Ephesians 4, the apostle Paul writes to the Christians in Ephesus, a city on the Aegean Sea at the mouth of a river and at the intersection of three trading routes. The letter was written about ten years after the church had started. During the early years of this congregation, Jews and Gentiles from several ethnicities and nationalities had come together to form “one body.” Paul was aware that they had done well and commended them for their faith and love.

The word “one” appears more than seven times in the first four verses. This reflects the importance Paul gave to being called into the “unity of Christ.” He wanted to note that, although many of the church members came from far off, there is “one Lord, one faith, one baptism.” This oneness reflects God’s gift of reconciliation in Christ.

A second emphasis from Paul was that, as believers, they were to “bear with one another in love.” This would require humility, gentleness and patience as each of them practiced their faith. It would require tolerance to “maintain unity of the Spirit in the bond of peace.”

A third emphasis was that each person had been given gifts by God and that these gifts were given to increase the whole. Because the Ephesian church was a young congregation and its members were just beginning in their faith journey, their understandings were often tossed to and fro. But as they grew in faith, each person contributed to building up the body of Christ.

The fourth and final emphasis was that by “speaking the truth in love,” each person must grow into Christ. This means taking time to learn about one another and their gifts. Knowing these gifts, we can do God’s work both within and beyond the faith community. When there are decisions to make or relationships to reconcile, we know to begin with prayer and reflection, always desiring to speak the truth in love — not for our own benefit but for God’s glory, that we might become more complete.

As our members and friends gather today, whether face-to-face or online, we are reminded of our calling into “unity in Christ.” We come from many places and work in many contexts, and yet we recognize “one Lord, one faith, one baptism.”

Whether new to a worshiping community or further along the journey, we realize that humility, gentleness and patience are required both in the good times and especially in times of uncertainty and struggle. God wants us to be more complete through our work. Christ provides the way. The Holy Spirit is with us for guidance and courage. Each of us has been given the gifts to be complete, and through our faithfulness we will grow stronger and work together as one body.

LET US PRAY: LORD, LET THE WORDS OF THE APOSTLE PAUL DWELL IN US DEEPLY. MAY WE EMBRACE THE RECONCILING POWER OF ONENESS WITH CHRIST. MAY THIS ONENESS GUIDE OUR CONGREGATION AS WE LIVE INTO THE NEW REALITIES OF THESE TIMES. AS WE MEET NEW PARTNERS IN MINISTRY, MAY WE TAKE TIME TO GET TO KNOW THEM WITH PATIENCE, HUMILITY AND LOVE. HELP US TO SEE HOW SHARING OUR GIFTS WILL MAKE YOUR WORK EASIER AND MORE FULFILLING WHILE BRINGING ALL OF US CLOSER TO CHRIST. MAY THE BLESSINGS YOU GIVE EACH DAY STRENGTHEN US TO A LIVING, DARING CONFIDENCE IN YOUR GRACE. AMEN.

The Church Becoming

When we introduced ***Church Becoming*** in late 2019 in anticipation of our 2020 Synod Assembly, we had absolutely no idea how fitting this theme would be. Church Becoming was intended as an invitation for all of us to step together into a space of **renewal and transformation** – to more fully become the church the Spirit is calling us to be for the life of the world. Three short months into 2020 our journey of becoming moved into turbo speed! Overnight we became a church meeting primarily online for worship; we became a church who gathered via ZOOM over hundreds of hours to brainstorm, lament, share resources, pray, plan, support, and be together.

Having witnessed the violence against George Floyd and other siblings of color, we became a church who engaged the collective work of anti-racism and dismantling white supremacy with greater energy and intention. In the midst of economic hardship, we became a church whose buildings suddenly served as food distribution centers, a church whose people mobilized to ensure for the basic needs of those most vulnerable during the pandemic.

There is no doubt we are a different church than we were last year. We aren't the same people of faith we used to be. And while it's not yet clear how this current chapter will finally shape our becoming, we know that the way forward does not lie behind us. As we move into the Spirit's promised future, ***we claim our continued call to proclaim God's unconditional, cross-shaped love for the sake of world.***

We proclaim and embody God's love through our weekly worship and learning, through digital ordinations and installations, through the work of our Synod Council and our Candidacy Committee, through advocacy and outdoor ministries, through empowering leaders and growing in generosity, through our engagement on the border and our care of neighbors. We proclaim and embody God's unconditional, cross-shaped love as Church Together, through the people, congregations, and ministries of our Rocky Mountain Synod. **Thanks be to God for YOU!**

In Faith,
Bishop Jim Gonja

2020 Highlights

- **155 pastors, deacons, and lay leaders** joined via zoom for our fall Theological Conference.
- **23 installations & 6 ordinations** of pastors and deacons.
- **47.5% of mission support** received in our synod was shared with our Churchwide Organization.
- **Added 3 additional ZOOM** accounts to accommodate synod-wide connectivity, hosting more ZOOM meetings than we can count!
- Nearly **\$25,000** given away through Educate, Equip, Enact Ministerial Excellence Fund.
- **43 Congregations** are participating in **4 generosity programs** through 3E.
- **62 candidates** are currently pursuing rostered ministry.



LIVING FAITH:
CHURCH IN SOCIETY

A COMMUNITY DISCUSSION GUIDE

OUR LIFE TOGETHER

COMMUNITY REFLECTION

RMS Welcome Statement

2021 marks the 5th anniversary of the welcome statement adopted by the voting members of the 2016 Synod Assembly. This welcome statement is part of the Reconciling in Christ process but also includes our commitment to inclusion and equity beyond sexual orientation and gender identity. As we continue living into our call to be a church becoming, reflect individually and as a community:

1. What do you notice about this statement? What do you wonder?
2. What is challenging or unexpected about this statement?
3. How is your community embodying this welcome? What tangible expressions have you noticed?
4. What are areas of growth for your community?



We as the Rocky Mountain Synod, ELCA welcome all into the fullness of God's love. This welcome is inclusive of people of every race, national origin, immigration status, sexual orientation, gender identity or expression, age, physical or mental ability, sex, or station in life. Rather than using our differences to divide us, we pledge to use our differences as gifts for our work together.

MINISTRY SPOTLIGHT

Living the Gospel Outside our Walls

Rev. Rose Mary Sanchez-Guzman, Cristo Rey, El Paso, TX

We may not have services eye to eye, but we are living the gospel in serving many families and homeless people in El Paso. Thanks to the COVID-19 Churchwide grant, other donations, and partnerships we are distributing 142 food-boxes every week and have supported people with basic needs during this pandemic. Through other partnerships, we can distribute 100 hot meals to all our elderly members and others in the community. Every Wednesday, we pick up 72 food-boxes and distribute them to people in our community. It is how we are connecting with our members and getting to know other families in our community..

As an elder shared, "Pastora, I am thankful to God and the Church because since the Pandemic started, I am eating better than before".

We are not closed! We have so much ministry outside our four walls. We have met all kinds of people. One man was sitting outside his old apartment with his head down. He cried when we gave him the box of food. He said he had not eaten that day. My youngest daughter Allexa was with us that day. She said, "I love to see you guys helping people".



mission sup•port

(n) the portion of offering shared to support the collective ministries of the church

WHAT IS MISSION SUPPORT?

Financial Mission Support is given to the synod by our 160 congregations. Each year, your congregation designates a portion of the congregational budget to send to the Rocky Mountain Synod to support our synodical, churchwide, and global ministries.

HOW IS THE SYNODICAL BUDGET SET?

The synod treasurer and finance committee, on behalf of the synod council, present a proposed budget to the voting members of the synod assembly. The synod budget is set by vote of the synod assembly.

HOW ARE MISSION SUPPORT DOLLARS USED?

As Lutherans we believe that God works through multiple expressions of the church: the congregation, the synod, the churchwide organization of the ELCA, and Lutheran institutions here and around the globe. We are a connected and inter-dependent church. In 2020, 47.5% of synodical mission support was shared with our churchwide organization.

WHAT LOCAL IMPACT DOES MISSION SUPPORT HAVE?

Mission support allows for staff to accompany congregations in transition and supported and equipped leaders through digital gatherings throughout the pandemic. A portion of the budget is given to our 3 outdoor ministries, critical partners in faith formation of youth and young adults. Your commitment to being the church together provides for our work in local and state public policy. We are Christ's Church, Better Together!



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Cross of Christ Congregational Meeting
February 7, 2021

Agenda

CALL TO ORDER

OPENING DEVOTIONS

SECRETARY'S REPORT AND APPROVAL OF MINUTES

Annual Meeting 2020 - February 7, 2020

NOMINATING TEAM REPORT & ELECTIONS

Congregational Council Members

2021 Rocky Mountain Synod Assembly Voting Members

2021 Nominating Committee

Thank you to outgoing Council Members

REPORTS

Report of Lead Pastor

Reports of Staff Members

Reports of Ministry Teams

DISCUSSION AND ADOPTION OF 2021 MISSION SPENDING PLAN

Ratification of the Payroll Protection Program

NEW BUSINESS

CLOSING PRAYER AND ADJOURNMENT

**Cross of Christ Lutheran Church
Annual Congregation Meeting
February 2, 2020**

Number of Attendees: 111 signed in, 105 total ballots

Call to Order: Sandy Elvington, Congregation President, called the meeting to order at 12:33 pm.

Opening Devotion: Pastor Will Johnson led opening devotion following the Annual Congregational Meeting Opening Liturgy.

Secretary's Report and Approval of Minutes

- Annual Meeting 2019 - February 3, 2019 – Pages 11 to 15 of Annual Report
- Special Congregational Meeting - October 20, 2019 – Page 16 of Annual Report
- Grover Sardeson moved to Accept, Mary Ellen Steele seconded
- Discussion
 - No Discussion
- Passed without dissent

Nominating Team Report and Elections

- **Nominees for Congregational Council Members**
 - Dawn Miller, Vice President, 2 year term
 - Lance Zietlow, Treasurer, 2 year term
 - Frank Carau, Council at Large, 2 year term
 - Katy Harder, Council at Large, 2 year term
 - Ross Hoskins, Council at Large, 2 year term
 - Paul Kunz, Council at Large, 2 year term
 - Nathan Craft, Youth Council Representative, 1 year term

- **2019 Rocky Mountain Synod Assembly Voting Members and 2019 Nominating Committee**
 - 2020 Rocky Mountain Synod Assembly Voting Members:
 - Rod Carter
 - Sue Carter
 - Nathan Craft (youth)
 - 2020 Nominating Committee
 - Adam Dittmer, 2 year term
 - Katie Fauvelle, 2 year term

- Kathy Pierce moved and Alex Brown seconded closing the ballot (no nominations from the floor). The ballot included Council members, Synod Assembly and Nominating Committee.
 - Discussion
 - No Discussion
 - Motion Passed unanimously

- Written ballot vote. All individuals on the printed ballot were approved for their respective positions.

- **Recognition of outgoing Council Members** - Pastor Kathy recognized and thanked the following people for their contributions to the congregation during the past 1 or 2 years:
 - Sandy Elvington, President, 2 year term
 - Kevin Dahl, Council at Large, 2 year term
 - Kathleen Briscoe, Council at Large, 2 year term
 - Gene Anderson, Council at Large, 2 year term
 - Chris Dietz, Council at Large, 2 year term
 - Sarah Kassel, Youth Representative, 1 year term

- **Introduce continuing Council Members:**
 - Ryan Sevier, President
 - Rod Carter, Secretary
 - Kay Landers, Council at Large
 - Kerri Kraft, Council at Large
 - Mary Ellen Steele, Council at Large

Church Reports:

- Annual Report: Grover Sardeson moved and Connie Morey seconded approval of the Annual Report as published. Motion passed unanimously.
- Report of Lead Pastor
- Reports of Staff Members
- Reports of Ministry Teams
- Long Range Planning Committee, Chris Rauh reported on activities of the LRP team. 5 Ministry result areas (MRAs) have been identified
 - Strengthen our thriving Christ-centered community
 - Boldly serve the world
 - Deepen our faith in Christ
 - Inspire, empower and equip leaders
 - Grow a healthy financial profile

Chris expanded on each MRA (see slide file in Annual Meeting folder).

- ?????? moved for acceptance of Pastor, Staff, Ministry Teams and Long Range Planning reports, Connie Morey seconded
- Discussion
 - No discussion
- Verbal Vote, passed without dissent

Constitutional Changes

- Kathy Pierce moved and ??????seconded for acceptance of the Constitutional changes summarized on page 47 of the Annual Report. The changes in their entirety have been available at the Welcome Center.
- Discussion
 - One comment about the time and effort needed for congregations to approve simple wording changes.
- Motion passed with one dissenting vote.

Discussion and Adoption of 2020 Mission Spending Plan

- Introductory remarks by Sandy Elvington.
- Lance Zietlow presented:
 - 2019 was a very positive year financially with a \$54,000 surplus.
 - Attendance is stabilizing with a smaller rate of decline at roughly 3% annually as compared to earlier annual rates of about 5% decline.
 - Historical Mission Spending Plan Overview:
 - 2% annualized decline in total income since 2015
 - 2019 income was up from 2018 but slightly below budget.
 - Expenses for 2019 were significantly below budget resulting in a net \$54,000 surplus
 - Called to More will be used for the last time in 2020 to help pay the mortgage and pay down mortgage principal.
 - Lance reviewed how income of budget is calculated
 - The 2020 annual church income is based on 98% of total pledges received
 - This is higher than previous budgets (which used 94% due to an understanding that in the new Breeze software pledges and unpledged offerings from members who pledge are now grouped together
- Mandy Sevier moved for acceptance of the 2020 spending plan, Connie Morey seconded. (Note: Bonuses for the staff are included in the spending plan.)
- Discussion
 - No discussion
- Motion passed unanimously

Discussion of using mortgage savings (from rollover or refinancing) to be used for

- Lance reviewed Mortgage
 - Rates are lower now than those presented to the congregation at the October 20, 2019 meeting.
- Sarah Hess moved and Rob Dittmer seconded to allow raises to staff in midsummer 2020 if mortgage payments do not go up with rollover or refinance. Motion passed unanimously with no discussion.

Discussion of debt reduction using \$15,000 of 2019 surplus (principal reduction)

- Ed Painz moved and Connie Morey seconded using \$15,000 of 2019 surplus to pay down principal of the mortgage.
- Grover Sardeson moved and Frank Carau seconded to amend the motion to apply the \$15,000 to the March payment.
 - Discussion questioned the advantage of this early application to debt reduction.
 - Discussion raised the question of overall reserves. Remaining \$30K of surplus (after the \$15K) brings reserves to a recommended 3 months of expense amount.
- Motion to amend passed unanimously.
- Amended motion passed unanimously.

New Business (Items from floor)

- Ed Painz asked for members to help with snow relocation.
- Connie Morey raised a correction to the 2019 Annual Meeting minutes to correct “Jim” not “John” Osenkowski

Closing Prayer and Adjournment: Pastor Kathy Armstrong offered the closing prayer.

Having completed the agenda the meeting adjourned at 1:23 pm.

Respectfully submitted,
Rod Carter
Secretary

Membership Statistics - 2020		
	Baptized Total Membership	Confirmed Confirmation age and above
Membership, end of 2019	1543	1031
Members received during 2020:		
By Baptism: children (15 years old and younger)	2	
By Baptism: adult	0	
By affirmation of faith	0	
By transfer	8	8
Total members received this year	10	8
Baptized youth, <i>already part of membership count</i> , confirmed in 2020		21
Sub-Total Baptized and Confirmed Columns	1553	1060
Members removed during 2020:		
By death	5	5
By transfer	5	5
For other reasons		
Total members removed this year.	10	10
Membership end of 2020	1543	1050

Nominating Team

The goal of the Nominating Team is to achieve a Council that is balanced in gender, age and church service demographics, with a broad mixture of abilities and diverse backgrounds that will compliment and give a voice to our collective church community.

The Nominating Team efficiently worked to select members from our church community to represent the body of Cross of Christ Lutheran Church through serving on the CCLC Church Council in 2021, representing CCLC in attendance at the Rocky Mountain Synod Assembly in May, and serving as new members of next year's Nominating Team.

The Nominating Team responsibly fulfilled these needs with members of our congregation who have given prayerful consideration to these roles.

The Nominating Team would like to thank the congregation for the trust and support offered us during this nominating selection process.

Team Members

Natalie Flowers

David Scheele

Adam Dittmer

Katie Fauvelle

Kerri Kraft, Council

Ryan Sevier, Council

Pastor Kathleen Armstrong

Cross of Christ Lutheran Church
Sample 2021 Election Ballot
Submitted by the 2020 Nominating Committee

Council Vice President (2 year term): 2 nd year as Council President	Lisa Dietz
Council Secretary (2 year term):	Mary Peck
Council at Large (2 year term): (Vote for three)	Julie Nunns Vijay Permeswaran Bill Carlisle
Youth Council Representative (1 year term):	Lauren Elvington
2021 Rocky Mountain Synod Assembly Lay Voting Members:	Scott Elvington Sandy Elvington
New 2021 Nominating Committee members (2 year term): (Vote for two)	Kathleen Briscoe Jerry Jagers

Lisa Meyerdierks Dietz
Position: President Elect



For the past nine years our family has been members of Cross of Christ. My husband Chris and I will be married for 15 years this March. We are a blended family. Chris has two adult children Michael and Kaitlyn and we share our daughter Anna-Louie (Annie) who is a college freshman at Wartburg College. Chris' oldest daughter has blessed us with two grandchildren, Devanni (Devi) 3 years old and Daxton (Dax) 1 month old.

I grew up in New York, a suburb on the south shore of Long Island. I worked in professional theatre from my youth until my late twenties. I earned a Bachelor's degree in Theatre/Broadcasting from the State University of New York College at Brockport (Rochester area). I am a retired college administrator, working for over 20 years in financial aid, registration, compliance and operations management. Currently I am a volunteer Birth Doula working on my DONA certification. I love serving mothers and

families helping them have a positive birth experience, setting them up for success.

The Dietz family has been involved in youth activities and fundraisers at the church. Chris plays guitar for Proclaim and we attend the 11:00 a.m. service where I serve monthly as Reader/Worship Assistant.

I am excited seeing the growth of our music programs, outdoor ministry, the positive changes with the youth programs and our congregation embracing the use of technology. I look forward to humbly serving the congregation and continue to grow my faith within our community.

Mary Peck

Position: Secretary

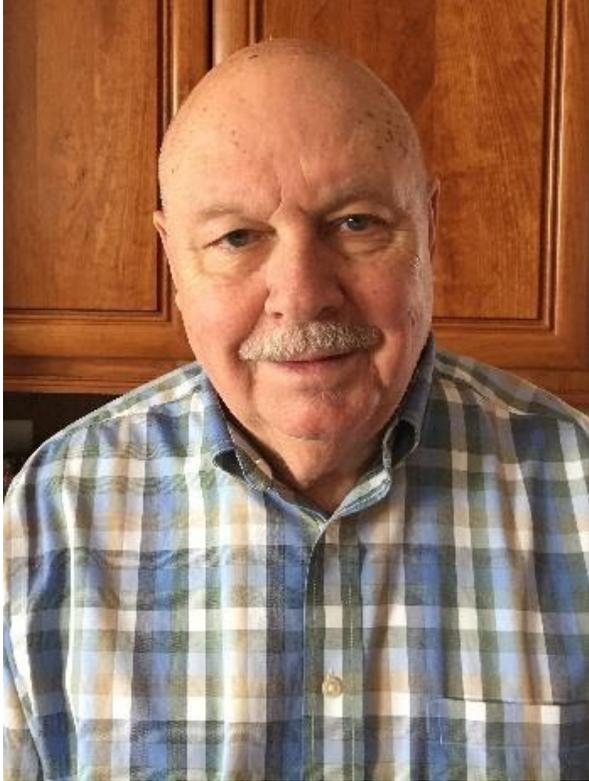


Our family has attended Cross of Christ for 15 years and have found the many opportunities to serve the church and community and to worship together to be fulfilling and central to our lives. My husband, Steve Peck and I are parents to Maggie, currently attending college, and Spencer, a student at Broomfield High School. Both of our children have grown up through Cross of Christ, having attended Sunday school, confirmation and youth group. I currently work as Communications Director at the Colorado Department of Agriculture.

I'm looking forward to serving on the Cross of Christ Council as another way to serve our congregation and to thoughtfully participate in the planning that will help our church continue to grow and thrive. My hope for the future of Cross of Christ is that we will strategically grow as Broomfield grows, welcoming new members and increasing opportunities to serve our church family, neighbors and community.

Bill Carlisle

Position: Council At-Large



My name is William (Bill) Carlisle. My wife Linda and I moved to the Denver area from Austin, Texas in 2008 and joined Cross of Christ in early 2009. We have two children who live in the Denver area and two lovely grandchildren.

Linda and I have been active in the church. We've worked in several activities such as Sunday school, lead teller and preparing the bulletins for worship. I have been a member of Soli Dei Choir since joining the church and enjoy being involved in our music activities.

I have had the privilege of serving on the Church Council once before. I have been a member on several committees at Cross of Christ. I hope to be able to help in these difficult times and look forward to returning to more normal worship services and grow Cross of Christ.

Julie Nunns

Position: Council At-Large



Hello Cross of Christ, I am Julie Nunns and am excited and honored to represent you on the Church Council At-Large position. I grew up in Ohio, graduated from Valparaiso University and received my MBA from the University of Toledo. I was relocated from Ohio to Colorado with Johns Manville where I have worked 30 years, most of that time in the Information Technology Group. I enjoy problem solving and delivering solutions at Johns Manville and feel these skills can enable me to further contribute to Cross of Christ.

My husband, Jim, and I have two sons Evan (20) and Aidan (15). Evan was confirmed at Cross of Christ and now attends the University of North Dakota where he is studying Commercial Aviation. Aidan was both baptized and confirmed at Cross of Christ and is a Freshman at Broomfield High School. As a family we enjoy watching college football together and have been season ticket holders at Colorado University Football for close to 20 years. In the winter we have picked up skiing and our spring and

summers are usually spent traveling and enjoying watching Aidan play baseball.

I have been active in the Faith Formation ministry since the boys were little. I enjoy seeing children learn about God and develop their faith. It brings me a lot of joy when I hear children share their faith. It was most fulfilling this year to hear all those that I taught for many years in Sunday Faith Formation share their confirmation statements with the congregation. I continue to lead the Faith Formation team at Cross of Christ.

Cross of Christ is such a gift to our community and has shown great strength and commitment to adapt during the Covid-19 pandemic. The shift to many virtual ministry opportunities in a time where many needed connection and hope has really moved me to want to serve and use my gifts for the continued long-term strategic growth and future evolution of the ministries at Cross of Christ.

Vijay Permeswaran

Position: Council At-Large



My name is Vijay Permeswaran. I was born and raised in a small town in Iowa. After high school, I attended the University of Iowa, where I received a B.S.E, M.S., and Ph.D. in Biomedical Engineering. I moved to Colorado in the summer of 2017 with my wife Jill after completing graduate school. I currently work for Zimmer Biomet Spine in Westminster as a research engineer, where I have worked for the past 3 years. In February, my wife and I welcomed our first child, Kiaan, into our lives. I enjoy many outdoor activities such as skiing and hiking, as well as cooking, board games, and woodworking.

I am excited to serve on the church council to become a more active member and serve my church community more fully. In addition, I would like to grow in my faith.

I want to see Cross of Christ continue to grow by being inviting to young adults and families. I also want to continue our strong tradition of helping the greater community through service and stewardship.

Lauren Elvington

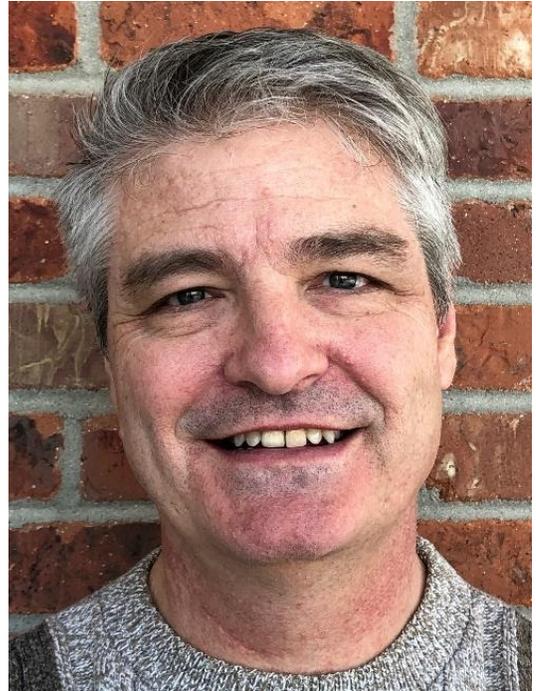
Position: Council Youth Representative



Hi, my name is Lauren Elvington. My parents are Scott and Sandy Elvington and I have a younger brother, Ian. I want to serve on Council to make sure that the Youth Group is represented and connected to the rest of the Church. My hope is that, either in person or online, that Cross of Christ can have a youth group that connects the middle school and high school and provides a strong community for all of the kids at our church.

Scott and Sandy Elvington

Position: Rocky Mountain Synod Assembly Lay Voting Members



We are Scott and Sandy Elvington. Sandy first became a member of Cross of Christ in 1998 then Scott also joined after we were married in the church in 2002. We spent several years helping start Rejoice Lutheran in Erie but came back and have been active participants here since 2008. Our children are Lauren (16) and Ian (13). We have both served on council and both are part of the music ministry. Scott has been recording and producing the online worship services since the building was closed in March of 2020.

We look forward to representing Cross of Christ at the online Synod Assembly this year and hope to see how our local congregation is fulfilling the work of Christ as part of the larger church body.

We eagerly anticipate the resumption of in-person worship and the restoration of close relationship with our brothers and sisters in Christ. We know that for many, however, this pandemic is altering life permanently and we pray that our congregation will continue to be there to support the needs of our members and our community.

Lead Pastor Report

For everything there is a season, and a time for every matter under heaven:

² *a time to be born, and a time to die;*

a time to plant, and a time to pluck up what is planted;

³ *a time to kill, and a time to heal;*

a time to break down, and a time to build up;

⁴ *a time to weep, and a time to laugh;*

a time to mourn, and a time to dance;

⁵ *a time to throw away stones, and a time to gather stones together;*

a time to embrace, and a time to refrain from embracing;

⁶ *a time to seek, and a time to lose;*

a time to keep, and a time to throw away;

⁷ *a time to tear, and a time to sew;*

a time to keep silence, and a time to speak;

⁸ *a time to love, and a time to hate;*

a time for war, and a time for peace.

Ecclesiastes 3: 1 - 18

The Tale of 2020.

"It was the best of times, it was the worst of times, it was the age of wisdom, it was the age of foolishness, it was the epoch of belief, it was the epoch of incredulity, it was the season of Light, it was the season of Darkness, it was the spring of hope, it was the winter of despair, we had everything before us, we had nothing before us, we were all going direct to Heaven, we were all going direct the other way--in short, the period was so far like the present period that some of its noisiest authorities insisted on its being received, for good or for evil, in the superlative degree of comparison only." – A Tale of Two Cities, Charles Dickens

This classic novel by Charles Dickens opens up with a paragraph that has stood the test of time for generations. It can be used to describe any culture at anytime in history. When I first starting writing this report at the very beginning of January 2021, I reflected on this last year; the trials, struggles, celebrations and learning moments of 2020.

We wonder how people will remember 2020.... the year of the pajamas, the year of Tiger King and binge watching Netflix, the year of masks, physically distancing, and sanitizer. The year of toilet paper scarcity. The year of zoom. The year of online school. The year of protests and Black Lives Matter. The year of forest burning, smoke, and evacuations. The year of overrun hospitals beds. The year of over 350,000 deaths. The year of political division, family division, and anger towards our fellow neighbors because of different points of view.

Then as I continued to reflect, January 6 came, a day that many of us will remember for our lifetime. 2020 just seems like a glimpse in the rear view mirror, as 2021 came in like a ball of fire, destruction, chaos, hatred, and violence. *"It was the best of times, it was the worst of times, it was the age of wisdom, it was the age of foolishness, it was the epoch of belief, it was the epoch of incredulity, it was the season of Light, it was the season of Darkness."* We were glad to say good-bye to 2020, but there are lessons we can learn from that year that will help us to embark on 2021 with a new sense of being, a new sense of the church. Our words matter. Our Faith matters. In the words of the Chaplain for the U.S. House of Representatives, Rear Admiral Margaret Grun Kibben, "Faith matters. It matters today, and it'll matter tomorrow."

2020 will be remembered for the resilience of humanity and of the churches that did not stop, who continued on despite the obstacles that were in front of us. It was a year of getting beyond our walls and into people's homes. It was a year of people reflecting, "What does the church mean to me? What does worship mean to me? What is important in my faith?"

This last year was one of true personal growth and reflection, because as often as we have felt over the years we don't have time for "this or that", this year we had nothing but time for "this and that". To think beyond what the church does for us, but rather the work it takes on our OWN to be a part of the church itself. Some people thrived on that challenge. I have seen people come forward to serve, those who have never before, to offer their gifts of music service, and outreach. And unfortunately, we have had to say good-bye to past leaders that left our church, because they couldn't understand our need to put safety first. That is okay. Because overall, we have seen remarkable things this year, things that will help us carry forward into 2021, forward into a year that we have seen will be hard and challenging, but we will carry on the faith and the power of love in our world. That is the only thing we can do.

For everything there is a time....

A Time to Serve: This has been a difficult year for leadership as we were all swimming in uncharted waters. Our current council did a great job of handling all the changes and decisions that needed to be made in a moment's notice. They were good at listening and reaching out to the congregation, to hear concerns and reflect on the effects of the pandemic on the community. Their first priority was the safety of the congregation and the staff and were very supportive in every step, facing at times people who did not always agree with those decisions. Serving on council and leadership is a very thankless job, and there is a lot of behind the scenes work, and this council showed great leadership and strength as we journeyed together through this year.

Entering into the nominating season, I was unsure about people's willingness to serve in leadership, due to a loss of connectedness. I could not have been more wrong. The nominating process went as smooth and quick as it has ever had before. People were so willing to step up and serve in leadership of the church with such open hearts. I know the future council will take the reins of leadership with the same courage and passion as our current council, and continue to listen to one another, the members of the church, and the staff to make the right decisions for the future of our church.

Our ministry teams showed great determination this last year, as they were each faced with a “new” way of serving this community. The strategic plan that we have been working on for over a year, had to be halted, revamped, and adjusted to serve our current situation. The pandemic did not stop these teams from fulfilling the church's mission, in fact it has made each team look more closely at our focus and our possibilities to worship, learn, and serve together.

A Time to Give: This year’s Stewardship theme was “*Marked with the Cross of Christ: All One in 2021*”. We really wanted to focus on connecting together as a congregation and a community. We did not know how our giving would be affected by the events of 2020. But we knew that the church is more than just worshipping together in a building, it is serving, learning, and loving beyond our walls. And to do that it meant we were going to have to shift our focus to connecting with one another in new ways. And much like all things in 2020 we had to face stewardship in a new way.

We wanted to continue to invite people to share their stories of the church with one another over that last year. When reaching out to people and families, I again was surprised at those who readily jumped in to share a video message of what Cross of Christ means to them and how they have been connected to our community throughout this pandemic. We wanted to focus on expanding those ministries that have been a priority for us in the last year: small group ministries, faith formation, and then also acknowledging that the way we worship in the future will change and the importance of technology in that part of our mission. The importance of having people equipped and trained to make our worship meaningful and professional. So adding audio and visual ministries is vital to our future as a congregation and having the Good News reach beyond our walls.

The stewardship team wanted to focus on a way to show how TOGETHER we can fulfill Christ’s mission in the world, but we need everyone. We put together a puzzle that represented the pledges received by the congregation. We reached our goal of over 200 pledges, but our focus was more about connecting to everyone and working towards getting a response from our members, even if they did not choose to pledge. This year we knew 2021 was going to be difficult financially. We had some strong givers leave the congregation and some who moved away from the area. We also knew that we would not be able to continue to worship together for a while in 2021. But we continue on with the hope and strength that together we can be so much more as a church. We thank everyone who was a part of this process and kept Cross of Christ as their heart of their giving.

A Time to Worship: There are many things they don’t train you for in seminary. This year has been one that may encourage seminaries to add a class, “How to do worship during a Pandemic.” This last year will be one I hope I won’t ever have to repeat in the near future. January and February started so strong for us in worship, planning for Lent and Holy Week. And then things came crashing to a halt and our staff and volunteers had to act quickly, get creative, and learn technology that we had no experience with. And they all rose to the occasion beautifully.

I was pleased that our church seemed to be able to figure things out quicker than most other churches and were even able to help other churches get their own services online. We continue each Sunday to discuss and reflect on how to make each service better, meaningful, and address the needs of the congregation. We started with Zoom and Facebook Live. But with every church in the nation using the same format we realized these media outlets were too unpredictable to continue. So we moved to recording things online. We started in our homes, as that was safest option for everyone. During the summer, we moved to having some in person parking lot services that enabled people to see each other. We even were able to do a pet blessing and bring your pet to worship Sunday. Then as the weather started to get cold, we started to record our worship in the sanctuary. There were many who commented it was nice having worship recorded in people's homes, because they felt we were all in this together, but there were also many people who loved just to be able to see our sanctuary in worship. Recording in the sanctuary also provides a better quality of video and sound production. As Christmas Eve approached we realized that many people NEEDED to be present with one another, so we purchased a FM transmitter and we were able to do a parking lot radio service for Christmas Eve. With each avenue, there was a process of hearing from the congregation and what the needs were and meeting those needs while still keeping the safety of our staff and members as our top priority.

We know that not all churches have focused on these priorities of safety for their members, but for Cross of Christ we took the scripture of loving and caring for our neighbors true to heart. The risk was too high to meet in person and we were not going to risk anyone's safety. As the number of cases jumped up and down throughout the year, the leadership and staff felt consistency was important. As more and more members have been affected with Covid-19, I am more confident than ever that we made the right decisions this year.

Despite not being able to worship in the building, our doors never were closed. Our church remained open to serve our members in many ways. We never missed one Sunday of worship and continued to bring a mix of contemporary and traditional worship styles. We continued to celebrate those important life moments, Graduation Sunday, Confirmation, Baptisms, Funerals, Children's Christmas Program, and high holy days including All Saints Sunday, Christmas Eve, Maundy Thursday, Good Friday, and Easter. And with the help of Thrivent Cards and Whitney Gillies, our Congregational Life Coordinator, we were able to purchase two tablets so we can bring our online service to those without technology. This has been a blessing for them.

We had a number of families willing to lead worship, some who never had served before. It was certainly different, but their leadership was a blessing. Of course none of this would have been possible if not for the amazing gifts of Scott Elvington and Rick Bobbitt who serve as our volunteer audio and visual ministers. I cannot tell you the hours these two members have put in to make our worship the high quality it is. They too had to learn on the fly and spend hours updating their equipment to make things look and sound good. They spent too many Saturdays away from their families making sure we had worship on Sunday mornings and there were a lot of trouble shooting at the last minute. They deserve your praise and gratitude as they helped us spread the word of God to so many people.

Andy Halladay, our minister of music, deserves high praise and thanks. I have watched many worship services from other churches over the last few months, and our music is of the highest quality. He was able to figure out quickly how to gather our praise band and choir together. He planned and directed a month long Christmas Festival of Music. featuring many different musical ensembles from the church. He felt it was important to make the season of Christmas meaningful for our congregation and our community. This accomplishment took hours and hours of work for each piece, shifting his responsibilities of focus from in person rehearsal to a lot of time in front of the computer. Each week surpassing the last. Thank you to all those musicians and singers that made each Sunday so special.

One of the ways we wanted to stay connected with the congregation and help us move through the stress and anxiety of being shut up in our homes, is by providing online devotions. We provided daily devotions from March – August and then with fall programming picking up we moved to three days a week. We have such an amazing staff that helped share their faith moments to the congregation. And even more amazing were the people willing to share their own faith moments with church. Some did that through music, some did it through storytelling. We especially thank Julie Toepper, Mary Ellen Steele, and Sonja Wendt who did a number of devotions as well as some of our college youth.

We know that online worship is not for everyone, but we have reached people from all over the country with the Good News of Jesus Christ. This is something to be celebrated and realizing that worship is not always about ourselves but really about bringing the Love of Christ to ALL people.

A Time to Learn: One of the best ways we stayed connected to one another in the church is our opportunity to learn together. Cross of Christ did not let Covid stop us from continuing our excellent learning opportunities.

I am so proud of our Men's and Women's bible study group who had to overcome some fear with technology and learn how to connect through Zoom. Both of those groups are bigger now than before and it has helped them stay in relationship with one another. We are grateful for the leadership of Rod Dittmer and retired pastors Arnie Voigt and Jerry Egel, who led the men's group and for the women this year who took on the challenge of having an open conversation around White Supremacy in our culture and community.

Our Sunday morning faith formation time continued throughout the year. We continue to have Sunday morning Adult Bible Study with Pastor Will, Together in Faith Classes that were joined by Thomas, our children's message helper, Simply Loved with Amy Pallas, and our Youth time with Laura Anderson. We also continued to have our Back to School Blessing in the parking lot as well as expanding our cross-generational activities through our Advent Family bags and our Prayer Buddies ministry.

Confirmation was another ministry that had to change. As our confirmation program is built around building relationships with one another, this was a great challenge, but why face this challenge alone. Pastor Will and Laura worked with many other churches in developing ConfirmU, an online program that continues to build relationships and to teach the foundations of our Lutheran faith.

This year, with the leadership of Amy Pallas, the faith formation group started a new ministry committed to making sure every home has an age appropriate Bible, as well as work with Cross of Christ preschool to make sure every classroom has a bible that they can use with their chapel time. Thrivent Action cards we were able to make that happen and we are committed to continuing that ministry in our future.

As many things this year, we made the hard decision not to have in person Vacation Bible School. That did not stop our VBS Coordinator, Natalie Flowers, and Amy Pallas to make something happen for our kids and families this summer. They did a great job creating God's Great Outdoors, an online program to help kids connect to one another and God's creation.

One of our main goals for this last year was to develop our small group ministry. Pastor Will did an amazing job of working with our small group leaders to equip them to lead confidently their own small group. As we currently have six groups happening now and we hope to continue with the next batch of leaders to develop six more groups, so we can continue to connect to one another through conversation, support, and scripture.

A Time to Lead: The one thing I want to highlight, more than anything, is the amazingness of our staff. Cross of Christ is lucky and should be extremely grateful for the dedicated and passionate staff they have. This has been one of the hardest years of ministry I have seen for churches. Our staff met and cleared every hurdle with creativity and love for the people of this church. We give great thanks for all of them.

Jessica Hess, administrative assistant, who stayed in the office and held down the fort, answering questions and sending out our mailing to all of our non-technology people.

Pastor Will, who continued with small group ministry training, worked to do online faith formation for adults and confirmation, and worked with multiple Eagle Scouts to make our southwest property a place of meditation and spiritual fulfillment. He also worked with the community leaders of Broomfield to meet the needs of homelessness and hunger.

Andy Halladay, Minister of Music, who made music a part of our healing in an anxious world. He used his talents in music and technology to produce creative and beautiful pieces of music videos that enhance our worship experience.

Marilyn Kopperud, accompanist and organist, who had to learn quickly how to record on the computer and who blessed us every Sunday with her gift of music.

Laura Anderson, Director of Youth Ministry, who had to take normal youth ministry and throw it out of the window and spent hours and thousands of miles connecting to each youth through special deliveries and visits, just so the youth could see her face and be made to feel special. With the youth, she also directed all the flamingos to visit our members so they remembered they were special too.

Amy Pallas, Director of Children's Ministries, who has connected to every family making sure they felt a part of our church, recreating programs and ministries to meet the needs of our families and community in their faith. She worked closely with the Preschool to help them develop their own chapel ministry for the classroom, as normal chapel with the Pastors was not able to happen this year.

Krista Craft and Whitney Gillies, Congregational Life Coordinators, who worked tirelessly to make sure our church was caring for those who were most vulnerable. They made sure we had caring ministers connecting to our homebound, making deliveries, and making phone calls.

Natalie Flowers, Vacation Bible School Coordinator, who had to take our VBS online and create a whole new program. It was a wonderful ministry in a very difficult time. Natalie also used her extra hours to help update our webpage.

Nikki Leverone, Financial Secretary, who continues to work with our congregation to get more and more people giving through our online services. This really helped our church continue our ministry throughout the year. Not to mention her dedication in applying for the Payroll Protection Program to keep our church in good standing financially.

Amy Goodmanson, Director of our Preschool and Kindergarten, who had to juggle a lot of things this year, to be able to keep our school open and keep it safe. Her and her staff have worked so hard to care and nurture our kids so they can continue to grow and have strong relationships.

Ed Painz, who is not technically staff, but is a big part of our church. Even though we were not using our building, Ed was there every Tuesday, making sure everything was working properly and maintaining our building to be in excellent condition. He is an invaluable part of our church and staff.

I am grateful for each and every one of them. They have gone above and beyond what anyone could have asked for this last year.

We don't know what the next months will bring. And if anything 2020 has taught us, is not to plan too far in the future, as things change quickly. But I can assure the congregation that your leadership and staff's first priority is your health and safety. That might mean we don't move as fast as some would like us to reopen, but it is our call to love one another above all things that drive this decision. What we want more than anything is to be together again, and we are confident that we will, when it is safe for everyone to gather in person.

For everything there is a season, and a time for every matter under heaven.... a time to break down, and a time to build up.

This last year it seemed like things were breaking down all of over the place, where each day had its own challenges. But that is the time when we can build up. This last year changed the way we looked at the church and our relationships. As we reflect, we pray it will make us look at the world and our community differently. That the love of Christ is for all people, and is to be extended outside our walls. If we go back to the “way things were” and learn nothing and do nothing differently or refuse to grow from this experience, it will be a sin of omission for us all. Our call is to love God with all of our heart, mind and soul and love our neighbors as ourselves. This is our time.

Thank you for allowing me to serve you as your pastor this last year. You all are a blessing to me.

Pastor Kathleen Armstrong
Lead Pastor

Pastor of Congregational Ministries

*I took you from the ends of the earth,
from its farthest corners I called you.
I said, 'You are my servant';
I have chosen you and have not rejected you.
So do not fear, for I am with you;
do not be dismayed, for I am your God.
I will strengthen you and help you;
I will uphold you with my righteous right hand.
Isaiah 41:9-10*

In this second section of the book of Isaiah, we hear the author who was living in exile proclaim the words of God to the people. Even in exile – away from their homes, from all they held dear, from normality and comfort – God was present. And not only was God present, God was actively strengthening the people, upholding them, giving them hope.

These words, and the example of those people long before the time of Jesus, can be a refuge and sure foundation for us in the midst of the uncertainty that was 2020. The year began much like many others, yet the majority of it was so much different than we could have imagined due to Covid-19 virus.

But in the midst of all of the trouble, trial, exile, and exigency, the community of Cross of Christ has been strengthened by a God who has never left us.

At the beginning of the year, our Outreach Committee created a new ministry of providing Community Meals for people in need of hot food, relationships, and community. With the start of the pandemic these were put on-hold until we can gather together in our church building again. But this did not cause the Outreach team to quit, as they partnered with The Refuge congregation to provide hot meals for those in need, connected with and cared for the staff at Broomfield FISH, and sponsored gifts for sixty children at A Precious Child.

In the sudden era of Zoom and constant video conferencing, our Caring Ministry and Community Helpers have been intentionally connecting with people in our community in real and tangible ways. At the beginning of the year, our Caring Ministers were taking Holy Communion at least once a month out to our members who could not be physically present in worship. That ministry was transformed mid-March; we added the idea of Community Helpers, people who would bring groceries and make phone calls and build relationships with those who could not get out because of the pandemic. Through the rest of the year, this ministry grew and adapted to the needs of the community. Members called those without technology, who could not leave their homes, who were in need, and fostered community via telephone and running errands. A few of our members started writing weekly or monthly cards and letters to those without technology, sharing stories and favorite hymns.

Our Confirmation ministry is blessed by amazing small group guides and stellar confirmands. In the Spring our classes focused on the Lord's Prayer. During Lent, the confirmands completed mentoring sessions with a trusted caring adult. In the Fall, we switched to online confirmation, partnering with churches in the Boulder-Broomfield Conference to create a joint ministry called "ConfirmU"— short for "Confirmation University". In small groups, our confirmands were led by their Confirmation guides, watched videos put together by staff at local churches, engaged in discussion, and built relationships. In October, twenty-one ninth graders affirmed their baptisms on a drizzly, chilly morning in the parking lot at Cross of Christ. Their faith statements were deep and real; the effect of the pandemic on their lives was evident, and the way it transformed their thinking about God and faith was reflective and powerful.

In the Spring our adult faith formation was led by Thrivent, offering four weeks of courses on taxes and retirement. From September through December, we met online for five different series of courses, including College Planning, The Creeds, and Comparing the Gospels' Account of Jesus' Birth.

Our Small Group ministry is growing! Our first Leadership Small Group completed their first year of study and community together, and this fall began offering new small groups. Their study of theological critical thinking, emotional intelligence and vulnerability, personality development, and small group leadership skills is a blessing to this congregation. By the end of December, we had started four new small groups at Cross of Christ, with a variety of topics and styles of leadership. More will begin in the new year, as we work to invigorate this ministry of building relationships, deepening knowledge, and creating community.

The Evangelism team worked hard to orient our new members at the beginning of the year, connecting them with sponsors and encouraging the sponsors to continue relationship in spite of not being together in person. At the end of the year, the team worked to link members who live near each other by delivering signs to members' homes and encouraging them to pass the sign on to a member who lives nearby. This simple act inspired people to bake cookies, provide treats, and give gifts to people in their neighborhood who call Cross of Christ their "home", too.

This year we have been blessed by the vision and hard work of Scouts completing their Eagle Scout projects. In 2019, Colin Gillogly completed the Gaga Pit on the southwestern corner of the property. In the summer of 2020, Alex Bell constructed a Prayer Labyrinth in the same area. Nathan Craft saw the need for easier access to both of those blessings, and visioned and created a path this Fall from the parking lot to the Prayer Labyrinth, and around the Gaga Pit. And Josh Wicklein completed picnic tables and benches in December, giving the ability for rest and community for those who use these new resources. These four projects – one from 2019 and three from 2020, will transform our sense of spirituality and community in years to come.

God has upheld us. God is strengthening us. God is present with God's servants, giving us hope for a future not yet seen.

In Christ,
Will Johnson
Pastor of Congregational Ministries

Minister of Music

As with many things in our lives, the music ministry saw some radical changes and adaptations in the year 2020. We experimented with a variety of technologies with the goal of staying safe at home, all while continuing to collaborate on music together for our online worship and continued community presence. It all reached a peak in December, with dozens of members recording themselves at home to create our full gamut of ensembles featured in the Christmas Festival of Music.

Accomplishments and Notable Events in 2020

1. *Soli Dei* stayed close through online video conferencing, and virtual choir projects
 - *Soli Dei* saw a shift in personnel, as to be expected with the radical change. While some decided to not participate in our virtual projects, others were able to join because of the shift in schedule and commitment.
 - Starting the year with Zoom conference calls as just a social engagement, *Soli Dei* began to switch to having Zoom rehearsals and even premiered a brand new piece to us on Christmas Eve.
 - *Soli Dei* had a number of virtual choir pieces in the year, peaking with a full service of Christmas carols and anthems on Christmas Eve.
2. *Proclaim* has become a staple of our online worship services' music
 - Since our in-person departure in March, 2020, *Proclaim* has done an average of two songs a week for our online worship services.
 - We have tried a number of online and virtual methods to continue to play music together, yet separately. The band has continued to incrementally improve our recording process and has been vital to the learning process of how to create the best online worship experience we can.
 - Notably, because of the nature of how we are recording music separately, members of *Proclaim* have improved their musicianship and artistry in ways that were unexpected. In short, the band is able to self-evaluate in ways we had not before we were recording all of our music making.
3. *Seraphim Choir* and Youth Choir
 - *Seraphim Choir* and the youth choir had a small yet notable presence in our music ministry this year. While our normal method of music making was not possible, both choirs contributed to "Home for the Holy Days," our December project of semi-weekly music videos posted online.
4. CCLC Orchestra and instrumentalists
 - Much like the *Seraphim Choir* and youth choir, the orchestra was not able to participate in ways we have in the past. However, the orchestra and several instrumentalists in our congregation have participated in online worship through virtual ensembles in worship and in "Home for the Holy Days."

5. Special Services and Concerts

- Holy Week and Easter were challenging, as they were some of our first services online. Nonetheless, we were able to put our first virtual ensembles together for these pinnacle services.
- Christmas Eve featured our choir with brass and organ on several carols, in addition to our praise band.
- In lieu of being able to have our 10th Christmas Festival of Music, we had an online-based project called “Home for the Holy Days” where several of our virtual ensembles had music videos of carols released twice a week in the month of December. It all culminated with our traditional song “Peace, Peace” from the Christmas Festival. “Peace, Peace” combined 61 individual recordings together into one large virtual ensemble. This musical piece was also a highlight of the Service of Lessons and Carols by the Boulder-Broomfield Conference.
- All of our video musical pieces are on the Cross of Christ YouTube channel and website.

6. Property and equipment

- Several technological items were purchased in 2020 to facilitate our virtual ensemble recordings including microphones, lights, green screens, and a new computer for Andy.
- Thanks to the goodwill of our music ministry members, much of the facilities and equipment were purchased and used at individual homes. Our projects would not have been possible with everyone’s individual investment of equipment, space in their homes, time, and talents.

Upcoming Goals and Plans for 2021

1. Continue to improve the workflow and quality of our virtual projects.
2. Plan and investigate ways to safely transition back to in person music-making, at whatever pace is needed.

Andrew Halladay
Minister of Music

Director of Youth Ministries

The year started with a bang and in full swing of fundraising for what would have been a service trip to the Appalachia. Mid-March saw the shift between in person to online attendance. I am pleased that our youth have stayed active throughout this unprecedented time.

In addition, birthday balloons have been brought to over 100 CCLC youth and families. A great way to bring cheer, meet families where they are, and remind their youth that they are loved and valued.

Late fall saw the migration of a large flock of flamingos to Broomfield. These birds have connected and cheered up more than 25 families to date and will continue their travels throughout 2021.

Mission at Home saw a week of activities that focused on Christmas in July and bringing cheer to members and community members. Since we were unable to travel to Kentucky, we took advantage of service at home.

Sunday School has been steadily attended. A core group has been formed. We have had in person youth gatherings once every two months along with virtual events happening on Zoom. We will continue to meet online until we are able to meet safely in person.

The youth room has been in limbo as it prepares for a full makeover. Painting to come soon. We will be looking for slipcovers to cover cushions, and donations of painting supplies and help.

The youth will continue to meet in whatever ways are possible and available.

I look forward to the many opportunities in which we will share as we learn to gather together again.

Respectfully Submitted,
Laura Anderson
Director of Youth Ministries

Director of Children’s Ministry Report

Weekly Children’s Faith Formation Programs:

Kids Connect LIVE

(March - May, every Tuesday via Zoom)

Kids Connect LIVE was an opportunity for children in PreK to 5th Grade to join Amy Pallas to build relationships and be encouraged by God's Word through games, devotions, discussions, prayers and activities. Each gathering ended with the Treasure Box Challenge where children were encouraged (following Cross of Christ’s Lenten theme) to transform the ordinary object found in the treasure box into an extraordinary creation which they shared the following week.



Kids Faith Formation LIVE

(March - May, every Sunday via Zoom)

Kids Faith Formation LIVE was an opportunity for kids in PreK to 5th grade to join Amy Pallas for Bible Stories, discussions, prayers and activities that nurtured their faith.

God's Great Outdoors, CCLC's Summer Children's Ministry Series

(June - August, every Wednesday via Zoom & pre-recorded videos)

Natalie Flowers & Amy Pallas hosted two sessions weekly: one for PreK & Kindergarten and one for 1st -5th Grade. Children could participate live OR watch pre-recorded videos when it fit into their schedule. A different Bible Verse & Bible Story were highlighted each week and an activity (centered around the nature element mentioned in the Bible Story) drove home the weekly Bible Point. 9 different families & individuals created Bible Story Videos for this summer program, from families with young children to college students to retirees. Families posted their children's activities on Padlet to stay connected with the larger CCLC community.



Simply Loved, CCLC's Fall Children's Ministry Series

(September - November, every Sunday via Zoom & pre-recorded videos)

Amy Pallas hosted two sessions weekly: one for PreK & Kindergarten and one for 1st - 5th Grade. Children could participate live OR watch pre-recorded videos when it fit into their schedule. The program used Group Publishing's Simply Loved curriculum which builds on Bible Buddies and Memory Verses from past VBS programs. Interactive Bible Stories told by Amy reinforced the Bible Point. Digging Deeper Alone and Digging Deeper Together activities encouraged children and their families to continue to delve into the Bible Point long after the virtual meeting or video was over.



Advent in a Bag

(December)

The Children's Ministry took a break from meeting virtually in December, and instead, supplied families with Advent Bags. Traci Smith, the author of Faithful Families, generously allowed us to make unlimited copies of 5 activities from her book. Amy Pallas also added a few activities of her own. Thanks to a generous Thrivent Card Member donation, we created bags full of everything families needed to complete the activities and celebrate the wonder of Christmas. Thanks to 6 volunteers who packaged materials and 2 volunteers who delivered bags to porches, 55 bags were distributed to families & individuals.

Special Programs & Services:

Cross-Generational Pen Pals

(March - May)

Cross-Generational Pen Pals was an opportunity to create lasting relationships through letters, drawings, emails and phone calls; when we are in community with other Christians, we grow in more ways than we can count! Older members were paired with younger members and families with older children were paired with families with younger children. 30 individuals and/or families participated.

A Bible in Every Home

With the help of a generous Thrivent Card Member donation, we were able to provide over 30 age-appropriate Bibles (from Bibles designed for preschoolers to kindergartners to elementary children to adults) to individuals who did not previously have access to a Bible at home. Over 5 volunteers delivered these Bibles to porches.

Worship Bags

Children are active, curious & always on the move! At Cross of Christ, we believe these God given gifts can be used to engage children in worship and we designed Worship Bags to help! The contents of these bags can be used during virtual worship at home and, when we can safely return to worshipping in person, they can be used in the sanctuary. Amy Pallas created handouts and videos modeling how these bags can be used and she hopes to provide additional opportunities for families to discuss how to include children in worship in the future. 100 bags (one for every child at Cross of Christ) are available free to families; many have already been picked up and put to use.

Website

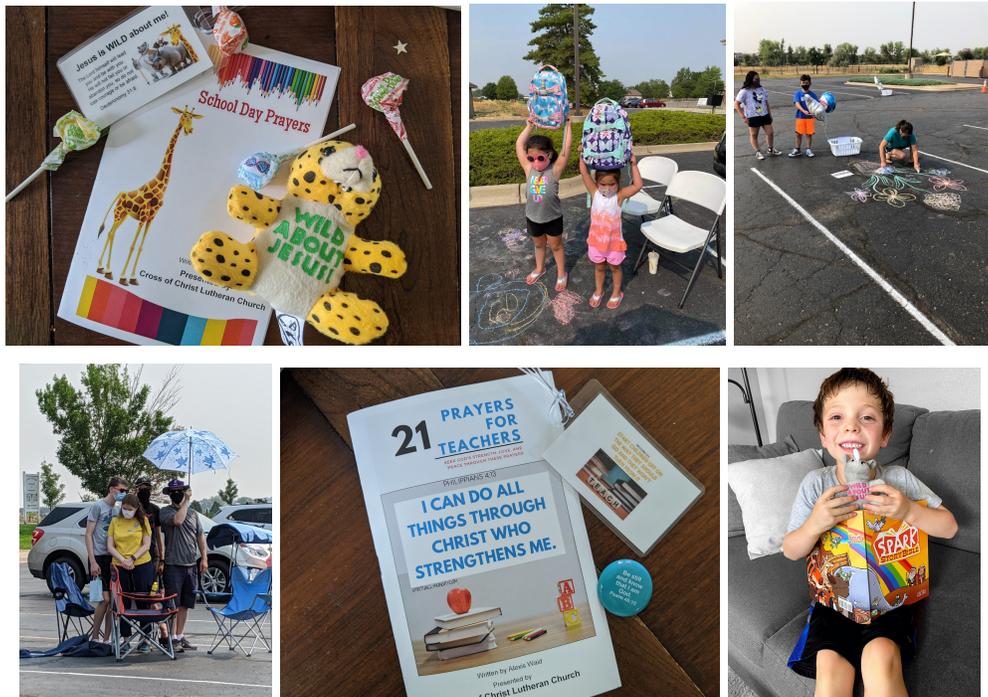
(March - August)

Krista Craft, Natalie Flowers and Amy Pallas updated the Cross of Christ website pages pertaining to children and families.

Back to School Blessing Bags & Parking Lot Blessing for Teachers & Children

(September)

Over 150 Back to School Blessing Bags were delivered to children in PreK to 5th Grade. These children included members & visitors of Cross of Christ and each student attending Cross of Christ's Preschool & Kindergarten. With the help of Krista Craft and her volunteers, those unable to attend the Parking Lot Blessing received the bags on their front porch. Each bag included a prayer book, a backpack tag and a "Wild About Jesus" stuffie. 50 Back to School Blessing Bags were delivered to educators. These educators included the Cross of Christ Preschool & Kindergarten staff, as well as, educators within the congregation. Each bag included a prayer book, a bag tag and a Bible verse stone. 16 family units (with children from PreK to highschool) attended the Parking Lot Blessing.



Prayer Buddies

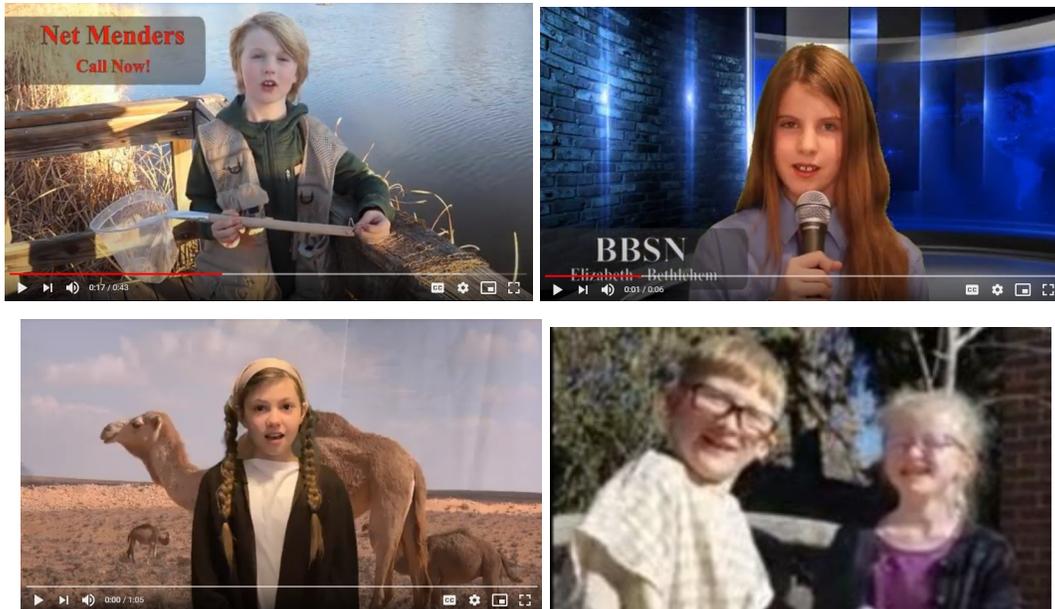
(September - May)

97 children (PreK to 5th Grade) were matched with 19 Prayer Buddies (*background checked Cross of Christ volunteers*). These volunteers pray for the children each month and send monthly note cards to each child.

Christmas Pageant

(December)

Kirsten Shapiro & Jana Porta directed this year's Children's Christmas Pageant. It looked a little different this year as rehearsals & performances were online, but with a witty script, creative kids and talented directors, it was just as fun! Thank you to Scott Elvington and Rick Bobbit for editing the individual videos into a masterful performance!



Comfort Cloths for Children

(December)

Amy Goodmanson and Amy Pallas created 10 Comfort Cloths for children attending Cross of Christ Preschool & Kindergarten who are currently facing hardships. They are collaborating with Pat Grandy and Judy Koepke to make this an ongoing service for families.

Children's Ministry Newsletter

(March - present)

The newsletter includes information about programming, self-care ideas for parents, photos of families to build community, and more.

Service Projects:

Webinar for Healthcare Workers

(April)

Thanks to a generous Thrivent Card Member donation, we were able to host a webinar by Tonna Pallas, LSCW for healthcare workers serving on the frontlines of the COVID19 pandemic. Tonna discussed self-care techniques including spiritual exercises.

Kindness Rock Project

(July - August)

The Faith Formation Team organized the Cross of Christ Kindness Rock Project as a way to both connect with other Cross of Christ members and to spread some cheer in the community.



Backpack Drive for A Precious Child

(August)

In addition to tangible items, Cross of Christ donated \$775!



God's Work Our Hands

(September - November)

For GWOH, the Faith Formation Team organized a Supply Drive for Growing Home and a Fall Craft Delivery to the Legends.



Collaborations with the Cross of Christ Preschool & Kindergarten:

Christian Education Curriculum

Amy Goodmanson and Amy Pallas researched, purchased & implemented the [Sparkhouse Frolic Preschool Curriculum](#) this Fall. Sparkhouse is an imprint of [1517 Media](#); an ELCA publishing company. The new curriculum allows CCLC Preschool & Kindergarten teachers to include age appropriate Bible stories and activities in their classrooms **on a daily basis**. Thanks to a generous Thrivent Card Members donation, we were able to purchase curriculum, age-appropriate Bibles and Faith@Home resources.

Nativity Play Set Donation Drive for the Cross of Christ Preschool & Kindergarten

(December)

Amy Goodmanson and Amy Pallas reached out to congregation members and school families and received 4 donations of used Nativity Play Sets and a generous donation of 5 brand new Nativity Play Sets. Now there is a Nativity Play Set in every Cross of Christ Preschool & Kindergarten classroom!

Amy Pallas

Director of Children's Ministries

Vacation Bible School

Vacation Bible School (VBS) at Cross of Christ Lutheran Church (CCLC) was supposed to be July 13 – 17, 2020. However, due to the COVID-19 pandemic, CCLC Council decided to close our church doors to the public, offer online worship, and cancel Vacation Bible School. This decision was not taken lightly but was made with safety being our highest priority.

This year's theme was *Rocky Railway*, with an emphasis that "Jesus' Power Pulls Us Through" and it focused on Rocky Mountain animals and background. Needless to say, we were very excited about this theme and we are choosing to use this theme for 2021. We purchased our curriculum from GROUP Publishing in February, along with a few other supplies in March, April, and May. We will be able to use these supplies in 2021 as well as order more from GROUP Publishing as needed and as supplies last.

Even though we canceled VBS for 2020, children in our community got to participate in a Children's Ministry Series: God's Great Outdoors. Amy Pallas, CCLC Children's Ministry Director, led this program and I rolled my hours into this as well. We offered virtual meetings each week, Wild Kits, and ways to interact virtually each week. I was incredibly happy to help and excited to stay connected to children in our community.

I was also able to help put some of my hours toward updating the CCLC website. I was able to streamline many pages, make them more eye catching, add photos, buttons, and more user friendly overall.

Last year, I spoke about our VBS numbers and capacity being at our limits to both our building, volunteers, and staff capacity. This year we were planning to decrease our numbers to 200 or 210 (instead of 250) children, and I would recommend this again for 2021. I also had plans to change the volunteer to child ratio to 1/6 instead of 1/8 for the older kids. Our goal of VBS is to bring God's love to as many children as we can, however we need to balance that with our volunteer and congregational capacity.

I would recommend keeping our pricing the same for next year (\$37), with the option to 'round up'. This extra money went toward our VBS Service Project. I developed a scholarship application for this year and would recommend using it in the future.

We budgeted to break even on VBS and to be able to cover all our costs. Because we canceled VBS for 2020, we did not receive the registration fees we were expecting. We also did not purchase all the supplies needed to run VBS successfully. This led to our VBS 2020 budget being in the red 1,728.93. I am confident we will recoup these expenses in 2021 and anticipate being in the black next year as well.

We look forward to VBS in 2021 and hope to have a successful Rocky Railway VBS in person! Feel free to reach out to me for any questions, ideas, or further clarification.

Natalie Flowers
Vacation Bible School Coordinator

Evangelism Team

Mission Statement:

To communicate effectively God's message to the congregation and the community

Summary of 2020:

1. Introduced the new Breeze software to the congregation, and engaged members to partake in Breeze.
2. Recruited 7 new Ambassadors to welcome new members, who partook in making home visits, and providing welcoming gift bags.
3. Formed 2 "Dinner for Eight" groups to meet in early spring.
4. Planned a Ministry Fair for fall.
5. Health Care Workers Appreciation bags delivered to homes.
6. Updated Long Range Planning Goals with regard to the limitations caused by the virus.
7. Created and distributed "We Miss You" signs to congregation members' homes.
8. Promoted a virtual "Nativity Event." Created a slideshow for church service.
9. Connected with members on the caring team ministry list to help ensure their physical, spiritual, and emotional needs are being met through this ministry program. Connected with most of the caring team ministry community helpers to gauge their interest level, and passion for continuing to be on this team. Made new connections when needed.
10. Monthly personalized birthday cards sent to all members age 80 and over.
11. Started delving deeper into the tablet ministry. Tablets purchased, and working on getting church service onto tablet for church members without internet. Currently, there are 4 church members who would like to view church service on these tablets. Working on finding volunteers to help with this ministry.
12. Accepted with regret and appreciation the resignations of Julie Toepper and Terri Dahl

In 2021, the Evangelism Team will continue to review and implement its Long Range Plan, and communicate God’s message to the congregation and the community through events as can be planned while our building is closed. The Evangelism Team will continue to connect with our community as well as our church members through 2021 with the following efforts:

- The tablet ministry will continue with the goal of providing tablets to those in need twice per month. The current idea is to upload 2 church services on the tablet at one time, and then deliver these to those in need.
- The “We Miss You” sign project will continue into 2021 where we will be printing post cards for those who were unable to have a sign delivered due to living in a high level apartment or in an assisted care facility.
- Team will continue connecting with caring team ministry individuals as well as community helpers to ensure there is a great fit and to ensure needs have not changed as time goes by.
- Continue with monthly birthday cards.
- As we are able to meet with new members, will resume Ambassador program (pending COVID-19 guideline updates)

Team Members:

Terri Dahl

Julie Toepper

Kay Landers, Council Liaison

Krista Kraft, Congregational Life Coordinator through September 2020

Whitney Gillies, Congregational Life Coordinator started October 2020

Pastor Will Johnson

Faith Formation Team

Purpose Statement: **SMILE** ☺ is the theme for our ministry, we will **S**erve others, **M**ake disciples, **I**nvide all, **L**ive in hope, **E**mbody Christ”

General Information: This year presented new opportunities for the team to get creative and continue to provide Faith Formation opportunities to our congregation and the community during the Covid-19 pandemic. Many new virtual opportunities were launched in 2020 along with the continuation of safe opportunities to serve the community.

MRA #3: Deepen our Faith in Christ – In the Middle of 2019 the team conducted goal setting for the Ministry Result Area of Deepen our Faith in Christ. Our accomplishments below are being organized for each of the individual goals related to this ministry area.

Goal #2 – Develop Comprehensive Faith Formation for Adults

- Several Adult Small Groups have launched in 2020 with other ready to launch in 2021
- Training for next set of small group leaders in planned

Goal #3 – Create Faith-Based Relationships across Generations

- Team hosted a fellowship hour and led a service initiative to make care packages for the Caring Ministry
- 38 members participated in the Pen Pal program which was launched early in the pandemic
- Facilitated service project for random acts of kindness activity with inspirational painted rocks for community to discover and provide hope and peace during stressful pandemic
- The team lead the Precious Child Backpack Drive that raised \$750 in monetary donations in addition to backpack donations
- 19 Volunteers have been engaged in a new Prayer Buddy program. The volunteers have 5-6 children that they reach out to monthly and keep in their prayers throughout the week.
- The team led the God’s Work Our Hands Service program this year. This included craft projects for the nursing homes in the area, donations for the Growing Home and encouragement to conduct random acts of kindness.

Goal #4 – Engage everyone in Faith Formation Opportunities in Church and at Home

- Resources on the Cross of Christ website were updated and expanded this year
- Virtual Family Ministry programs were launched including a Kids Connect, Zoom Faith Formation and virtual VBS programs
- The Bible in Every Home program was started to provide Bibles for all ages that were in need
- The Youth Ministry team expanded the virtual ministry opportunities with check-ins, virtual confirmation. Other activities designed to continue building connections with the youth in fun ways including flocking the congregation, birthday surprises, and drop-ins.
- 16 families participated in the Back to School Blessing this fall
- 50 Advent Bags were provided to families this year. The bags were designed with fun activities and discussions to encourage family time and faith formation during the Advent season.
- A first ever virtual Christmas program “Live from Bethlehem” was shared with the congregation on December 13th.

The Faith Formation team would like to thank the members, church council and staff for the support through 2020. We could not provide the service and faith formation activities without the engagement and support of everyone!

Team Members

Julie Nunns, Chair

Steve Phillipsen

Tanya Shepherd

Casey Dunning

Kristen Shapiro

Mari Harp

Amalea Vega

Kerri Kraft, Council Liaison

Amy Pallas, Director of Children’s Ministries

Laura Anderson, Director of Youth Ministries

Long Range Planning Team

Mission Statement:

The Long Range Planning Committee strives to understand the needs of the church and community so that we can define a medium- and long-term vision and develop a strategy for achieving that vision. We work with all the other committees to develop plans to get to where we want to be.

Summary of 2020:

After a couple very busy years for the Long Range Planning team, 2020 was a bit more relaxed.

At the beginning of the year the team was working with the other ministry teams to help with any questions they may have had with Cross of Christ Lutheran Church's (CCLC) strategic plan.

As we transitioned to a year of needing to keep safe and stay socially distanced, we wanted the ministry teams to continue to work toward implementing the strategic plans, but we knew that in a socially distanced environment the current tasks and goals might not be attainable. We asked the ministry teams to review their tasks and goals and determine the following:

1. What can we achieve in the current environment?
2. What is unachievable in the current environment?
3. If an item was completed when things were normal should they be revisited?
4. What objectives might have 2 different results. Meaning there is a result that can be achieved in the current socially distanced environment result and a result for once we are back to normal?

The ministry teams reviewed these and worked on making any necessary adjustments to their tasks and goals to continue realizing the results of the strategic plan.

Going forward the LRP team will continue to work with and support the church staff, the church council and the other ministry teams on the progress of their tasks and goals and help them work thru any questions they may have about the process or strategic plan. LRP will also continue to communicate to the congregation on the progress of the plan thru emails, handouts, and occasional ministry moments or meetings.

Long Range Planning Team

Christen Brown Chair

Doris Dittmer

Jim Dunning

Kathleen Briscoe

Mary Ellen Steele, Council Liaison

Pastor Kathleen Armstrong

Outreach Team

Mission Statement:

The Outreach Ministry Team acts to improve the lives of those in need within our community, across the Front Range, and around the globe. We take Jesus' words to heart: "...whatever you did for one of the least of these brothers and sisters of mine, you did for me." Matthew 25:40

Our Ministry in 2020:

The pandemic has certainly changed how we do Outreach ministry, but it has not stopped it! God has been good to us this year and used us as God's hands and feet to do Christ's work in this community, area, and around the world.

Community Meals

The Outreach Team worked hard to put in place an open meal on the First Tuesday of each month for anyone in our community. This was originally intended to meet a need for local food anxiety. Our numbers were low, but grew steadily. The nights were great fun as people lingered over meals. People took food home and spread the word about these meals. As it turned out, we were meeting a need for companionship, especially among senior citizens. Community meals ended in April when the church building was closed due to the pandemic. We would like to start this up again in 2021 when it is safe.

Meals at The Refuge

The Outreach Team worked on a new program to serve meals locally to those in need in partnership with The Refuge congregation. A core group of Outreach members provided lunch from August through December while we experimented with various program formats. This was rolled out to the congregation on December 20.

Fair Trade Fair

This is the first time in 13 years that Cross of Christ did not have a Fair Trade Fair. We made this decision as we did not have volunteers in leadership positions to run the event, and it was clear by April that we could not be sure we would be open due to the pandemic.

A Precious Child Christmas Gifts

The Outreach Team organized a gift-giving campaign in partnership with A Precious Child. These gifts provided 60 children with Christmas gifts!

Sandwiches for the Homeless

This ministry provides sandwiches for people in Denver who are homeless and who are experiencing food insecurity. During the first few months of 2020, this team took sandwiches on the third Friday of each month, as well as adult clothing and blankets. Due to the pandemic, this was put on hold for now.

FISH

We have kept in close contact with FISH this year, advertising for food drives they have held. At the moment, we see that a piece of our partnership with them is to support the staff and build relationships with them as they serve the clients of FISH.

Safe Parking Initiative

We began working on Safe Parking, a ministry to provide safe places to stay overnight for those who live in their vehicles. We are excited about what this might become in 2021, and how Cross of Christ can serve more people in our community.

Voluntary Organizations Active in Disaster

Early in 2020 the Outreach Team heard a presentation by Dave Little, from Broomfield Voluntary Organizations Active in Disaster (VOAD). After Dave's presentation, we recommended to Council that Cross of Christ become a part of VOAD, which they subsequently voted to approve. As a partner in VOAD, we receive updates from the city and county of Broomfield, and have been asked to help with specific tasks related to the Covid-19 pandemic, like staffing testing sites.

Outreach Team

Our team ministry shifted this year, in order to do the most good that we could. We split the Outreach Team into two groups - one for Community Meals and meals at the Refuge, and the other to do other ministry in the community. This served us well in the second half of 2020, as we continued to hold meetings online.

The Outreach Committee in 2021:

- In 2021 we will continue many of our ministries from 2020.
- At the beginning of 2021, we will reassess what went well in 2020 and how we want to engage the community in 2021.

Team Members:

Paula Burky
Ruth Horvath
LeRoy Leapolt
Dorothy Marshall
Barb Morey
Mary Osenkowski
Matt Pallas
Lynn Smith
Juli Szabo
Rex Wisheart
Ross Hoskins, Council Liaison
Pastor Will Johnson

Property Team

Well it's been quite a different year in our lives and here at CCLC. But despite all the physical restrictions, the grass and weeds still grew, the furnace filters still needed to be replaced and even though the facilities had reduced use, things still broke and required maintenance and repair.

These were the major items that were completed in 2020:

1. Finished converting all the sanctuary lights to LED.
2. Wire new receptacles on the sanctuary stage for the Proclaim Band.
3. Purchase and install a large outdoor canopy on the north patio for outside activities.
4. Facilitate the free replacement of 12 furnace thermostats by an XCEL Energy promotion.
5. Research and purchase sanctuary altar steps safety hand rails, to be installed in 2021.
6. Facilitate and schedule lawn aeration & fertilization, trash pickup, Emerald ash borer tree treatments, shed painting, inspections for the elevator, fire sprinkler system and fire monitoring systems, carpet & window cleaning and more.

There are many people who deserve thanks for helping the property team throughout the year, but a special thanks is due to a few people who went above & beyond to assist our team:

Dennis Newton for trimming the lawn, although he is “retiring” from that task in 2021 after doing it for a number of years. So I will be looking for a new volunteer to run the trimmer once every couple weeks during the growing season. Do you like to be outside or smell the aroma of fresh cut grass, or feel the power of a gasoline engine in your hands? Contact me!

Karolyn Tate was there almost every week picking up trash and pulling weeds by hand. She says it's good therapy! She even got her husband Jim to come & trim some bushes.

Boy Scout Troop #17 who scraped & painted our 2 parking lot sheds.

Rob Ditmer who handles the overall weed control on our property by purchasing, mixing & spraying the unrelenting weeds.

Gene Anderson who was my main backup person in 2020 and is always available when physical (and mental) help is needed!

Scott Hofer who researched, organized and installed the upgrades to the wifi network at the church this year and maintains our network for the entire year. We are grateful for his expertise in this area.

Based on my known recorded volunteer hours and some unknown estimated hours, it required about 477 hours to accomplish all the tasks in 2020.

My future goals in 2021, pending available volunteers & funds include:

1. Replace more light fixtures with more efficient LED panels in the preschool, Sunday school and office areas.
2. Investigate the cost and feasibility of adding better air filtering to our 18 HVAC units. (this task has already begun).

Ed Painz

Property & Grounds chairperson

Stewardship Team

This year the Stewardship theme was “ALL ONE in 2021.” Due to the many challenges we faced as a church community in 2020 we identified three areas for staying CONNECTED in 2021.

Small Group Ministries

- o Expand from 6 groups in 2020 to 12 groups in 2021

Faith Formation at Home

- o Bible in every home Ministry
- o Equipping families to share their Faith
- o Sustaining connections with our young people and their families

Virtual Ministries

- o Expand our presence by adding staff to continue to improve online worship
- o Upgrade existing systems to improve quality and opportunities
- o Support virtual capabilities for Proclaim, Choir and Liturgy contributions

Staying CONNECTED was the driver for the 2020 campaign. We recognized that distancing was going to be a barrier for Cross of Christ members and its community. Our goal was to encourage connectedness and to ensure that people feel that they are a very vital part of our church community. With our puzzle pieces we were able embrace the community as a whole and allow everyone to be part of the bigger picture of Cross of Christ.



We received 202 Pledges for our campaign.

Thank you to everyone who supported the 2020 Stewardship Campaign and to everyone who pledged. If you would still like to pledge for 2021 you may do so on the Cross of Christ webpage by clicking on the 2021 Pledge button. If you would like to help with the 2021 stewardship campaign (a crucial and loving task), please see Pastor Kathy or Rebecca Pfaff

Stewardship Team

Rebecca Pfaff, Chair

Tom Van Akkeren

Frank Carau, Council Liaison

Pastor Kathleen Armstrong

Cross of Christ Preschool and Kindergarten

Sixty-three children are enrolled for the 2020-2021 school year including 23 three-year-olds, 28 four-year-olds, and 12 kindergartners. The staff is made up of a director, one assistant director, eight classroom teachers, a finance director, a snack preparer, a nurse consultant, and a custodian. Church staff and congregation members, parent volunteers, members of the Men's Bible Study, and other volunteers assist in various capacities.

Our 2019-2020 enrollment was at full capacity, around 88 students. However, with the covid-19 pandemic lockdown shutting down the church and school on March 12, 2020, Summer Camp was canceled and enrollment dropped about 30% for the 2020-2021 school year.

Some of the special activities for parents this past year included various parent training classes, as well as a parenting connection group and a parenting workshop. The school participated in National Child Abuse Prevention Month. Special evening events for families were postponed, canceled, or held virtually, including Back-to-School Night, Math and Science Night, and Dan Crow's family concert. Free screenings provided for the children included speech, vision, and developmental screenings. Extra programs that the school offers include Lunch Bunch, Enrichment Program, Wonder of Wednesdays, and Summer Camp. Summer Camp was canceled due to covid, as well as Lunch Bunch and the Enrichment Program.

Cross of Christ Preschool and Kindergarten currently holds Colorado Childcare Assistance Program (CCCAP) fiscal agreements with Broomfield County, Boulder County, and Adams County, which helps provide childcare funding for low-income families.

The Preschool and Kindergarten held two fundraisers including a Read-a-thon in April and a Butter Braid fundraiser in the October. The Read-a-Thon began on March 5, however, the event was shut down unexpectedly due to covid lockdowns. Our goal was to raise \$5,000, however we raised \$3,600 before the lockdown. We raised around \$3,300 in the Butter Braid Fundraiser.

In the summer months, we utilized guidance from Broomfield Public Health, Colorado Department of Public Health and Environment, Broomfield Early Childhood Council, the Center for Disease Control, and the Preschool Board to write re-opening plans under the new covid-19 guidance in order to be able to reopen the school in August of 2020. With the help of these entities, as well as the blessing of the Church Council, we were able to open our doors to teachers on August 26, 2020 and students on September 9, 2020. **In this time frame, we had 54 in-person learning days and zero days of any class or classes being quarantined!**

Our school prepared for our Colorado Shines re-rating in April, which was postponed while the state was on lockdown. The Colorado Shines team created a new, updated virtual rating system, and Cross of Christ was part of the pilot in the November/December 2020 time frame. Instead of having a rater visit our school, we created and sent in a video walkthrough of our school, the randomly selected classroom (M/W 3 year olds), and the playground. We also uploaded many documents into the Colorado Shines Quality Improvement Portal to serve as evidence of meeting the criteria in 6 different categories: Early Childhood Workforce and Professional Development; Family Partnerships; Leadership, Management and Administration; Learning Environments, Child Health, and an Optional category to earn extra points. We will find out our score and what rating we earned on January 31, 2021.

Although there were many trials and tribulations due to the covid-19 pandemic, our school has been blessed with support and guidance from not only Cross of Christ Lutheran Church, but several community programs as well. The church applied for the Payment Protection Plan loan. The preschool received \$46,000 and we are waiting to see whether or not our loan will be forgiven. We were blessed to receive some additional funding to help our school through the costly changes our school endured due to the covid-19 pandemic. Because of our fiscal agreement with CCCAP, our school qualified for coaching hours and Quality Improvement dollars from the Broomfield Early Childhood Council to help with the preparation of our Colorado Shines rating. Additionally, we received two rounds of grant money through the Child Care Sustainability Grant due to the fact that we were able to reopen in August and remain open through December. Grant money was used to support child care providers with costs associated with COVID-19, including accommodating smaller group sizes and lower enrollment numbers, purchasing additional safety and cleaning supplies, and covering salaries and other compensations for staff who provide care. The Broomfield Early Childhood Council and Broomfield FISH partnered on a grant to help families in Broomfield with childcare costs, and four of our families were recipients of this generous gift we received in December 2020, which will be used to pay their January 2021 tuition and fees.

Cross of Christ Preschool and Kindergarten Board

Wyatt Burton

Jaime Gossett

Tracy Harris

Eleanor Minick

Tristina Pontiakos

Katy Harder, Council Liaison.

Amy Goodmanson, Executive Director of Cross of Christ Preschool and Kindergarten

Cross of Christ Preschool and Kindergarten
Profit & Loss
January through December 2020

	Jan - Dec 20
Ordinary Income/Expense	
Income	
Revenues	
Donations	7,600.45
Grants	5,625.00
Snack Fee	4,784.00
Wonder of Wednesday WOW	4,566.00
Supply Fee	1,436.00
Registration Kdg	650.00
Registration Fee	5,430.00
Tuition	163,265.75
Lunch Bunch	3,907.64
Fundraiser	
Read-a-thon	3,653.00
King Soopers-Safeway Gift Card	735.87
Butter Braids	3,182.40
Fundraiser - Other	824.91
Total Fundraiser	8,396.18
Total Revenues	205,661.02
Total Income	205,661.02
Gross Profit	205,661.02
Expense	
Sandbox ACH fees	76.20
Paypal Fees	625.30
Non Employee Compensation	325.00
Snack Supplies	2,443.97
Bank Service Charges	54.95
Custodian	2,030.88
Dues and Subscriptions	150.00
Equipment	955.00
Insurance	1,564.08
Licenses and Permits	654.35
Miscellaneous	225.00
Office Expense	1,485.89
Operating Expense	2,064.47
Payroll Tax Expense	14,298.62
Salary and Wages	186,909.88
School Supplies	
Curriculum Expense	2,402.10
School Supplies - Other	188.74
Total School Supplies	2,590.84
Staff Appreciation	423.78
Telephone/Internet	700.81
Training & Conferences	500.00
Utilities	1,440.00
Total Expense	219,519.02
Net Ordinary Income	-13,858.00
Net Income	-13,858.00

Cross of Christ Music Academy

The music academy continued its business and mission with little interruption, despite the pandemic. Lessons have moved to online video conferencing. While growth has been slow, student retention has been good during these times.

Accomplishments and Notable Events in 2020

1. With the help and approval of CCLC's council, CCMA has formally established a grant process to financially support projects of CCLC's music ministry. CCMA has contributed over \$10,000 to music ministry expenses since CCMA's inception. These costs include musical and A/V equipment, and contract musicians for worship and concerts. This grant process formalizes the use of these gift funds.
2. The Nora Rozgony Scholarship continues to be a board focus. We continue to seek ways to find recipient(s).
3. Kathleen Briscoe continues her work as administrative assistant.

Upcoming Goals and Plans for 2021

1. Grow the student population by more intentional marketing strategies.
2. Add more instruments/teachers to offer to potential students, with a focus on band and orchestra instruments.
3. Formalize a plan for returning to in-person learning, at the appropriate time.

CCMA Board of Directors:

Kathy Pierce, Chair

Chris Dietz,

Rebecca Pfaff,

Alan Thompson

Paul Kunz, Council Liaison

Andrew Halladay, CCMA Executive Director

Cross of Christ Music Academy

Balance Sheet by Class

As of December 31, 2020

	Academy	Music Ministry	Unclassified	TOTAL
ASSETS				
Current Assets				
Checking/Savings				
CCMA Checking	20,706.74	-9,420.60	-6,595.06	4,691.08
Total Checking/Savings	20,706.74	-9,420.60	-6,595.06	4,691.08
Total Current Assets	20,706.74	-9,420.60	-6,595.06	4,691.08
TOTAL ASSETS	20,706.74	-9,420.60	-6,595.06	4,691.08
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Other Current Liabilities				
Nora Rozgony Scholarship				
Madison Romero-Cruz	-928.17	0.00	928.17	0.00
Nora Rozgony Scholarship - ...	2,527.26	0.00	24.72	2,551.98
Total Nora Rozgony Scholarship	1,599.09	0.00	952.89	2,551.98
Payroll Liabilities				
CO Income Tax	-97.00	6.00	180.00	89.00
Federal Taxes (941/944)	-14,986.79	1,163.26	13,493.78	-329.75
Payroll Liabilities - Other	12,204.66	0.00	-12,027.98	176.68
Total Payroll Liabilities	-2,879.13	1,169.26	1,645.80	-64.07
Total Other Current Liabilities	-1,280.04	1,169.26	2,598.69	2,487.91
Total Current Liabilities	-1,280.04	1,169.26	2,598.69	2,487.91
Total Liabilities	-1,280.04	1,169.26	2,598.69	2,487.91
Equity				
Retained Earnings	21,787.01	-10,589.86	-9,161.75	2,035.40
Opening Balance Equity	0.00	0.00	-32.00	-32.00
Net Income	199.77	0.00	0.00	199.77
Total Equity	21,986.78	-10,589.86	-9,193.75	2,203.17
TOTAL LIABILITIES & EQUITY	20,706.74	-9,420.60	-6,595.06	4,691.08

Cross of Christ Music Academy
 Profit & Loss by Class
 January through December 2020

	Academy	TOTAL
Income		
CCMA Tuition		
Lessons - 45 Minute	441.99	441.99
Lessons - 30 Minute		
Cancellation Lessons-30 Mi...	-120.00	-120.00
Lessons - 30 Minute - Other	15,351.00	15,351.00
Total Lessons - 30 Minute	15,231.00	15,231.00
Total CCMA Tuition	15,672.99	15,672.99
Total Income	15,672.99	15,672.99
Cost of Goods Sold		
Payroll Expense - COGS		
Wages - Teacher	9,911.95	9,911.95
Total Payroll Expense - COGS	9,911.95	9,911.95
Books and Salable Inventory	112.80	112.80
Total COGS	10,024.75	10,024.75
Gross Profit	5,648.24	5,648.24
Expense		
Bank Service Charges	24.00	24.00
Computer and Internet Expenses	60.00	60.00
Payroll Expenses		
Taxes	388.32	388.32
Executive Director - Commissi...	1,796.36	1,796.36
Wages - Administrator	1,053.45	1,053.45
Taxes - Employer	1,394.34	1,394.34
Payroll Expenses - Other	732.00	732.00
Total Payroll Expenses	5,364.47	5,364.47
Total Expense	5,448.47	5,448.47
Net Income	199.77	199.77

Mission, Ministry, Mortgage Statement of Income and Expense
For the Year Ended December 31, 2020
Cross of Christ Lutheran Church

MMM Inc and Exp / 2

	Jan - Dec 20	2020 Budget	\$ Over Budget	
Education Staff				
Director of Children's Ministry	15,590.02	17,332.00	-1,741.98	(2)
Dir Chldrn Minist Continuing Ed	106.66	100.00	6.66	
Dir Children's Ministry Bonus	200.00	200.00	0.00	
Youth Director	40,702.50	40,500.00	202.50	(2)
Youth Director Benefit Pkg	9,983.46	10,109.00	-125.54	
Youth Director Auto Allowance	1,591.60	1,500.00	91.60	
Youth Director Continuing Ed	0.00	900.00	-900.00	
Total Education Staff	68,174.24	70,641.00	-2,466.76	
Music Staff				
Music Minister	53,580.96	53,317.00	263.96	(2)
Music Minister Salary Adjustmnt	11,680.62	11,623.00	57.62	
Music Minister Continuing Ed	0.00	900.00	-900.00	
Music Minister Bonus	1,045.32	1,045.00	0.32	
Organist/Pianist	18,995.52	18,902.00	93.52	(2)
Organist/Pianist Bonus	370.60	371.00	-0.40	
Supply Proclaim Leader	0.00	450.00	-450.00	
Supply Organist	200.00	800.00	-600.00	
Total Music Staff	85,873.02	87,408.00	-1,534.98	
Office and Administration Staff				
A/V Minister	1,200.00		1,200.00	
Financial Secretary	11,782.72	12,750.00	-967.28	(2)
Financial Secretary Bonus	241.27	241.00	0.27	
Secretaries	25,281.53	26,682.00	-1,400.47	(2)
Secretaries Bonus	166.44	166.00	0.44	
Nursery Supervisor	2,309.14	2,969.00	-659.86	(2)
Nursery Supervisor Bonus	45.95	46.00	-0.05	
Congregational Life Coordinator	11,576.65	14,464.00	-2,887.35	(2)
Cong Life Coordinator Bonus	211.27	211.00	0.27	
Total Office and Administration Staff	52,814.97	57,529.00	-4,714.03	
Employer Payroll Taxes	14,753.54	14,395.00	358.54	
Payroll Service Fees	277.00	360.00	-83.00	
Total Payroll Expenses	415,599.20	425,587.00	-9,987.80	
Office Administration				
Bank Service Charges	174.00	175.00	-1.00	
Council Administration	136.38	450.00	-313.62	
Council Initiatives	0.00	917.00	-917.00	
Envelopes	1,323.50	1,400.00	-76.50	
Fees and Licensing	588.80	600.00	-11.20	
Internet Service	1,412.47	1,200.00	212.47	
Office Equipment Maintenance	94.95	250.00	-155.05	
Office Expenses and Supplies	2,272.13	4,000.00	-1,727.87	
Postage	4,049.78	3,200.00	849.78	
Printing and Copying	6,972.38	9,000.00	-2,027.62	

Mission, Ministry, Mortgage Statement of Income and Expense
For the Year Ended December 31, 2020
Cross of Christ Lutheran Church

MMM Inc and Exp / 4

	Jan - Dec 20	2020 Budget	\$ Over Budget
Evangelism			
Caring Ministries	301.35	250.00	51.35
Evangelism General	0.00	100.00	-100.00
Evangelism Outreach	485.87	700.00	-214.13
Fellowship	272.47	350.00	-77.53
Lutheran Magazine	176.25	180.00	-3.75
Total Evangelism	1,235.94	1,580.00	-344.06
Outreach			
Community Meals	245.62	1,200.00	-954.38
Feeding Homeless Project	30.00	250.00	-220.00
Total Outreach	275.62	1,450.00	-1,174.38
Property			
Carpet Cleaning	1,974.00	2,000.00	-26.00
Custodial	8,303.35	20,065.00	-11,761.65
Custodial Supplies	1,363.36	2,500.00	-1,136.64
Electricity	8,667.40	13,000.00	-4,332.60
Elevator Maintenance	1,598.20	2,000.00	-401.80
Fire Alarm Maintenance	1,394.19	2,400.00	-1,005.81
Gas	2,624.97	3,500.00	-875.03
Insurance Expense	17,118.82	18,000.00	-881.18
Kitchen	124.27	1,200.00	-1,075.73
Lawn Care	1,838.08	1,500.00	338.08
Maintenance and Repairs	2,896.51	3,000.00	-103.49
Musical Instrument Maintenance	0.00	400.00	-400.00
Property General	804.07	500.00	304.07
Snow Removal	500.00	2,500.00	-2,000.00
Trash	474.84	1,200.00	-725.16
Water	2,195.84	2,300.00	-104.16
Total Property	51,877.90	76,065.00	-24,187.10
Stewardship			
Capital Campaign Communication	1,485.90	1,900.00	-414.10
Special Appeal Communication	0.00	200.00	-200.00
Stewardship Resources	176.00	100.00	76.00
Total Stewardship	1,661.90	2,200.00	-538.10
Worship			
Worship Supplies	443.11	1,500.00	-1,056.89
Music			
Contract Musicians	1,250.00	1,500.00	-250.00
Music Licenses	1,350.26	1,500.00	-149.74
Orchestra/Ensemble Sheet Music	399.00	600.00	-201.00
Proclaim Praise Bnd Sheet Music	4.57	100.00	-95.43
Soli Dei Choir Sheet Music	58.86	500.00	-441.14
Worship & Liturgy Sheet Music	0.00	150.00	-150.00
Total Music	3,062.69	4,350.00	-1,287.31

Statement of Financial Position

As of December 31, 2020

Cross of Christ Lutheran Church

	Dec 31, 2020		Dec 31, 2020
ASSETS		LIABILITIES & EQUITY	
Current Assets		Liabilities	
Checking/Savings		Current Liabilities	
Cash and Marketable Securities		Accounts Payable	
First Bank MMM Fund Checking	101,074.51	Accounts Payable	
FirstBank MMM Savings	321,164.00	Total Accounts Payable	0.00
First Bank CTM Sav Acct	26,553.93	Credit Cards	
First Bank Youth Funds	47,895.52	Credit Cards	
Total Cash and Marketable Securities	496,687.96	Citibank Visa	2,312.34
Total Checking/Savings	496,687.96	Total Credit Cards	2,312.34
Other Current Assets		Total Credit Cards	2,312.34
Undeposited Funds	12,705.98	Other Current Liabilities	
Gift Card Inventory on Hand	915.85	Eagle Scout Project Donations	117.02
Total Other Current Assets	13,621.83	Faith Chests	49.60
Total Current Assets	510,309.79	Funeral Lunch Exp/Donations	1,084.56
Fixed Assets		Golden Oldies	375.00
Property, Building & Equipment	4,322,922.42	Growing Home Contrbs Unspent	58.83
Total Fixed Assets	4,322,922.42	Prayer Garden Bricks	66.50
TOTAL ASSETS	4,833,232.21	Quilting Group	310.13
		Rainbow Trail Scholarships	760.00
		Trade Fair Revenue	500.00
		Young Musician Prtnrship Scholarship	2,100.00
		Total Funds Designated - Specific Use	11,564.60
		Paycheck Protection Program	80,300.00
		Mortgage Payable	2,018,865.98
		Total Long Term Liabilities	2,099,165.98
		Total Liabilities	2,113,042.92
		Equity	
		Unrestricted Net Assets	
		Mission, Ministry, Mortgage Fund	2,401,934.23
		Total Unrestricted Net Assets	2,401,934.23
		Temporarily Restricted Net Assets	
		Called To More Fund	26,553.93
		Capital Improvements Fund	130,064.86
		Funds Designated for Specific Use	11,564.60
		Memorial Gifts Fund	1,875.00
		Music Ministry Gifts Fund	7,161.24
		Time Restricted Donations	17,310.00
		Youth Service Ministry	48,590.88
		Total Temporarily Restricted Net Assets	243,120.51
		Net Income	75,134.55
		Total Equity	2,720,189.29
		TOTAL LIABILITIES & EQUITY	4,833,232.21

Capital Improvements Fund Statement of Activities

For the Year Ended December 31, 2020

Cross of Christ Lutheran Church

			Jan - Dec 20	
Ordinary Income/Expense				
Income				
Contributions				
Capital Improvement Fund			50,053.00	
Memorials			175.00	
Total Contributions			<u>50,228.00</u>	
Total Income			<u>50,228.00</u>	
Gross Profit			<u>50,228.00</u>	
Expense				
Property				
Capital Expenditures			3,597.02	(1)
Total Property			<u>3,597.02</u>	
Total Expense			<u>3,597.02</u>	
Net Ordinary Income			<u>46,630.98</u>	
Net Income			<u>46,630.98</u>	
Prior Year Carryover			83,433.88	
Capital Improvements Fund Balance as of 12/31/2020			<u>130,064.86</u>	
Committed Projects:			-1,000.00	(2)
Insurance Deductible (required reserve)			-5,000.00	
Emergency Holdings (required reserve)			-10,000.00	
Reserve for Long-Term Needs:				
Main parking lot repaving			-100,000.00	
Roof replacement			-100,000.00	
Misc. Items			-20,000.00	
			<u>-220,000.00</u>	
Available Funds Designated for Capital Improvements			<u>(105,935.14)</u>	
(1)	Capital Expenditures YTD 2020:			
	LED Light Conversion Hardware	44.55		
	Video Intercom System for Doors	1,740.00		
	Building Network/Internet Upgrades	1,812.47		
		<u>3,597.02</u>		
(2)	Committed project includes funds donated for replacement of bathroom floors.			

Youth Ministry Statement of Income and Expense

For the Year Ended December 31, 2020

Cross of Christ Lutheran Church

		Jan - Dec 20	
Ordinary Income/Expense			
Income			
Contributions			
Contributions to Youth Group			
Donations to Support Youth Act		12,806.00	
Youth Group Support from MMM		4,000.00	
Total Contributions to Youth Group		<u>16,806.00</u>	
Total Contributions		16,806.00	
Fundraising Income			
Drop & Shop Fundraiser		285.00	
Gift Card Fundraiser		124.12	
King Soopers Community Rewards		2,943.43	
Restaurant Dine Out Fundraisers		1,019.92	
Total Fundraising Income		<u>4,372.47</u>	
Investment Income			
Interest Income		5.04	
Total Investment Income		<u>5.04</u>	
Total Income		<u>21,183.51</u>	
Gross Profit		21,183.51	
Expense			
Youth Ministry			
Sr High Summer Trip			
Summer Trip Registration Fee		-3,200.00	(1)
Summer Trip Planning Expenses		80.00	
Summer Trip Participant Pmts		1,000.00	
Total Sr High Summer Trip		<u>-2,120.00</u>	
Youth Activities		146.56	
Total Youth Ministry		<u>-1,973.44</u>	
Total Expense		<u>-1,973.44</u>	
Net Ordinary Income		23,156.95	
Net Income		<u><u>23,156.95</u></u>	
NOTES:			
(1) Registration fees that had been paid in 2019 were refunded in 2020 due to the Covid-related cancellation of the summer service trip this year.			

Music Ministry Gifts Fund Statement of Activities

For the Year Ended December 31, 2020

Cross of Christ Lutheran Church

				Jan - Dec 20
Ordinary Income/Expense				
Income				
Contributions				
		Music Min Gifts Fund Donations		2,450.00
Total Contributions				2,450.00
Fundraising Income				
		King Soopers Community Rewards		1,226.43
Total Fundraising Income				1,226.43
Miscellaneous Income				500.00
Total Income				4,176.43
Gross Profit				4,176.43
Expense				
Worship				
		Capital Expenditures		749.99
Total Worship				749.99
Total Expense				749.99
Net Ordinary Income				3,426.44
Net Income				3,426.44
Prior Year Carryover				3,734.80
Music Ministry Gifts Fund Balance				7,161.24
Miscellaneous Income:				
		Proceeds from sale of old electronic drum set	500.00	
				500.00
Capital Expenditures:				
		Electronic Drum Set	749.99	
				749.99

Memorial Gifts Fund Statement of Activities

For the Year Ended December 31, 2020

Cross of Christ Lutheran Church

		Jan - Dec 20
Ordinary Income/Expense		
	Income	
	Contributions	
	Memorials	1,875.00
	Total Contributions	1,875.00
	Total Income	1,875.00
	Gross Profit	1,875.00
	Net Ordinary Income	1,875.00
	Net Income	1,875.00
NOTE:		
<p>In October 2020, the Gift Fund Team reviewed and Council approved the Cross of Christ Gift Policy. This policy will direct all Memorials to a Memorial Gift Fund and the Gift Fund Team will determine where those funds are allocated, based on the Gift Fund Policy.</p>		

2021 Mission Spending Plan
Mission - Ministry - Mortgage
Cross of Christ Lutheran Church

	2020 Actual	2020 Budget	2021 Proposed		Percent Inc.	Amt Inc(Dec)
Ordinary Income/Expense						
Income						
Contributions						
General Offering	737,475	748,056	715,983		-4.29%	-32,073
Mid-Week Offering	6,735	12,500	6,000		-52.00%	-6,500
Total Contributions	744,210	760,556	721,983		-5.07%	-38,573
Preschool Utilities Offset	5,116	8,879	8,879		0.00%	0
CCMA Utilities Offset	45	180	180		0.00%	0
Investment Income						
Interest Income	406					
Realized Gain/Loss-Investment	-99					
Total Investment Income	306					
Miscellaneous Income						
Thrivent Choice Dollars	1,846					
Miscellaneous Income - Other	1,386	1,750	2,000			
Total Miscellaneous Income	3,232	1,750	2,000		14.29%	250
Total Income	752,909	771,365	733,042		-4.97%	-38,323
Gross Profit	752,909	771,365	733,042		-4.97%	-38,323
Expense						
Benevolence						
Camp Donations	750	750	750		0.00%	0
Campus Ministry	300	300	300		0.00%	0
Mission Congregation Support	2,500	2,500	2,500		0.00%	0
ELCA Benevolence	35,350	36,126	34,294 (1)		-5.07%	-1,832
FISH	200	200	0 (2)		-100.00%	-200
Growing Home Bldg Homes Society	500	500	500		0.00%	0
Lutheran Family Services	400	400	0 (2)		-100.00%	-400
Missionary	1,250	1,250	1,250		0.00%	0
Total Benevolence	41,250	42,026	39,594		-5.79%	-2,432
Payroll Expenses						
Pastoral Staff						
Lead Pr Base Sal & Hous Allow	75,012	74,611	76,704 (3)		2.81%	2,093
Lead Pastor SS Offset	5,739	5,708	5,868		2.80%	160
Lead Pastor Benefit Package	30,413	30,641	31,326		2.24%	685
Lead Pastor Auto Allowance	3,000	3,000	3,000		0.00%	0
Lead Pastor Continuing Ed	92	1,500	1,500		0.00%	0
Lead Pastor Bonus	1,929	1,929	0		-100.00%	-1,929
Pr Cong Min Base Sal & Hs Allow	54,068	53,779	56,736 (3)		5.50%	2,957
Pastor of Cong Minist SS Offset	4,136	4,114	4,340		5.49%	226
Pastor of Cong Min Benefit Pkg	13,357	13,554	14,262		5.22%	708
Pr of Cong Minis Auto Allowance	3,000	3,000	3,000		0.00%	0
Pr of Cong Minist Continuing Ed	1,043	1,500	1,500		0.00%	0
Pastor of Cong Ministries Bonus	1,918	1,918	0		-100.00%	-1,918
Total Pastoral Staff	193,706	195,254	198,236		1.53%	2,982
Education Staff						
Director of Children's Ministry	15,590	17,332	17,853 (4)		3.01%	521
Dir Chldrn Minist Continuing Ed	107	100	250		150.00%	150
Dir Children's Ministry Bonus	200	200	0		-100.00%	-200

2021 Mission Spending Plan
Mission - Ministry - Mortgage
Cross of Christ Lutheran Church

	2020 Actual	2020 Budget	2021 Proposed	Percent Inc.	Amt Inc(Dec)
Youth Ministry					
Confirmation	551	1,000	750	-25.00%	-250
Lutheran College Scholarships	3,674	3,500	3,500	0.00%	0
Middle/High Sch Synod Gathering	1,800	700	0 (11)	-100.00%	-700
Sr High Summer Trip	4,000	4,000	0 (12)	-100.00%	-4,000
Youth Activities	1,872	500	1,500	200.00%	1,000
Total Youth Ministry	11,897	9,700	5,750	-40.72%	-3,950
Total Expense	748,314	799,492	763,004	-4.56%	-36,488
Net Ordinary Income	4,594	-28,127	-29,962	6.52%	-1,835
Other Income/Expense					
Other Income					
Transfer from CTM	7,000	7,000	0	-100.00%	-7,000
Debt Reduction Paid from 2019 Income	15,000	15,000	0	-100.00%	-15,000
Bonuses Paid from 2019 Income	6,127	6,127	0	-100.00%	-6,127
Total Other Income	28,127	28,127	0	-100.00%	-28,127
Other Expense					
Investment Transaction Fees	226				
Total Other Expense	226				
Net Other Income	27,901	28,127	0	-100.00%	-28,127
Net Income	32,496	0	-29,962		-29,962

NOTES:

- (1) ELCA Benevolence remains at 4.75% of Total Contributions, unchanged from 2020.
- (2) A special offering is planned in 2021 for these organizations to make up for the decrease in budgeted benevolence.
- (3) 2020 Budget was at 94% of ELCA guidelines. As approved at last year's annual meeting, starting 7/1/2020, pastors' compensation was increased to 95% of ELCA guidelines. 2021 Budget is proposed at 96%.
- (4) As approved at the 2020 Congregational meeting, staff were given a 1% raise as of 7/1/2020 after the new monthly mortgage payment was set. Proposal for 2021 includes a 2% increase on staff wages and salaries.
- (5) Compensation increased to begin working toward 95% of guidelines over the next 4-6 years.
- (6) Congregational Life Coordinator hours were reduced from 18 hours/week in 2020 to 12 hours/week in 2021.
- (7) Synod assembly will be a Zoom meeting at a cost of \$125 per participant.
- (8) This was a stewardship initiative. There will be new groups forming in 2021.
- (9) Proposal estimates 150 VBS attendees at a registration fee of \$37 each (unchanged from prior years).
- (10) Property expenses have been estimated for 2021 based on the assumption that the building will be closed for a portion of the year.
- (11) The Rocky Mountain Synod Youth Gathering has been cancelled for 2021 due to the pandemic.
- (12) The Youth Service Trip will likely be local in 2021 due to Covid-19 restrictions. Funds raised in 2020 will be utilized to help cover any expenses that may be incurred.