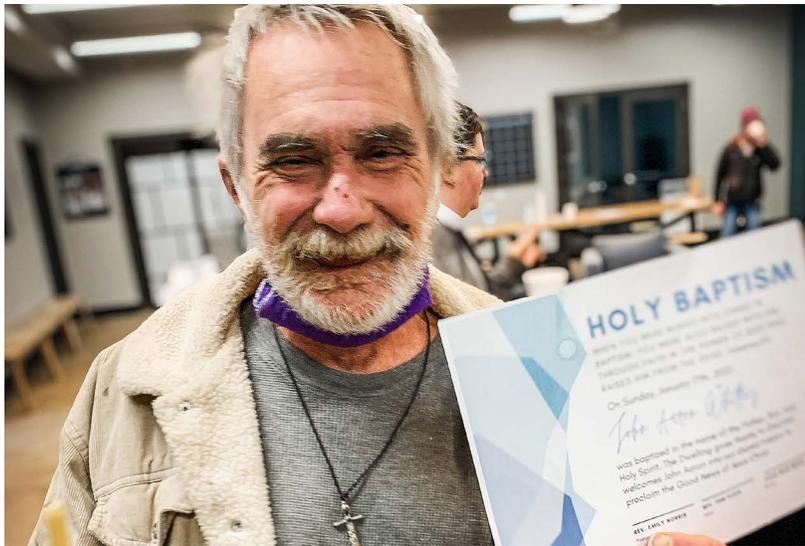


# ANNUAL REPORT

2021



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



## A MESSAGE FROM ELCA PRESIDING BISHOP

*Elizabeth  
Eaton*

Dear friends in Christ,

The last year has been one of adapting and learning. In many places we have seen vibrant and vital ministry spring forth from changes made due to the pandemic. Digital worship opportunities have introduced to our congregations people who may never have walked into one of our buildings. Many congregations have found new ways to invite people to share their generosity through online giving. And many ministries have found just how vital they are as they continue to serve alongside people in their communities.

The first chapter of James, verse 17, reminds us that “Every generous act of giving, with every perfect gift, is from above, coming down from the Father of lights, with whom there is no variation or shadow due to change.” Yes, this has been a season of change, but Scripture also reminds us that we serve a generous, steadfast God.

While we stay rooted in God’s enduring, unchanging promise, God also gives us the gifts of creativity and learning. Across all three expressions of the church we have used those gifts to serve God, love our neighbor and share the good news of Jesus Christ. In this time of change, we have opened our arms wider to meet people where they are, living into the reality that we are not defined or confined by the four walls of our buildings.

Through all this, I am so grateful for your generous sharing of creativity, time, talents and resources. All good gifts do come from God, and we are called to share and use those gifts. We have and will continue to answer that call. There is still much change and learning to come, but God’s steadfast love energizes us for the work God is still doing in the world through this church.

*Elizabeth A. Eaton*

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

“Every generous act of giving, with every perfect gift, is from above, coming down from the Father of lights, with whom there is no variation or shadow due to change.”

# ANNUAL CONGREGATIONAL MEETING

## OPENING LITURGY

### Litany

Today our congregation gathers in prayer and hope to begin another year of ministry. We bring with us the memory of a year like no other, even as we move into a future that we cannot yet imagine. Yet even now, as in every age, God is our refuge and strength. In times of plenty and want, in times of conflict and peace, in times of growing and pruning, we remember:

**God has called us for such a time as this.**

We remember the past year with lament and gratitude. We have lost so much, and so much still feels uncertain. We have also witnessed God's hand at work in new and unexpected ways. We delight at hidden seeds bearing surprising and wonderful fruit. When our own resources fail, when we cannot predict the future, when we must rely on God alone, we remember:

**God has called us for such a time as this.**

We celebrate this moment and the many ways God has held us together as a community. We give thanks for the gift of our church building and the welcome it provides, even as we bless God for the marvel of technology and the new bonds of connection it makes possible. When our bodies need sanctuary, when our minds need expanding, when your grace must transcend our limitations, we remember:

**God has called us for such a time as this.**

We look ahead to the road we will travel together this year. We anticipate and receive with joy the new gifts God's love has planned. We pray for the grace to let go of what has served its holy purpose. When we are trailblazers or followers, when we are seekers or visionaries, when we must walk by faith and not by sight, we remember:

**God has called us for such a time as this.**

And so we pray: Grace our meeting, O God, with the gift of your Holy Spirit: the Spirit who has guided the church from the beginning, the Spirit of our risen Lord Jesus, the Spirit who sends us as healers and restorers of your beloved world. You are the source of our life together. You are the rock and cornerstone.

**You have called us for such a time as this.**

### God of the Fertile Fields

1 God of the fer - tile fields, sha - per of  
 2 We would be stew - ards true, hold - ing in  
 3 As grows the hid - den seed to fruit that  
 4 God of the coun - try - side, dear to the

earth that yields our dai - ly bread: forth from your  
 trust from you all that you give; help us in  
 serves our need, so your reign grows. Let all our  
 Christ who died to make us one: we pledge our

boun - teous hand come gifts your love has planned,  
 love to share, teach us like you to care  
 toil be used, no gift of yours a - bused,  
 lives a - new in faith - ful love to you.

that all in ev - 'ry land be clothed and fed.  
 for peo - ple ev - 'ry - where, that all may live.  
 no hum - ble task re - fused your love be - stows.  
 Guide all we say and do. Your will be done.

*All Creation Sings* #1063

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**O God,  
 you have called your servants  
 to ventures of which we cannot see the ending,  
 by paths as yet untrodden,  
 through perils unknown.  
 Give us faith to go out with good courage,  
 not knowing where we go,  
 but only that your hand is leading us  
 and your love supporting us;  
 through Jesus Christ our Lord.  
 Amen. (ELW, p. 317)**

Change and the need for creativity have become constants over the last year and a half in many aspects of life, including the church. This was the case for **Living Christ Lutheran Church** in Flagstaff, Ariz., even before a global pandemic caused many of us to rethink what it means to be church. Generosity from all three expressions of the ELCA (the churchwide organization, the Grand Canyon Synod and members of Living Christ) helped turn a congregation “on the road out of town, near the mall” into an online presence reaching over 500 people a week from Phoenix to the Philippines. (Read more about Living Christ in the current issue of “**Stories of Faith in Action**” at [ELCA.org/SOFIA](https://www.elca.org/SOFIA).)

Many other congregations have found new ways to connect both when in-person worship was impossible and when congregations began to return to their sanctuaries. Generosity, especially through Mission Support, helped us find and support these new ways of being connected. Early in the pandemic, ELCA Worship launched the “Worship in the Home” webpage, with Scripture, hymn links, prayers and reflections for each

Sunday. These resources were and continue to be used in congregations across the ELCA—even at **Sitka Lutheran Church** in Alaska, whose members printed and hand-delivered “Worship in the Home” resources to fellow members without internet access.

Change and creativity have taught us many things. As Pastor Sandra Rudd of Sitka Lutheran Church noted, “The pandemic was a stark illustration of the fact that the church is not a building. A lot of people say that, but we didn’t fully know it until we didn’t have a building to use. We learned that there are many ways to be connected as the church.” Throughout the pandemic, the ELCA has changed and adapted, doing ministry in new and creative ways, because of the generosity of its members. Even now, you may be gathering in a new way for your annual meeting, to discern how you will steward the gifts shared generously with your congregation to do ministry in your community and beyond. As you have these important conversations, remember that your gifts of time, talent and resources have helped create new spaces beyond our walls and buildings where we continue to worship, serve and love God and each other.

# ANNUAL REPORT

2021

# TOGETHER IN 2021

## The stories we are telling

What are the stories we are telling about our life together as Christ's Church, Better Together, in the Rocky Mountain Synod in 2021? Here are just a few of the stories made possible by your generosity for our partnership in ministry!

### We are telling the story of faithful, resilient, and courageous leaders

Rev. Kelsey Fauser was ordained as pastor at Good Shepherd in Glenwood Springs, Colo., and installed at Grace Lutheran in Colorado Springs, Colo.



- In 2021 we celebrated the ordination of eight pastors and deacons and the installation of 23.
- Throughout the challenges and stress of the pandemic, our rostered ministers have provided exceptional leadership, and our congregations have responded with flexibility and resiliency.
- Our **Excellence in Leadership** program celebrated the graduation of over 40 individuals who invested two years in strengthening their leadership potential.

### We are telling a story of being public church for the life of the world

The reality of the pandemic has not slowed our commitment to being a public church, investing in our ministries of advocacy in New Mexico and Colorado and exploring new initiatives with our neighbors in Utah. Our ministry with refugees and immigrants continues to be a top priority in our synod, made possible by key partners such as Border Servant Corps, Lutheran Family Services Rocky Mountains, Lutheran Immigration and Refugee Services, and Iglesia Luterana Cristo Rey, El Paso, Texas.



**Rocky Mountain Synod**  
**Evangelical Lutheran Church in America**

God's work. Our hands.

Visit [rmselca.org](http://rmselca.org) to sign up for our weekly eConnection email newsletter on the bottom of every page.

### We are telling a story of our commitment to diversity and collaboration

Father QC (Quirino Cornejo) is an Episcopal priest who has been serving as pastoral leader for our ELCA Cristo Rey–Latino Ministry in West Denver, Colo. In 2021 he began a shared position as Minister for Multicultural Witness on the bishop's staff of both the Episcopal Church in Colorado and the Rocky Mountain Synod.

The congregation of Cristo Rey is now served weekly by Pastoral Associate Margarita Reyes, who will be entering the ELCA's TEEM Program (Theological Education for Emerging Ministries) on her journey to ordination as a pastor.



Confirmation and First Communion Service at Cristo Rey, Denver, Colo.



Margarita Reyes serves as Pastoral Associate for the people of Cristo Rey, Denver, Colo.

Under the leadership of Rev. Barbara Berry-Bailey, pastor of St. Paul Lutheran Church, Denver, Colo., and Special Assistant to the Bishop for Diversity, Equity and Inclusion, the RMS Synod Council participated in this year's White Privilege Conference and engaged in the Intercultural Development Inventory as steps to expanding awareness of systemic racism in the church.



THE WHITE PRIVILEGE CONFERENCE

What are the stories you are telling in your ministry context about 2021? We'd love to hear them! Email your stories to [kmueller@rmselca.org](mailto:kmueller@rmselca.org)

**OUR MISSION: together we proclaim and embody God's unconditional love for the sake of the world!**

Deacon Mandy Gardner was ordained and installed at Christ the King Lutheran in Durango, Colo. She joins Pastor Tim Orłowski in serving the congregation and community.



## We are telling a story of adaptability

Like most congregations, our life together as the Rocky Mountain Synod was framed by the reality of “hybrid” and “ZOOM” in 2021. We conducted our second entirely online Synod assembly, electing Ruth Hoffman, Santa Fe, N.M., as our new Vice President. Our technology has kept us connected despite our distances and the impacts of COVID.



The ordination of Rev. Stephen Helmreich at Peace Lutheran in Las Cruces, N.M., was a hybrid worship that involved only a handful of people in person but included participants from around the synod and nation. Pastor Helmreich serves the people of Trinity Lutheran in Hobbs, N.M.

## We are telling a story of recalibration in the bishop’s office

This year marked major recalibrations of the RMS Office of the Bishop staff, designed to enhance our life together as we accompany our congregations, rostered ministers, and synod partners.

## We are telling a story of gratitude

- for God’s faithfulness in uncertain times.
- for YOUR investment in our life as Christ’s Church.
- for the Spirit’s promised future.



awaken racial justice  
grow in generosity  
renew our spirit  
equip resilient leaders  
gather in harmony

*With gratitude for gifts of over \$1 million*

## We are telling a story of incredible generosity!

Generosity abounds in our synod! In addition to the many ways our congregations and members already invest in our life together, over 100 individuals and several congregations (so far) have gone above and beyond to help us raise over one million dollars in Phase One of our Better Together: Next Faithful Step Campaign. We are now kicking off Phase Two to complete our \$1.57 million campaign in support of our commitment to racial justice and four key ministry initiatives:

- **Educate, Equip, Enact (3E)**
- **Messiah Mountain Retreat Center**
- **Excellence in Leadership**
- **RMS Lutheran Center**

We invite congregations and individuals to join us in being a church that is moving into the future boldly and creatively. Learn more and watch videos at [www.rmselca.org/next-faithful-step](http://www.rmselca.org/next-faithful-step).

## We are telling a story of Church Becoming

During their pastoral transition, the people of Holy Love, Aurora, Colo., began to explore their future in new ways. After further discernment with Pastor Dana Peterson, Director for Evangelical Mission, the congregation became the first in our synod to call a pastor with an intentional focus on Vital Right- Shaped Ministry (VRSM). Pastor Brittany Barley-Kooi began her call in August. There are now nearly 20 congregations engaged in some aspect of VRSM.



# 2022 RMS COMPREHENSIVE FISCAL PLAN

USES OF FUNDING = \$4,052,536\*

## GENEROSITY

\$404,266

**We invite, encourage, and express gratitude for all investment in our shared witness and work.**

Carried out through the 3E Lilly Grant, development ministry, and the Next Faithful Step--Better Together Campaign.

## LEADERSHIP

\$373,160

**We grow together in courage, resiliency, and faith as ministers, congregations, and a synod.**

Carried out through our transition ministry, Excellence in Leadership program, and candidacy ministry.

## MISSION SUPPORT SHARE TO ELCA CHURCHWIDE

\$1,045,000

Of the \$2,200,000 anticipated in congregational Mission Support, 47½%, or \$1,045,000, will be shared to provide for ELCA Churchwide Ministries, joining with Mission Support from 64 other synods.

## COLLABORATION

\$532,216

**We engage in ministry as Christ's church, better together, for the sake of the world.**

Carried out through our ministries of Advocacy and Public Church, the work of our Hunger Network, our commitment to diversity, equity, and inclusion, and the ministry of our Lutheran Center gathering place.

## INNOVATION

\$403,350

**We invite a spirit of church becoming as we are shaped to be a vital and future church.**

Carried out through our Evangelical Mission ministry, accompanying congregations in renewal through Vital Right-Shaped Ministry, and through our multicultural mission.

## IDENTITY

\$1,294,544

**We claim our church's particular gifts of the Spirit in proclaiming and embodying God's love.**

Carried out through our ministries of faith formation, campus ministry, outdoor ministry, Messiah Mountain Retreat Center, and Office of the Bishop administration.

**\*All figures are preliminary and may be revised by Synod Council prior to the start of the fiscal year, which begins on February 1, 2022.**



**Rocky Mountain Synod**  
**Evangelical Lutheran Church in America**  
God's work. Our hands.

# 2022 RMS COMPREHENSIVE FISCAL PLAN

SOURCES OF FUNDING = \$4,052,536\*

## RMS Next Faithful Step Campaign

We have completed our First Step goal of the campaign. We now continue the Next Step of our \$1.57 million campaign. In 2022, we expect to spend \$535,000 as we carry out the campaign initiatives.

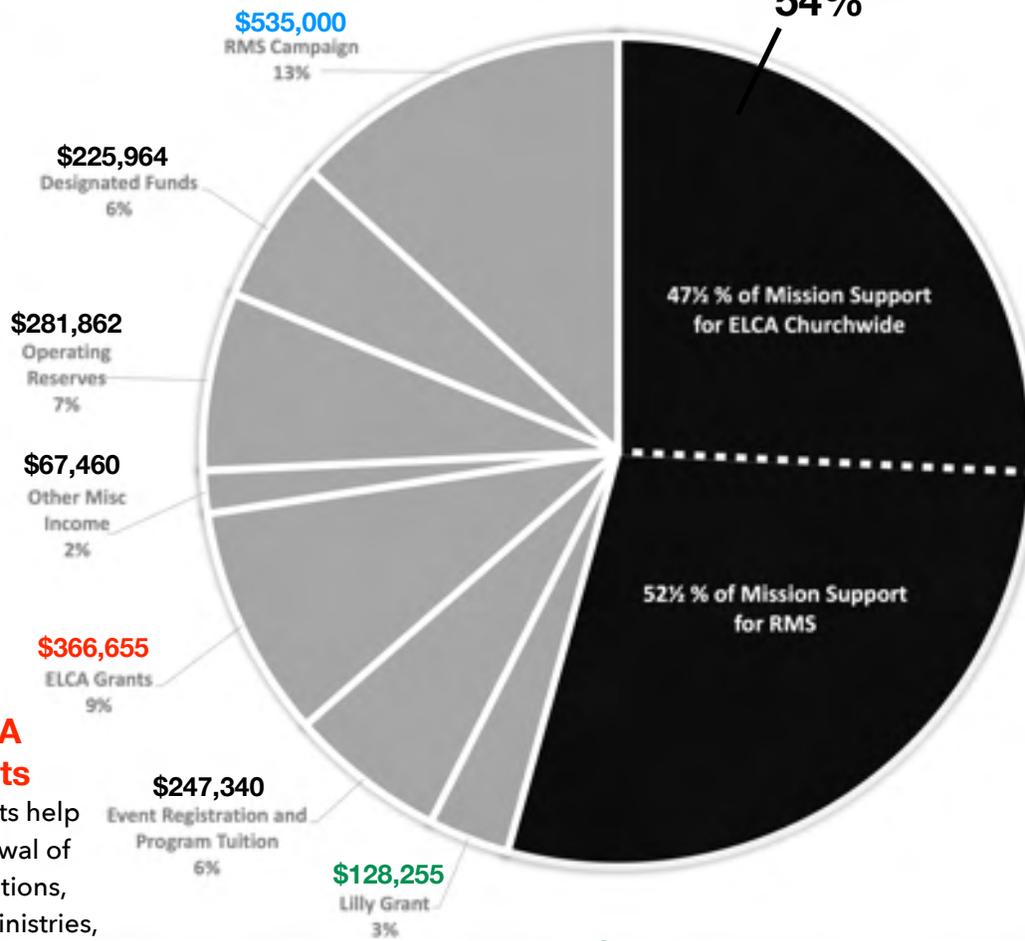
**\$2,200,000**  
**Mission Support**  
**from**  
**Congregations**  
**54%**

The Rocky Mountain Synod anticipates receiving \$2,200,000 from congregations-- with gratitude and thanksgiving for all of the ways that we are Church Together!

Of that total, 47½ %, or \$1,045,000, will be shared to provide for ELCA Churchwide Ministries.

The other 52½ %, or \$1,155,000, funds RMS Ministries, comprising 54% of our comprehensive income. Other income sources are depicted in the pie chart.

**\*All figures are preliminary and may be revised by Synod Council prior to the start of the fiscal year, which begins on February 1, 2022.**



## ELCA Grants

ELCA grants help fund renewal of congregations, advocacy ministries, campus ministries, and our Director for Evangelical Mission.

We anticipate \$366,655 in 2022 grants.

## 3E Lilly Grant

The Rocky Mountain Synod has been privileged to receive a series of grants from the Lilly Foundation in support of addressing financial challenges of rostered ministers and strengthening the financial life and stewardship of congregations. In 2022 over \$125,000 will support these ministries,.



**Rocky Mountain Synod**  
**Evangelical Lutheran Church in America**  
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# 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 6, 2022

**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*

*2022 Rocky Mountain Synod Assembly Voting Members*

*2022 Nominating Committee*

*Thank you to outgoing Council Members*

REPORTS

*Report of Lead Pastor*

*Report of Associate Pastor*

*Reports of Staff Members*

*Reports of Ministry Teams*

*Transition Report (Courageous Conversations Summary)*

*Report of Cross of Christ Preschool / Kindergarten*

*Report of Cross of Christ Music Academy*

DISCUSSION AND ADOPTION OF 2022 MISSION SPENDING PLAN

NEW BUSINESS

*Called to More Approval*

CLOSING PRAYER AND ADJOURNMENT

Cross of Christ Congregational Meeting  
February 7, 2021

**Minutes**

**Number of Attendees:** By Zoom: 82 (initially; 108 total) There is a quorum.

**Call to Order:** Ryan Sevier, Congregation President, called the meeting to order via Zoom at 11:30 AM.

**Opening Devotion:** Pastor Kathy and numerous members responsively; Andy Halladay music

**Ryan Sevier explained processes for the meeting via Zoom.**

**Secretary's Report and Approval of the Minutes**

Annual Meeting February 2, 2020

*Alan Thompson moved and Erol Morey seconded approval of the minutes. Motion passed.*

**Nominating Team Report & Elections**

*The Nominating Team moved to elect the following slate of Council members, RMS Assembly and Nominating Committee.*

**Council:**

Vice President (2 year term) - Lisa Dietz (2nd year of term as President)  
Secretary (2 year term) - Mary Peck  
At Large (2 year term) - Julie Nunns, Vijay Permeswaran, Bill Carlisle  
Youth Representative (1 yr term) - Lauren Elvington

**2021 Rocky Mountain Synod Assembly Lay Voting Members**

Scott Elvington  
Sandy Elvington  
Lauren Elvington (youth rep)

**2021 Nominating Committee**

Kathleen Briscoe  
Jerry Jagers

*From the floor, Robbie Flowers nominated and Julie Nunns seconded nominating Paula Burky for Nominating Committee. Paula accepted. Rod Carter moved and Frank Carau seconded to divide the question to vote for the nominating committee separate from the others. Dividing the question passed unanimously. The motion for approval of all nominees for Council and RMS Lay Voting members passed. Those elected to the Nominating Committee were Kathleen Briscoe and Jerry Jagers.*

## **Recognition of Outgoing Council Members**

Pastor Kathy recognized and thanked the following outgoing Council members for their service:

Ryan Sevier (Vice President and President)

Rod Carter (Secretary)

Kay Landers, Kerri Kraft, Mary Ellen Steele (Members-at-Large)

Nathan Craft (Youth Representative)

## **Church Reports**

Amy Pallas presented a video of 2020 in the life of Cross of Christ.

*Frank Carau moved and Rob Dittmer seconded acceptance of the Reports with the exception of the financials. Motion passed.*

- ❖ Annual Report
- ❖ Report of Lead Pastor:
- ❖ Reports of Staff Members
- ❖ Reports of Ministry Teams

## **Adoption of 2021 Mission Spending Plan**

>Ratification of the Payroll Protection Program

*Rod Carter moved and Nick Hofer seconded ratification of CCLC participation in the Payroll Protection Program. Grover Sanderson moved to amend the motion to direct the church to pay back the money to the US government. The amendment was defeated. The original motion passed (89 Yea, 3 Nay, 1 Abstention)*

>Approval of the Mission Spending Plan

*Church Council moved approval of the 2021 Spending Plan as distributed Lance Zietlow moved and Paula Burky seconded to amend the distributed proposed budget to increase the Congregational Life Coordinator salary by \$2674 with a commensurate decrease in the technology budget. Motion to amend passed. Motion to accept the amended Mission Spending Plan for 2021 passed unanimously.*

## **New Business**

There was no New Business.

## **Closing Prayer and Adjournment**

Cross of Christ Congregational Meeting  
September 12, 2021  
Congregational Meeting and Vote for Term Pastor Call and Compensation

**Minutes**

*59 people in attendance*

*Nikki, Tate and Stella Leverone, Sheila Fritze joined the meeting via Zoom*

- Dawn Miller called the meeting to order at 12:29 p.m. and declared a quorum had been met and that the meeting would proceed.
- Pastor Kathy said an opening prayer.
- Dawn shared a first [slide](#) and read the purpose of the meeting: “To vote on calling Aly Kohlmeyer for a one year term call and the compensation package that council approved.”
- Dawn presented a second [slide](#) with short bio info for Aly Kohlmeyer.
- Dawn shared a third [slide](#) with compensation and benefits information.
- Frank Carau moved to approve the one-year term call and compensation for Aly Kohlmeyer. Jim Osenkowski seconded the motion.
- Discussion
  - Ed Painz asked for clarification on the benefits of the package.
- Dawn called to question; Lance and Paul passed out ballots.
- Ed asked if the compensation balance is coming from the former associate pastor’s salary; Dawn confirmed that it is.
- Tom Van Akkeren asked when Aly will start if confirmed and Dawn answered that her first day would be Sept. 22.
- Votes were counted by Lauren, Frank and Bill.
- While the votes were being counted, Dawn put a call out for worship and congregational volunteers.
- Dawn received and read the final vote count: 58 yes votes, 1 no vote.
- Pastor Kathy said a closing prayer. Following the prayer she said that Aly will start on Sept. 22 and that her installation will be October 3 at 11:15 a.m. service
- Dawn closed the meeting at 12:44 p.m.

<b>Membership Statistics - 2021</b>		
	<b>Baptized Total Membership</b>	<b>Confirmed Confirmation age and above</b>
Membership, end of 2020	1543	1050
<b>Members received during 2021:</b>		
By Baptism: children (15 years old and younger)	4	
By Baptism: adult	0	
By affirmation of faith	0	
By transfer	28	20
<b>Total members received this year</b>	<b>32</b>	<b>20</b>
Baptized youth, <i>already part of membership count</i> , confirmed in 2021		11
<b>Sub-Total Baptized and Confirmed Columns</b>	<b>32</b>	<b>31</b>
<b>Members removed during 2021:</b>		
By death	5	5
By transfer	21	15
Moved	20	16
For other reasons	31	23
Removed due to Inactivity*	69	54
<i>*According to the Church Constitution &amp; Bylaws, members shall be removed from the roles due to inactivity.</i>		
<b>Total members removed this year.</b>	<b>146</b>	<b>113</b>
<i>*Using a more active database through Breeze, we found there is a discrepancy between our membership numbers in previous years and our current membership numbers. It is important to have as accurate numbers as possible and we are confident through our new database that these numbers are more true.</i>		
<b>Membership Adjustment</b>	557	209
<b>Membership end of 2021</b>	<b>872</b>	<b>759</b>
<i>Of the Total membership of 872 we find 668 of these to be active members in our community.</i>		
<i>There are 20 Long Term Guests (These are people who have been active in our congregation for many years but have not officially become members.</i>		

## **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 2022, 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**

Adam Dittmer

Katie Fauvelle

Kathleen Briscoe

Jerry Jagers

Lauren Elvington, Council

Ross Hoskins, Council

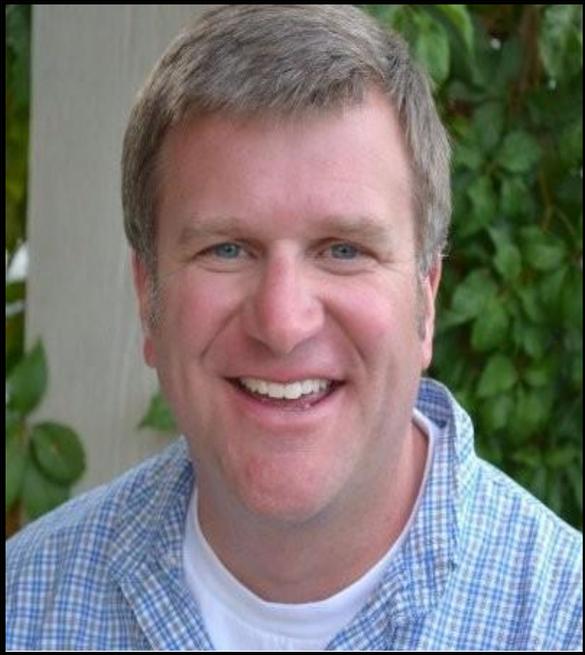
Pastor Kathleen Armstrong

**Cross of Christ Lutheran Church**  
**Sample 2022 Election Ballot**  
Submitted by the 2021 Nominating Committee

<b>Council Vice President</b> (2 year term): 2 <sup>nd</sup> year as <b>Council President</b>	Chris Rauh
<b>Council Treasurer</b> (2 year term):	John Finamore
<b>Council at Large</b> (2 year term): (Vote for four)	Sheila Abdel Dave Babcock Jeff Hoornaert Lisa Kassel
<b>Youth Council Representative</b> (1 year term):	Alex Brown
<b>2022 Rocky Mountain Synod Assembly Lay Voting Members:</b>	Frank Carau Linda Carau
<b>New 2022 Nominating Committee members</b> (2 year term): (Vote for two)	Paula Burky Chris Kassel

## **Chris Rauh**

**Position:** President Elect



I am a lifetime Lutheran who was born and raised in Edmond, OK. I attended Oklahoma State University and after school moved to Irvine, CA where I met my wife Eetung. We were married in 2000 and were members of Good Shepherd Lutheran in Irvine, CA. Our son William was born in 2006 and we moved to Broomfield in 2008 where our daughter, Madeleine was born in 2010. I have worked in software as an engineer for over 25 years and currently work for Marsh & McLennan Companies.

In my spare time I enjoy everything outdoors; camping, fishing, skiing, hiking, backpacking, bicycling, off-roading as well as some home improvement projects from time to time. Our family skis frequently and loves to explore new places. We love to visit national parks with more recent trips to Grand Tetons NP, Roosevelt NP and Badlands NP. I am also an Assistant Scoutmaster with Troop 17 chartered here at Cross of Christ.

I look forward to helping the church continue the transition through the recent changes. Every church I have been a member of has experienced transition. In all cases, it is the church members who bring me back every Sunday, and Cross of Christ is no exception. I believe we as Cross of Christ Lutheran Church can continue to not only grow each other, but also furthering our outreach into the community to show everyone how God's love can grow inside us.

## **John Finamore**

**Position:** Treasurer



I am John Finamore, I am a Colorado native. Born and grew up in Denver and moved to Broomfield in 2003. Married to my wife, Debbie for 30 years. We have three daughters, Talia (27), Lauren (24), and Caitlyn (21). I am a Certified Public Accountant. I currently work for the City and County of Denver Pension Plan for 12 years as accountant after working for the city as an auditor for 22 years.

We have been a member of Cross of Christ since 2005. We enjoy camping, fishing, hiking, snowshoeing, and travel. This will be my second stint as treasurer at Cross of Christ. I have also served on the CCLC finance team for the last 8 years. I also served as Treasurer at Atonement Lutheran Church in Lakewood.

Serving in this role allows me to connect better with the church and the mission we are called to serve. I see this as an opportunity to help stabilize the church through the various changes and the pandemic.

## Sheila Abdel

**Position:** Council-at-Large



I became a member of CCLC in 2000. My two daughters, (Katie and Christine) were both confirmed at CCLC, and Christine was also baptized here. CCLC has been a wonderful fit for my family, and we have all volunteered at different times/events through the years. Whether on committees, fundraisers, attending the nursery, Vacation Bible School, Growing Home, Sunday School, etc.... we have assisted with CCLC and doing so has also helped us.

I have been a “Stay at Home” Mom since shortly after Katie was born. Before that I worked as a Business Manager for a Construction/Telecommunications Company for just over 20 years. With them, I lived in Chicago, Manhattan, several cities in New Jersey and Florida, Atlanta, Mclean (Virginia), Paris and Brussels, but I was born on Offutt Air Force Base in Omaha, NE.

CCLC has enriched my family through showing us “Good Works” do pay off. CCLC has given us the opportunities to change people’s lives whether in person (Growing Home, Soup for the Homeless, Youth get together to help the Community at large) or donations and gifts (Backpacks, Giving Trees, Thanksgiving baskets, etc) – each opportunity lets you be part of our community and to help in times of need.

I wish to serve on the Council for the same reason. To Serve, To Connect, To Enrich myself and the Community. I do not have a big vision for CCLC – my “vision” is pretty much the same as CCLC has always been. To continue to serve and find new ways to do that in ways that it touches everyone. To make CCLC strong, both financially and spiritually for members young to old, new or established. And to keep reaching out to spread the word of God through thought, word and deed.

## **Dave Babcock**

**Position:** Council-at-Large



I was born and raised in Broomfield, attended and was confirmed at Lutheran Church of Hope. My wife Kisha and I have been members of Cross of Christ since 2004. We have three wonderful children, Izzabella (14), Jaxon (12) and Tyler (7). All three are active with sports which keep our weeknights and weekends busy with softball and baseball tournaments, football and basketball games. I joined Zoom in June of 2021 as a Technical Account Manager, before that, at Poly as a video infrastructure Project Manager for about 18 years. I enjoy doing anything with my hands including woodworking, drawing and painting and decorating birthday cakes for our kids. I also love hitting the ski slopes with my kids and fly fishing a lazy river when I get the opportunity.

Growing up, my parents were always active volunteers at Lutheran Church of Hope. My dad (Doug) served on church council at Hope for multiple years and enjoyed being an usher. My mom (Vaneta) was a choir member and regularly volunteered as an assisting minister. They showed me what it means to not only give of their time, but also be an active participant in the direction of the church. I would like to follow in their example and contribute however I can.

My faith is strengthened everytime I hear "all are invited, all are welcome." I firmly believe this is what God calls us to do in all aspects of our lives and will continue to be the foundation of our mission at Cross of Christ. I want others to come and share everything my family has experienced at Cross of Christ. The welcoming and acceptance, learning through Sunday school and confirmation, and hearing of God's grace and forgiveness through worship.

## Jeff Hoornaert

**Position:** Council-at-Large



Hi, I am Jeff Hoornaert. My family and I have been members of CCLC since 2018 when we moved to Colorado from Chicago. My wife Heather and my son Jackson live in Arvada with our dog Gus and our cat James. I work at Craig Hospital as a clinical pharmacist. In my free time we enjoy spending time in the mountains, hiking and camping. I also enjoy reading books on history and biographies.

I feel very lucky to be able to serve on the church council. The reason that we as a family love Cross of Christ (other than the great people) is the wonderful program for kids. As a member of the council I would hope to be able to grow that program even more. I know that my son is

getting to know and learn about Jesus in so many fun and exciting ways and these children are the future of our church.

## **Lisa Kassel**

**Position:** Council-at-Large



Hello, my name is Lisa Kassel. My husband, Chris Kassel, and I were first introduced to Cross of Christ Lutheran Church through Pastor Keith Prekker. He came to Chris' home, knocked on the door, introduced himself and asked if we would like to attend a Sunday service at CCLC. Chris was raised in a home that worshiped at a Missouri Synod church, and I attended a United Methodist Church. Chris and I had been searching for a church community that would be sensitive to both of our religious backgrounds, and faiths.

Cross of Christ has been the perfect fit for both of us and our families. We have been members since 1997. Chris and I have two daughters Sarah (age 19) and Anna (age 16). We have worshiped together here at Cross of Christ, and the girls have been involved in the many dynamic youth opportunities offered at Cross of Christ.

I am a registered nurse and work in the operating room at a day surgery center. I enjoy taking care of our family, home, dog, reading, and walking in nature. I want to serve on council because of my past perspective of CCLC and to help in the process of determining our future during this unprecedented time. Thank you, and I appreciate this opportunity to serve our CCLC community.

## Alex Brown

**Position:** Youth Representative



I was born and raised in Arvada Colorado. I am a junior at Ralston Valley High School. My parents have been members of Cross of Christ since 2008. I officially became a member of the church in 2019 when I was confirmed. I have 4 people in my household, me, my parents, and my brother. But I have a very large extended family on both sides. I work at Dick's Sporting Goods Store from November 2021 to the present (at Flatirons, so please come visit me). My biggest hobby is golf, but I also love to cook, ski, and to grow my sock collection.

I want to serve on the Church Council to help the youth specifically grow through this time of transition.

My vision for Cross of Christ is to be in a stable place staff-wise to help bring some of the congregation back into the sanctuary. I think God is calling the congregation to push through the time of transition to be together as a church. I think God wants us to face this as one church.

## Lead Pastor Report

*“Do not remember the former things,  
or consider the things of old.  
I am about to do a new thing;  
now it springs forth, do you not perceive it?  
I will make a way in the wilderness  
and rivers in the desert.”*

Isaiah 43: 18 – 19

I will admit that I have never been a big fan of poetry. I have tried and tried to read the classics and find meaning in my life from the occasional prose, but it has never clicked for me. However, I find of late that I have become a big fan of Amanda Gorman. Ms. Gorman wrote a beautiful poem for the Inauguration event last year and this year she created a new poem entitled, “New Day’s Lyric”. Here is a selection:

*“May this be the day  
We come together.  
Mourning, we come to mend,  
Withered, we come to weather;  
Torn, we come to tend,  
Battered, we come to better.  
Tethered by this year of yearning,  
We are learning  
That though we weren’t ready for this,  
We have been readied by it.  
We steadily vow that no matter  
How we are weighed down,  
We must always pave a way forward.*

*This hope is our door, our portal.  
Even if we never get back to normal,  
Someday we can venture beyond it,  
To leave the known and take the first steps.  
So let us not return to what was normal,  
But reach toward what is next...”*

Two thousand years ago, I am sure Ms. Gorman would find her art in the Psalms as a message of hope for a new day. We recognize that the last two years have been ones we would not want to relive, but also years that are a part of our narrative going forward. We cannot ever close the book on what we have all experienced and keep experiencing, pretending that it didn’t happen. For all that history is now a part of who we are, so what choice do we have, but to embrace the old and create something new. To mend what we mourn, to weather what is withered, to tend to what we are tethered to. For we learn from all that we have yearned and it is time for a new day, a new year.

The word that summarizes 2021 the best for me is “PIVOT”. When reflecting on 2020, we had to overcome so much. Isolation and quarantine, online work, online school, online church, political and social unrest. We were glad to shut the book on 2020 and look forward to 2021. And 2021 has been better. Vaccines and boosters, church and school re-opening, travel somewhat resuming. But in the back of my mind it is the word screaming everyday, PIVOT! PIVOT! PIVOT!. 2021 has been a year of pivoting, planning to go in one direction and after taking two or three steps, having to stop, pivot, and go in a completely different direction.

This has been difficult to navigate as a church, as families, and as a community. But it also has helped us to see things in a new way. We have had to do some self discovery on our own and as a community of faith. And there is still work to be done, but be assured we are doing okay. When we are able to pivot, we are given the opportunity to re-created something that has the foundation to be beautiful and new. Yes, that has been difficult and challenging at times this year. We have had staff transitions, we have had to say good-bye to long time members and friends, and there are still some who are in the “wait and see” mode. It has been a painful year for so many, but it also has been a year of joy. Because with each pivot, we have made strides as a community of faith that has made us stronger.

We continue to make a difference in our community and the world. Here are just a FEW things we have done as church through your generosity and your faith in one another:

- Offer safe parking to those struggling with homelessness.
- Offer meals to those who are lonely or struggle with food security.
- Make sure every home has a Bible to read and explore with their families.
- Offered over 120 kids in our community a fun and life giving week of Vacation Bible School.
- Gave all generations a chance to do service together, to pray together, and to learn together through God’s Work Our Hands, Prayer Buddies, and Mentoring in our Confirmation program.
- Created over 6 faith chests that are given to baptismal families as their child starts their faith journey.
- Made dozens and dozens prayer shawls and comfort cloths that were given to children and adults in need of love.
- Made camp blankets and handkerchiefs for the 48 students that attended Rainbow Trail Lutheran Camp.
- Continue to add to our library for individuals and families to grow their faith.
- Offer Scholarships to 8 college students attending Lutheran Colleges.
- Sent 4 High Schools and 8 Junior High Students to Rainbow Trail Retreats in the Fall.
- Continue to grow our confirmation program with fun activities, creative learning opportunities, and worship. We have over 37 students and 6 small group guides that gather on Wednesday nights.
- Support our summer service trip for 2022 with 14 students and 3 adults headed to Appalachia this coming summer.
- Provided tablets for homebound members without technology so they may watch our online worship service.
- Redesigned our narthex space to provide a welcoming atmosphere for guests.
- Held two new member orientations and welcomed 12 families into our congregation.
- Continue to create meaningful and beautiful worship services in person and live stream – in 2021 we went from all online, to parking lot worships, to in person and live streaming worship. We continue to make gathering together on Sunday morning a priority as it is the center of our faith life together.
- Create wonderful music with Soli Dei Choir, Proclaim, and special music from our talented members.
- Provide a space for community groups to meet: AA, Boy Scouts, Girl Scouts, Musical Ensembles, Coin Clubs, and Korean Life Church.

- Support and Partner with the Cross of Christ Preschool / Kindergarten and the Cross of Christ Music Academy.
- Provided grief packets for 31 families.
- Sent out yard signs and passed them around to almost every member to remind them that they are part of this community and loved.
- Provided Lenten / Advent and monthly devotions to members and guests.
- Provided Home Communion and Pastoral Care to our homebound members.

These are only some of the ministries that Cross of Christ and all of you provided this last year. Our ministries never stopped, only pivoted in a new direction. But one of the greatest achievements this last year is creating a team of professionals that radiate positivity, passion, creativity, and love for this church. We are grateful for our staff that have come together and are building on the foundation that lays true for this congregation.

Aly Kohlmeyer, Associate Pastor

Jessica Wanecek, Office Administrator

Megan Mellentien, Director of Music Ministry

Marilyn Koppurud, Accompanist and Interim Director of Music Ministry

Kathy Pierce, Interim Proclaim Leader

Amy Pallas, Director of Children's Ministry

Natalie Flowers, Director of Vacation Bible School

Whitney Gillies, Director of Community and Culture

Nikki Leverone, Financial Secretary

Amy Goodmanson, Executive Director of Preschool & Kindergarten

Kathleen Briscoe, Interim Director of Cross of Christ Music Academy

Special Thanks to:

Ed Painz, Volunteer Property Team Manager and Chair, et. al.

Carrol Sorenson, Volunteer Office Administrator Helper (Does whatever needs done!)

Here is the ending to Ms. Gorman's New Years Poem:

*For when you honor yesterday,  
 Tomorrow ye will find.  
 Know what we've fought  
 Need not be forgot nor for none.  
 It defines us, binds us as one,  
 Come over, join this day just begun.  
 For wherever we come together,  
 We will forever overcome.*

The church is not a place that stays still and comfortable. Change is difficult but change always comes, and we always have to be willing to Pivot. But change helps us figure out as a church “who we are” and “what we are about.” I think 2021 has helped us know that we are much more than who we thought we were. We are a strong community of faith, who supports our staff and our church. We are a strong community of faith that serves our community outside our walls. We are a strong community of faith that knows that worshiping together is vital to growth and relationships, that singing together and learning together helps us to build a foundation that will not crack under strife or conflict.

2022 will have challenges ahead for us, especially financially. But what we have learned over the last two years is that we are good at pivoting, to see things in a different way, that we are not afraid to try new ways of doing things, and know that with each pivot, our foundation becomes stronger.

I want to leave you with this word of hope from Romans 15:13,

*“May the God of hope fill you with all joy and peace in believing,  
so that you may abound in hope by the power of the Holy Spirit.”*

Pastor Kathleen Armstrong  
Lead Pastor

## **Associate Pastor Report (Term Call)**

*I am the LORD, I have called you in righteousness,  
I have taken you by the hand and kept you;  
I have given you as a covenant to the people,  
a light to the nations...  
Isaiah 42:6*

When I was a young girl, I learned a hymn at my Lutheran school called, “*Lord, Take My Hand and Lead Me.*” The second verse of this song says, “*Lord, when the tempest rages, I need not fear; for you, the Rock of Ages, are always near. Close by your side abiding, I fear no foe, for when your hand is guiding, in peace I go.*” These words are comforting as we continue to navigate life in a world that has shifted. As this congregation has experienced transition, and I have experienced transition in becoming an ordained pastor, it is assuring to be reminded by both Isaiah and this hymn writer that God takes us by the hand and leads us through the unknowns, reminding us to trust in God’s promise, God’s presence, and God’s leading. This is how the following areas of ministry have been trying to live into that kind of trust:

### **Youth**

On my first day at CCLC, Pastor Kathy led a meeting of parents and youth to discuss what the fall might look like for youth in terms of activities and gatherings. There was really great energy among both parents and youth as we planned for the fall. We had some great events including a movie night, a family fall event at Anderson Farms, a trip to CSU Lutheran Campus ministry, an Escape Room event, a drop and shop outreach event, and a game night. Collaborative work between parents and staff helped many of these events happen. Sunday morning Youth Café took place throughout September, October and the first part of November thanks to the creative leadership and generous investment of Shelby Headrick and Teri Connolly. Overall, our hope has been to offer spaces for our youth to reconnect after a period of not meeting in person. Moving forward, we hope to continue to grow in recognizing the ways our foundation of faith is part of who we are and how we live our everyday lives.

Confirmation ministry is off to a wonderful start this fall, with nearly 40 middle school youth participating in our year of walking through the Bible together. This fall we focused on an Old Testament overview. Our Wednesday nights have included games, worship, lessons, and small group time. Once a month, we offer a pizza dinner. As pastors, we have partnered together well and are thankful for the small group leadership from Sean Connolly, Mindy Paddock, Paul Kunz, Megan Walker, Tanya Holmes, Juli Szabo, and Katy Gryboski. In January, we begin looking at the New Testament. During Lent, students will focus on time with their mentors. We will come back together for class in the spring. This is a wonderful area of ministry at Cross of Christ-truly a place where we trust God is taking our hands and leading us.

### **Outreach**

The Outreach Team gathered in December to discuss the various outreach opportunities that are currently happening at CCLC. This well-attended meeting reflected a continued interest and investment in the ways we can connect as a congregation to the needs of those in our community and beyond. There are great opportunities for more people to get involved and for more connections to happen within groups in the church, as well as connections to the work of other faith communities and non-profit organizations. This is an area of ministry where God is taking our hands and leading us to service and care for our neighbors. For more specific information on the work of the Outreach Team, please see the Outreach Team report.

### **Adult Education**

In December, a talented and idea-generating group of adults from CCLC met to discuss forming a lay-led foundation for adult education that focuses on offering diverse opportunities to grow and learn in our faith together. There are great ideas and thoughts in how to best create stability, consistency, and quality opportunities for adult faith formation. There will be new opportunities for learning and growth in the months to come. This is an area where we believe God is taking our hands and leading us into new possibilities.

### **Pastoral Care and Worship Leadership**

There are many people in this community of faith who connect to the life of this congregation through home visits and home communion. Pastor Kathy and I have tried to connect with nearly 25 households where we could offer pastoral care and home communion this fall. In early 2022, we look forward to restarting in-home communion with lay volunteers. In partnership with Whitney Gillies, we are able to communicate well to learn of pastoral care needs as they arise.

Planning and leading worship has been a generative team effort among staff and our Worship and Music team. In a time where we continue to offer hybrid worship opportunities, we pray our collaborative efforts will foster meaningful worship, space for deepening faith, and opportunities to shape an identity of who we are as a faith community as we worship together.

### **Overall**

There remains uncertainty around this pandemic receding and who we are as we emerge from seismic shifts in our nations, culture, communities, and within our own heads and hearts. In my short time here, I have witnessed a community of people who are taking God's hand with a willingness to enter the uncertainty and unknowns, trusting the Holy Spirit's guiding and nudging along the way. As we enter into these new chapters with some hesitancy, some curiosity, and even some hope, we take the hand of God, trusting that God is leading us, and God will be faithful to God's promises to all.

With gratitude for the opportunity to partner with you in ministry and in the name of Jesus, the Christ I offer you this report from my experience and perspective,

Pastor Aly Kohlmeyer  
Associate Pastor (Term Call)

## **Director of Children's Ministry**

### *Children's Ministry & Adult Faith Formation*

#### **Virtual Children's Faith Formation** *(January - May)*

Children met with me via Zoom on Sunday mornings (PreK to Kindergarten at 8:30 a.m. and 1st grade to 5th grade at 10:15 a.m.) for interactive Bible stories and activities.

#### **Covid19 Resources for Families** *(January - May)*

Provided families with links to financial resources, mental health resources, prayers, and spiritual practices to help navigate the pandemic.

#### **Lent in a Bag** *(March - April)*

Prepared "Lent in a Bag" for families. The activity guide I created, "Experience Lent through the 5 Senses," contained craft supplies and conversation starters to help families explore Lent with children.

#### **Compassion Camp** *(May - August)*

Compassion Camp, which I edited from an Illustrated Ministry resource, allowed families to explore God's word at their own pace throughout the summer.

#### **Vacation Bible School** *(July)*

Assisted Natalie Flowers.

#### **Back to School Blessing** *(August)*

Coordinated with Pastor Kathy and Amy Goodmanson to host a Back to School Blessing for Cross of Christ Preschool and Kindergarten staff, educators throughout the community, and PreK to 12th grade students. Prepared separate Back to School Blessing Bags for educators, youth, elementary, and preschool students containing bag tags, devotionals, vinyl stickers, prayer cards, and more. Organized yard games to welcome Cross of Christ families (preschool *and* church) to in-person worship and faith formation and to encourage re-engagement with each other.

#### **God's Work Our Hands** *(September)*

The Faith Formation Team facilitated service projects including blankets for A Precious Child, treats for Rabbit Rescue House, church grounds maintenance, and rock painting, gift bag preparation and wood chip distribution for Cross of Christ Preschool and Kindergarten. Participants were encouraged to take a break and enjoy a treat from the Sweet Cow ice cream truck.

#### **Kids Connect** *(September - ongoing, Sunday Mornings @ 10:15 a.m.)*

Kids Connect is an opportunity for children in PreK to 5th Grade to build relationships and be nurtured in their faith through games, devotions, scripture, discussions, prayers and activities. This ministry is currently served by 5 alternating volunteers.

#### **Children's Church** *(September - ongoing, Sundays @ 9:00 a.m. worship service during the sermon)*

Children's Church builds children's Biblical literacy through the sharing of scripture, I wonder questions, and illustrating themes in Playdoh, markers & Legos.

**Prayer Buddies** (*October - May*)

23 children (PreK to 5th Grade) were matched with 13 Prayer Buddies (background checked Cross of Christ volunteers). These volunteers pray for the children each week and send monthly postcards to each child. Currently, 8 of the participating children are attending church online only; this ministry will have a special impact on these children.

**Cross of Christ Preschool and Kindergarten Chapel** (*September - ongoing*)

I am coordinating Chapel with Amy Goodmanson, Pastor Kathy, Pastor Aly and the Cross of Christ Preschool and Kindergarten staff to provide students with an opportunity to become comfortable with the sanctuary, familiar with the Bible, at ease with prayer, and understand that God loves them no matter what.

**Children's Ministry Newsletter** (*ongoing*)

The newsletter informs families of Cross of Christ programs and opportunities as well as ways to volunteer and serve.

**Children's Ministry Video Library** (*ongoing*)

I created an online video library for families who are not able to attend Kids Connect in person or who simply want additional resources to use at home. Due to copyright restrictions, I cannot post the library on the website, but the link is posted at the bottom of every Children's Newsletter.

**Worship Bags** (*ongoing*)

The current Take and Keep Worship Bags are created from "left-overs" found when Natalie Flowers and I cleaned out the closets, shed and Together in Faith room. In the near future, I will host a "Worshiping with Children" workshop and reintroduce reusable Worship Bags.

**Grief Kits** (*ongoing*)

Kits containing comfort cloths, picture books, calming cards, faith practices and additional resources are available for families with children who are grieving.

**Library** (*ongoing*)

I am working with Sheila Fritz and Katy Gryboski to expand the children and young adult selections in the church library. Eventually, I will place a book cart in the Kids Connect room to make checking out books easier for families. I will also create book bags around themes like prayer and communion.

**Bible Dedication for Kindergarteners and 3rd Graders** (*December*)

**Cross Generational Adventfest** (*December*)

Christmas cards & gift bags were prepared for res

**Christmas Pageant** (*December*)

Kirsten Shapiro directed this year's Children's Christmas Pageant.

## **Professional Development**

- Meeting monthly with BroBo (Broomfield/Boulder Rocky Mountain Synod Faith Formation Directors)
  - Meeting monthly online with a nationwide, multi-denominational cohort group of Children's Ministry Directors facilitated by pastor and children's author, Amelia Richardson Dress
- 

## **Coming Up**

- Worshipping with Children Workshop
- Reading the Bible with Children Workshop
- Infant & Toddler Ministry
- 5th Grade Ministry

Amy Pallas

Director of Children's Ministry

## **Congregational Life Coordinator (Jan-Aug)**

### **Accomplishments and Notable Events 2021**

- **Caring Ministry**
  - Connected with all members of the caring team: those who make meals for others, drive others, make phone calls, card ministry, run errands, in-home communion, and tablet ministry. Assessed if the caring team members wanted to continue.
  - Continually connected with the caring team as needs arise.
  - Continue with tablet ministry - upload multiple services at a time for those that are homebound.
  - Birthday cards sent for those turning 80+.
  
- **Fellowship and celebratory gatherings**
  - Valentine's Day Party online with games and get-to-know you celebration.
  - Ensure advertisement of Golden Oldies monthly. Advertise in bulletin, newsletter, and in worship with monthly slides.
  - Orchestrated Rockies Faith Day
  - Helped orchestrate the CCLC "Welcome back to Church" Party with the Faith Formation Team and The Director of Children's Ministry.
  - Spring/Fall 2020 and Spring 2021 New Member Gathering (co-created with Evangelism and Congregational Life Ministry Team). Games, food, fellowship, and fun! Over 25 attendees. Created and gave out welcome goodie bags to all new members.
  
- **Spiritual Life**
  - Record daily online devotionals for CCLC facebook page.
  - VBS - Opening and closing, as well as support for VBS.
  - Held role of chair and staff liaison for Evangelism and Congregational Life Ministry Team.
  
- **Communication/Office Support**
  - Weekly newsletter - enhanced attractiveness with use of slides and images
  - Ensure Daktronic up to date and informative
  - Input new members in Breeze, and continuously update as needed.
  - Performed all Congregational Life Coordinator Duties and some Office Administrator Duties due to office administrator vacancy: Newsletter, Daktronic Sign, Birthday Cards, Caring Phone Calls, Guest and New Member engagement, Volunteers.
  - Restarted name tag wearing.
  
- **Background Checks**
  - Completed all necessary background checks for 2020.
  
- **Volunteers**
  - Created newly updated volunteer job descriptions for all worship volunteers.
  - Reorganized the entire kitchen and closet with 4 volunteers (total 30 hours).
  - Creation of SignUp Genius for events.
  - Included working with volunteers to ensure contact tracing during pandemic via tracking of church attendees.

## Director of Community and Culture (Sept - End of Year)

### Accomplishments and Notable Events 2021

- **Caring Ministry**
  - Actively recruit volunteers for caring team.
  - Phone calls made to all of those listed with “No technology” (20 members) to ensure we are sending out items desired in paper format (i.e. newsletter, bulletin, sermon, living lutheran, and devotionals). Inquired about home communion and tablet ministry.
  - Connected with all members of the caring team: those who make meals for others, drive others, make phone calls, card ministry, run errands, in-home communion, and tablet ministry. Assessed if the caring team members wanted to continue. Continually connected with the caring team as needs arise.
  - Continue with tablet ministry - upload multiple services at a time for those that are homebound. Ensuring the uploading and delivery/pickup of tablets when needed.
  
- **Conversations with Courage**
  - Researched questions related to church identity, ways to ensure dialogue, guidelines to ensure productive conversation (feelings of safety and trust), and transformational leadership practices.
  - Co-created Conversations with Courage (with Sandy Elvington, Debbie Kunz, and Tina Ramey).
  - Created an online presentation for the Zoom version of Conversations with Courage.
  - Prepped and co-facilitated 4 two-hour Conversations with Courage and co-recorded on paper all information shared.
  - Created a spreadsheet that compiled the raw data. Created a google slides presentation with summary and next steps.
  - Presented raw data and google slides presentation to staff, council, and Long-Range Planning teams.
  
- **Volunteers**
  - Thank you gathering for those who assisted in the kitchen/closet reorganization.
  - Revamped all worship volunteer job descriptions based on recent shifts and changes.
  - Held training for those interested in volunteering at worship.
  - Initiated gratitude/thank you focus for CCLC staff to share with volunteers.
  - Revamped Ambassador Program: 8 volunteers, ordered Swag, began redesigning and redeveloping brochure and bookmark with Office Administrator. Goal to start Jan 2022.
  
- **Narthex Project**
  - Connected with the entire staff to ensure ideas are heard and incorporated.
  - Budget created.
  - List of needed items researched and created with opportunity for church members to be involved in the achievement of the Narthex project.
  - Thrivent card applied for and received with Pastor Kathy. List of supplies needed shared with CCLC via a sign-up genius. All supplies donated or purchased. Painted cafe wall with a volunteer. Set up a cafe area.

- **Communication Strategy**
  - Changed to guest instead of visitor. Written materials have been changed to “guest.”
  - First line of contact for guests since September. Calling all guests to gauge interest and get to know them. Worked with the Office Administrator to send out all Welcome letters to guests who joined us from August through September.
  - Website orchestration: Partnered with the Director of Children’s Ministry on getting feedback from staff on ideal website. Met with the website support person to ideate around the design and content of the website. Development underway.
  - Enhanced newsletter creativity to include more photos and slides based on verbal congregational feedback.
  - Orchestrate the updating of the design and content of our website with the website support person and the Director of Children’s Ministry (with staff input).
  - Ideation with Evangelism and Congregational Life and Council President around spotlighting various people/teams in our congregation to get to know one another.
  - Ensure Daktronic up to date and informative.

- **Leadership**

- Created a first draft in Dec 2021 for staff and council feedback to gain baseline data on leadership performance, effectiveness, and organizational culture. Potential self-assessment as well. This would entail gaining feedback through a questionnaire and appreciative inquiry methods of Pastor(s) by staff and council, as well as gaining feedback on staff and council experience. No baseline data exists at this point.

Potential expansion to include gaining feedback on volunteer experience, and congregational experience. No baseline data exists at this point.

Purpose #1: Create a pathway of assessment so that we may clearly identify opportunities of growth for our leadership and programs. This is meant to be an exploration of ways in which we can improve, enhance, complement, and strengthen our leadership and practices. Leadership coaching and mentorship to follow based on data obtained.

Purpose #2: Opportunity for improvement in council functionality and communication (if indicated).

- Held role of chair and staff liaison for Evangelism and Congregational Life Ministry Team.

- **New Members**

- Invited, via personalized letter, 24 individuals/families to new member classes.
- Coordinated with Preschool, Children’s Ministry, and CCMA to have them come to speak briefly at the new member classes.
- Taught Oct 10 and Oct 17 New Member classes.
- Engaged with the congregation to be new member sponsors for the 8 new households joining. Paired New Members with Sponsors, and introduced at worship.
- Called all new members and new member sponsors from 2020 and 2021 to learn about them and their interest/needs, as well as to assess if the sponsor wanted to continue.

- **Office Administrator Position**
  - Performed initial interviews of all candidates, and created top 3 candidates to move forward in the hiring process.
  - Co-performed (with Pastor Kathy) 2nd interviews of Top 3 candidates.
  - Provided training to Office Administrator on newsletter and background checks.

**FUTURE ITEMS for the Director of Community and Culture:**

- Finalize pathways for obtaining feedback from staff and council.
- Staff and council retreat support.
- De-siloing pathways and enhancing partnerships across CCLC after obtaining baseline data.
- Breeze re-introduction to update photos and information, and increase its widespread use at Cross of Christ.
- Partner with Pastors and Council on Spiritual Gifts and Talents.
- Finish website with website support person.

## 2021 Vacation Bible School

Vacation Bible School (VBS) at Cross of Christ Lutheran Church (CCLC) was July 19 – 23, 2021 from 9 am – 12 pm each day. We had to make some tough decisions this year in order to have VBS in-person. CCLC Council and I decided to limit our VBS numbers and adhere to COVID Safety guidelines and regulations recommended by the County and CCLC Council. This meant limiting our numbers, not offering VBS to preschool kids, having snacks outdoors, wearing masks during opening and closing, and no parents or guardians in the buildings unless they were volunteers.

We used the same theme as 2020, which was Rocky Railway, with an emphasis that *“Jesus’ Power Pulls Us Through”*. It focused on Rocky Mountain trains and mining, but we were able to expand and adapt the curriculum to learn about Colorado flora and fauna as well. We purchased our curriculum and some supplies in February 2020. To reflect accurate spending we combine our 2020 and 2021 VBS budgets.

We ended up having great success this year with 114 kids attending Rocky Railway and we were blessed with over 100 volunteers! Registration filled in record time, and we had over 40 kids on our waiting list. This year we charged \$37 per participant and offered scholarships to any family who needed assistance and I would recommend this again for 2022. We ended up giving out 1 full scholarship. Because \$37 is an odd number we offered the opportunity for families to ‘round up’ when paying for their child to participate in VBS. This extra money went toward our VBS Service Project.

Our VBS Service Project was a Care Drive Service Project. We collected items and money the first part of the week. Lynn Smith and the Outreach team then helped us purchase the remaining supplies needed and on Friday the kids put together Care Packages for people with the Safe Parking Initiative and Precious Child, and the bigger items or cleaning supplies went to Growing Home. We packed over 120 Care Packages and had over 100 additional larger items to donate to Growing Home. It was a great success and we loved giving back locally!

We budgeted to break even on VBS and to be able to cover all our costs. By budgeting conservatively, getting a lot of donations, and using our resources wisely, we are happy to report that we succeeded in covering all our costs.

We had many blessings this year. Our VBS Decorators were amazing this year and our volunteers were so dedicated! Many thanks go out to everyone that helped! We were also blessed with many donations this year. I set up an Amazon Wish List and several people purchased items from that list. Those items helped put the finishing touches on the train and other decorations and helped keep our VBS costs low.

In 2019 we had about 250 children and learned that was over our capacity in regards to space, expectations of paid staff and ability to recruit adequate volunteers. In 2021 we had about 110 children and learned that was closer to an ideal number. I propose VBS numbers around 150 and offering VBS to kids entering Kindergarten – 5<sup>th</sup> grade. If we would like to offer VBS to preschool children, I propose partnering with the CCLC Preschool. 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.

We look forward to Vacation Bible School in 2022! Feel free to reach out to me for any questions, ideas, or further clarification.

Blessings,  
Natalie Flowers, VBS Coordinator

## **Evangelism and Congregational Life Team**

### **Mission Statement:**

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

### **Summary of 2021:**

1. Reconfigured the Narthex to make it the "Narthex Cafe." Painted the north wall, created a gift list to obtain items through donation, Pastor Kathy applied for a Thrivent card to be able to purchase items. Created more accessibility by adding tables and chairs for after service gatherings. In addition, worked with the property team and pastors to help with having a TV to broadcast current and future happenings.
2. Started a book club for our ministry team to focus on becoming more of a "Volunteer Church". Reviewed chapters of "Abundance" book to focus on what is important.
3. Held "Outside Fellowship" for new members and sponsors by gathering at a local park as a "Get to Know" event and to create more engagement from the beginning of membership.
4. Conducted 2 "New Member" classes and held New Member reception and brunch.
5. Revived and enhanced the Ambassador program to include more of a personalized touch to connect with recent guests to our church. Lined up Ambassadors for moving forward.
6. God's Work, Our Hands-Made fleece blankets and donated to Lutheran Family Services.
7. Conducted worship volunteer training for those who showed interest in volunteering.
8. Started adding small "Bios" in the newsletter as a way of getting to know our members.
9. Started plans for congregational engagement events in 2022 such as "Chili Cook off" in February or March and our annual church picnic to be held later in 2022.
10. Held an online Valentine's party to connect with the congregation during the pandemic.

We consistently shared with our congregation throughout 2021 our vision and mission for our group. We made sure the congregation was aware of what was happening and extended an open invitation to all to join in to create engagement and belonging within our church.

In 2022, the Evangelism and Congregational Life Team will continue to review and implement its Long Range Plan, and communicate God's message to the congregation and the community through events and initiatives that will benefit all involved. The evangelism team will continue to connect with our community as well as our church members through 2022 with the following efforts:

- The tablet ministry will continue with the goal of providing tablets to those in need. The current idea is to upload multiple church services on the tablet at one time, and then deliver these to those in need.
- 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.
- Meet with new members and resume the Ambassador program.

### **Team Members:**

Whitney Gillies, Director of Community and Culture

Linda Carau

Barb Van Akkeren

Kay Landers

Ross Hoskins, Council Liaison

## Faith Formation Team

**Purpose Statement:** SMILE ☺ is the theme for our ministry, we will **Serve** others, **Make** disciples, **Invite** all, **Live** in hope, **Embody** Christ”

**General Information:** This year was filled with some virtual opportunities, community service and finally an in-person celebration. We continued to provide a number of safe in-person activities and community services.

### First Quarter Activities and Services:

- “Parent Award Bags” were made and delivered to all congregational parents.
- A cross-generational painting of flower pots was done and flowers planted. These were delivered to CCLC elderly/shut-ins and to The Legends nursing facility (approx 70 total).
- A Precious Child Diaper and Wipes drive was a huge success and items were delivered to the facility at the end of March.
- Flamingos flew to congregation member’s yards with help from the youth.
- Youth room updated and organized.
- Small groups continued.
- Easter bags for children and Easter activities in the parking lot for the congregation and community to partake.

### Second Quarter Activities and Services:

- End of school year celebration: Thank you to Prayer Buddies celebration, numerous art activities and games were available.
- Welcoming people back to in-person worship: Welcome back signs were made, fellowship hour with food and coffee, a slide during service with all the virtual activities during the pandemic was provided.

### Third Quarter Activities and Services:

- VBS: See Natalie Flowers Report for details.
- God’s Work, Our Hands: Rabbit toys were made for Rocky Mountain House Rabbit Rescue, rocks were painted to represent food for CCLC preschool’s mud kitchen, preschool gift bags were assembled for families who take tours of the school, new wood chips were placed on the preschool playground, and ‘My Very Own Blanket’ for A Precious Child was done with help from Evangelism and Congregational Life team. The Sweet Cow MooMobile was present for a special treat.

### Fourth Quarter Activities and Services:

- Adventfest (multi-generational): Christmas cards were written and gift bags were decorated and stuffed. These were delivered to The Legends nursing facility (approx 70 bags). A pinecone Christmas tree decorating station was available along with Bible Trivia and a cozy reading corner. This was complete with a hot chocolate bar and treats.
- The Christmas Pageant was a huge success. A special thank you to Kristen Shapiro.
- Small group ministry training and planning has begun for future group leaders. The Faith Formation team would like to thank the members, church council and staff for the support through 2021. We could not provide the service and faith formation activities without the engagement and support of everyone!

### Team Members:

Kerri Kraft, chair  
Steve Phillipsen  
Tanya Shepherd  
Mari Harp  
Amalea Vega  
Sarah Mendez  
Julie Nunns, Council Liaison  
Amy Pallas, Director of Children’s Ministry

## Outreach Team

**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 2021:** The pandemic has continued to change 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.

**Meals at The Refuge:** A core group from The Outreach Team worked on a new program to serve meals locally to those in need in partnership with The Refuge congregation weekly January through March using a "service" model. In April, The Refuge notified us that they were changing their lunch model to a "dropoff" model. We felt we were called to a larger role than food delivery and decided to decline future involvement.

**Community Meals:** When the church opened back up in June, we rolled out our revamped Community Meals program. Using our learnings from The Refuge, we offered a scaled back meal on the patio in June through Aug. Then we moved into the Fellowship Hall. We now consistently serve between 13-18 people on the first and third Tuesday of each month. Our meal attendees are a combination of homeless, people with food anxiety, and people seeking companionship. We have several multi-generational families that regularly attend.

This outreach is largely funded through Thrivent cards and volunteers that donate meals. This may impact an enormous amount of people, but it makes an enormous impact for the people that attend. Our goals for 2022 are to continue to 1) grow attendance and 2) seek more congregational support in terms of people who help have conversation.

**Fair Trade Fair:** Due to lack of organizational volunteers we have permanently cancelled this event.

**A Precious Child Christmas Gifts:** It was our intent to participate in this again this year. Unfortunately, we missed the deadline. We'll try harder next year.

**Sandwiches for the Homeless:** This ministry provides sandwiches for people in Denver who are homeless and who are experiencing food insecurity. We are now back to the schedule of taking sandwiches on the third Friday of each month, as well as adult clothing and blankets.

**FISH:** We have kept in close contact with FISH this year, advertising for food drives they have held. We conducted an Easter Food Drive.

**Safe Parking Initiative:** We began working on the Colorado Safe Parking Initiative, a ministry to provide safe places to stay overnight for those who live in their vehicles, campers, and RVs. In April of 2021, we hosted our first SAFE parkers. This is very different than any other ministry we've managed before and requires "on call" volunteers that carry a cell phone for a month so they can be reached by the SAFE parkers. It is a very easy volunteer role! We are looking for more people to help!

**VBS/Growing Home Personal Care Drive Initiative:** We partnered with VBS to conduct a personal care drive on various levels. 120 personal care kits were made to give to our SAFE parkers, and other local charities like FISH and A Precious Child. Other donations and cleaning supplies were given to Growing Home.

**Prison Ministry:** Our prison outreach to the Broomfield Detention Center has been on hold due to Covid. When Covid Restrictions lift, we are planning to resume. We have several interested volunteers. We would like someone to lead this critical outreach.

**Summary of Volunteer Openings (greatest need)**

- SAFE Parking Coordinator and Volunteers - need HIGH, ongoing
- Prison Ministry Coordinator and Volunteers - need HIGH, ongoing
- Community Meal Dinner Donations - need MEDIUM, onetime
- Outreach Chair - need HIGH, ongoing

**Team Members:**

Ed Painz

Kay Landers

LeRoy Leapolt

Dorothy Marshall

Barb Morey

Mary Osenkowski

Matt Pallas

Lynn Smith

Juli Szabo

Rex Wisehart

Vijay Permeswaran, Council Liaison

Pastor Aly Kohlmeier

## Property Team

2021 was an interesting year as we slowly began to open our doors in the midst of the Pandemic. This added some extra items for the property team. But before that started we experienced an internal fire sprinkler system pipe breakage that flooded our entire narthex area on February 15 due to the extreme cold temperatures the night before. It took us until May to get the narthex back to normal at a cost of over \$50,000. About \$30,000 of that was just for the water damage mitigation. Luckily our insurance covered the costs. It made it easier to schedule repairs because we were closed for the pandemic.

### **These were the major items that were completed in 2021:**

1. Manage the restoration of the narthex water damage incident.
2. Get estimates on possible solutions to clean the internal air due to Covid.
3. Installed alter & choir safety hand rails.
4. Research, order & assemble hand sanitation stations and work with Dawn Miller to create local sanitizing bucket kits for specific areas of the building.
5. Get estimates on resurfacing or repaving the main parking lot.
6. Assist in hiring a new custodial service.
7. Maintain & Repair all functional systems on the property.
8. Facilitate 2 work days to trim & clean up outside landscaping.
9. Install 2 TV's as monitors in the sanctuary & narthex.
10. Negotiate various maintenance contracts for the facility.
11. Facilitate and schedule lawn mowing, aeration & fertilization, trash pickup, Emerald ash borer tree treatments & tree trimming, carpet & window cleaning, weekly recycle, inspections for the elevator, fire sprinkler system and fire monitoring systems, 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:

**Dave Smedstad** for trimming the lawn every couple weeks. Thanks for volunteering this year.

**Karolyn Tate** continues to be there almost every week picking up trash and pulling weeds by hand. Her husband Jim comes to trim some bushes too.

**Rob Ditmer** who handles the overall weed control on our property by purchasing, mixing & spraying the unrelenting weeds. Among the many other things he helps with when asked.

**Carroll Sorenson** who collects and takes the recycling to the Broomfield center every week.

**Robby Flowers** who is always willing to put in long strenuous hours to help, especially outside.

Based on my known recorded volunteer hours and some unknown estimated hours, it required about 504 hours to accomplish all the tasks in 2021.

### **My future goals in 2022, pending available volunteers & funds include:**

1. Replace the remaining older light fixtures (over 150) with more efficient LED panels in the preschool, Sunday school and office areas thanks to a generous donation designated for this purpose.
2. Scheduling overdue tree trimming, dead tree removal & an ongoing tree fertilization & treatment plan.
3. Recruit more younger volunteers to keep our property presentable. **Is God calling you to help?**

Respectively submitted,

Ed Painz Property & Grounds chairperson.

## Stewardship Team

This year the Stewardship theme was:

### **“HERE WE STAND - GRACE, GRATITUDE AND GENEROSITY”**

Our theme was selected to demonstrate the strength of our church community following many months of separation due to the global pandemic. The focus for congregational thought and reflection was Grace, Gratitude and Generosity. Over a 9 week period Pastor Kathy and Pastor Aly delivered sermon topics to bring awareness of Grace, Gratitude and Generosity, which was highlighted by the trees and leaves in the sanctuary. The participation level of hanging leaves on the trees was very successful and helped us refine messaging around our theme.

#### **We received 152 Pledges for our campaign.**

Thank you to everyone who supported the 2021 Stewardship Campaign and to everyone who pledged. If you would still like to pledge for 2022 you may do so on the Cross of Christ webpage by clicking on the 2022 Pledge button. If you would like to help with the 2022 stewardship campaign (a crucial, loving and rewarding task), please see Pastor Kathy or Rebecca Pfaff

#### **Stewardship Team**

Rebecca Pfaff, Chair

Tom Van Akkeren

Frank Carau, Council Liaison

Pastor Kathleen Armstrong



**HERE WE STAND**  
*Grace, Gratitude, and Generosity*

## **Transition Report**

In September we conducted four Conversations with Courage meetings where we asked the attendees the following questions:

- What did CCLC do well in the past?
- What is CCLC doing well now?
- Where do you hope to see the church in five years?

The Long-Range Planning team has read and discussed all of the feedback from these conversations, and we hear you. Our plan is to work with the other ministry teams to develop a path to reach your vision for the future of Cross of Christ. To this end we have focused on the feedback from the final question: Where do you hope to see the church in five years?

### ***Worship***

The church will strive to have a balance between traditional and modern service content, delivering thought-provoking, biblical sermons, and maintain Lutheran principles and traditions while staying relevant and modern.

### ***Congregation***

The church will strive to be welcoming, nurturing, and friendly to visitors while it focuses on fewer, well-run ministries and activities that all can enjoy, led by a strong, active volunteer base that will maintain a caring connection and create a sense of belonging. The church will seek out opportunities for multi-generation engagement, and match seniors to youth so they can share their knowledge, skills, and experience.

### ***Leadership***

The church will strive to support a leadership that is adaptive, open to new ideas and willing to change. The church will also encourage a leadership that will maintain strong partnerships between the congregation and church programs, such as Cross of Christ Music Academy, Cross of Christ Preschool and Kindergarten, Vacation Bible School, and other ministries.

### ***Children and Youth***

The church will strive to offer preschool and kindergarten, Vacation Bible School, and youth ministries with fun and engaging activities where youth are welcome to invite friends from outside the church.

### ***Outreach/Community Service***

The church will strive to serve the needs of those locally, nationally, and globally, with a specific focus on providing for the homeless.

### ***Music***

The church will strive to grow and enhance music ministry for all ages.

### ***Technology***

The church will strive to effectively use technology to aid with communication and congregational connection. The church will also maintain Audio / Visual and tech support during services.

### ***Financial***

The church will strive to remain fiscally responsible.

### **Long Range Planning Team:**

Christen Brown, Chair

Kathleen Briscoe

Josh Voigt

Doris Dittmer

Paul Kunz, Council Liaison

Pastor Kathleen Armstrong

## Cross of Christ Preschool and Kindergarten

Fifty-Six children are enrolled for the 2021-2022 school year including 21 three-year-olds, 29 four-year-olds, and 6 kindergartners. The staff is made up of a director, one Assistant Director, seven classroom teachers, a Finance Director, two music and movement teachers, 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. Preschool board members include Wyatt Burton, Jaime Gossett, Tracy Harris, Eleanor Minick, and Tristina Pontiakos. Katy Harder is the church council liaison.

Our 2021-2022 enrollment was down to about 62% capacity, largely due to the impacts of covid. However, Summer Camp enrollment was strong and we had four full weeks of summer camp in June. 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 implement layered mitigation strategies to keep our school open, safe, and healthy. We had 145 in-person learning days between school and summer camp. **In 2021, we had zero days of any class or classes being quarantined!!**

Some of the special activities for parents this past year included in-person back-to-school Night, New Parent Orientation, and fall Parent Teacher conferences, as well as various online parent trainings and workshops. Special in-person evening events for families were canceled including Math and Science Night and Dan Crow's family concert. Free screenings provided for the children included speech, vision (canceled), and developmental screenings. Extra programs that the school offers include Lunch Bunch, Wonder of Wednesdays, and Summer Camp.

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

Because outside visitors and volunteers were unable to be in our building, five teachers participated in a year-long online Book Study for the Teacher Classroom Management Program to promote pro-social relationships in preschool children, as well as in-person training and mentoring starting in August 2021. Additionally, Cross of Christ Preschool was part of the pilot in December 2020 for a virtual Colorado Shines rating. Instead of having a rater visit our school, we created and sent in video walk-throughs 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. **On January 31, 2021, it was determined that we earned a Level 5 in Colorado Shines, the highest rating available!**

The Preschool and Kindergarten held two fundraisers including a Read-a-thon in April and a Butter Braid fundraiser in October. We raised \$3500 during the Read-a-Thon and around \$3600 from Butter Braids.

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 and the preschool received \$46,000 in loan forgiveness. 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 \$15,000 from the Child Care Relief Grant, which was used to support child care providers with costs associated with COVID-19, including purchasing additional safety and cleaning supplies, and covering salaries and other compensations for staff, and covering lost wages due to low enrollment.

	Jan - Dec 21
Ordinary Income/Expense	
Income	
Revenues	
Donations	950.75
Grants	15,525.00
Snack Fee	4,210.00
Supply Fee	1,450.00
Registration Kdg	1,400.00
Registration Fee	4,625.00
Tuition	155,516.10
Lunch Bunch	8,272.50
Summer Camp	13,262.00
Fundraiser	
Read-a-thon	3,496.67
King Soopers-Safeway Gift Card	786.56
Butter Braids	3,647.75
Fundraiser - Other	455.66
Total Fundraiser	8,386.64
Miscellaneous	
Debt Forgiveness	46,000.00
Total Miscellaneous	46,000.00
Total Revenues	259,597.99
Total Income	259,597.99
Gross Profit	259,597.99
Expense	
Sandbox ACH fees	291.00
Paypal Fees	52.23
Non Employee Compensation	316.00
Snack Supplies	3,393.96
Bank Service Charges	47.08
Custodian	3,469.42
Dues and Subscriptions	269.00
Equipment	797.96
Fundraiser Expense	
Butter Braids	643.20
Total Fundraiser Expense	643.20
Insurance	3,128.16
Licenses and Permits	655.35
Miscellaneous	156.92
Office Expense	2,364.65
Operating Expense	721.74
Payroll Tax Expense	14,355.61
Recruiting	400.00
Salary and Wages	187,654.89
School Supplies	
Curriculum Expense	1,822.56
School Supplies - Other	407.18
Total School Supplies	2,229.74
Staff Appreciation	504.62
Telephone/Internet	813.04
Training & Conferences	360.00
Utilities	2,160.00
Total Expense	224,784.57
Net Ordinary Income	34,813.42
Net Income	34,813.42

## **Cross of Christ Music Academy**

At the beginning of 2021, the music academy continued its business and mission, teaching lessons via video conferencing. In June, we started offering lessons in-person again, and most students transitioned over right away. By the end of the year all our students were back in-person. We also grew after transitioning to in-person lessons, adding two students in summer, and two more in the fall.

### **Notable Events and Accomplishments in 2021**

1. The music academy hosted a booth at Broomfield Days in September for the first time! We had TONS of visitors and several interested parties sign up for lessons.
2. Andrew Halladay gave up his role as the Executive Director of the music academy when he accepted the Music Minister position in Boulder. Administrative Assistant, Kathleen Briscoe-Thompson has taken over as the Interim Executive Director.
3. We are actively seeking recipients for the Nora Rozgony Scholarship, and at the end of 2021 had identified and reached out to a potential candidate.
4. The music academy has stepped into the 21<sup>st</sup> century and set up an online music school management system called My Music Staff. You can find the CCMA My Music Staff site at: <https://crossofchristmusicacademy.mymusicstaff.com/Who-We-Are>. Parents can visit this site to sign up, register for classes, view their account history, and pay for lessons!
5. We began marketing music lessons on Bark.com, a site that matches music students with teachers. So far, we received 7 leads and converted 2 to students.
6. We hosted a Winter Recital on December 11<sup>th</sup> with 8 students participating. It was VERY well received after not being able to host a recital in more than a year and a half.
7. We are actively seeking a strings student, a piano teacher for Mondays and Fridays, and a drum instructor.

### **Upcoming Goals and Plans for 2022**

1. Reach out to music teachers in the Adams 12 and BVSD elementary schools via email.
2. Update the CCMA page on the CCLC website; consider hosting a separate, more professional page once we get more revenue.
3. Continue adding teachers as needed, and students at a rate of 2 students per month.
4. Set up a business page on NextDoor
5. Advertise regularly in the following places:
  - a. Church newsletter, electronic sign, and narthex
  - b. The Broomfield Enterprise
  - c. NextDoor

### **CCMA Board of Directors**

Kathy Pierce, Chair

Rebecca Pfaff

Alan Thompson

Bill Carlisle, Council Liaison

Kathleen Briscoe-Thompson, Interim Executive Director

Cross of Christ Music Academy  
Profit & Loss  
January through December 2021

	Jan - Dec 21
Income	
CCMA Tuition	
Lessons - 45 Minute	
Cancellation Lessons-45 Minute	-43.00
Lessons - 45 Minute - Other	718.00
Total Lessons - 45 Minute	675.00
Lessons - 30 Minute	
Cancellation Lessons-30 Minute	-60.00
Lessons - 30 Minute - Other	10,031.97
Total Lessons - 30 Minute	9,971.97
Total CCMA Tuition	10,646.97
Donation	150.00
Total Income	10,796.97
Cost of Goods Sold	
Payroll Expense - COGS	
Wages - Teacher	8,597.39
Total Payroll Expense - COGS	8,597.39
Total COGS	8,597.39
Gross Profit	2,199.58
Expense	
Bank Service Charges	14.00
Books, Music	19.99
Office Supplies	-35.91
Payroll Expenses	
Executive Director - Commission	839.75
Wages - Administrator	1,429.25
Taxes - Employer	362.84
Payroll Expenses - Other	435.00
Total Payroll Expenses	3,066.84
Recital	15.92
Total Expense	3,080.84
Net Income	-881.26

**Mission, Ministry, Mortgage Statement of Income and Expense**  
**For the Year Ended December 31, 2021**  
**Cross of Christ Lutheran Church**

MMM Inc and Exp / 1

		Jan - Dec 21	2021 Budget	\$ Over Budget
<b>Ordinary Income/Expense</b>				
<b>Income</b>				
<b>Contributions</b>				
	General Offering	646,475.50	715,983.00	-69,507.50
	Mid-Week Offering	5,479.75	6,000.00	-520.25
	<b>Total Contributions</b>	<b>651,955.25</b>	<b>721,983.00</b>	<b>-70,027.75</b>
	Preschool Utilities Offset	8,879.08	8,879.00	0.08
	CCMA Utilities Offset	0.00	180.00	-180.00
<b>Investment Income</b>				
	Interest Income	73.05		73.05
	Gain/Loss-Investment	-423.74		-423.74
	<b>Total Investment Income</b>	<b>-350.69</b>		<b>-350.69</b>
<b>Miscellaneous Income</b>				
	Thrivent Choice Dollars	1,229.00		1,229.00
	Miscellaneous Income - Other	1,172.50	2,000.00	-827.50
	<b>Total Miscellaneous Income</b>	<b>2,401.50</b>	<b>2,000.00</b>	<b>401.50</b>
	<b>Total Income</b>	<b>662,885.14</b>	<b>733,042.00</b>	<b>-70,156.86</b>
<b>Gross Profit</b>		<b>662,885.14</b>	<b>733,042.00</b>	<b>-70,156.86</b>
<b>Expense</b>				
<b>Benevolence</b>				
	Camp Donations	750.00	750.00	0.00
	Campus Ministry	300.00	300.00	0.00
	Mission Congregation Support	2,500.00	2,500.00	0.00
	ELCA Benevolence	30,967.48	34,294.00	-3,326.52
	Growing Home Bldg Homes Society	500.00	500.00	0.00
	Missionary	1,250.00	1,250.00	0.00
	<b>Total Benevolence</b>	<b>36,267.48</b>	<b>39,594.00</b>	<b>-3,326.52</b>
<b>Payroll Expenses</b>				
<b>Pastoral Staff</b>				
	Lead Pr Base Sal & Hous Allow	76,704.00	76,704.00	0.00
	Lead Pastor SS Offset	5,868.00	5,868.00	0.00
	Lead Pastor Benefits	31,325.88	31,326.00	-0.12
	Lead Pastor Auto Allowance	3,000.00	3,000.00	0.00
	Lead Pastor Continuing Ed	1,590.00	1,500.00	90.00
	Assoc Pr Base Sal & Hs Allow	36,265.43	56,736.00	-20,470.57
	Associate Pastor SS Offset	2,774.18	4,340.00	-1,565.82
	Associate Pastor Benefits	10,688.92	14,262.00	-3,573.08
	Associate Pastor Auto Allowance	1,959.02	3,000.00	-1,040.98
	Associate Pastor Continuing Ed	1,395.06	1,500.00	-104.94
	Supply Pastors	662.05		662.05
	<b>Total Pastoral Staff</b>	<b>172,232.54</b>	<b>198,236.00</b>	<b>-26,003.46</b>

**Mission, Ministry, Mortgage Statement of Income and Expense**  
**For the Year Ended December 31, 2021**  
**Cross of Christ Lutheran Church**

MMM Inc and Exp / 2

	Jan - Dec 21	2021 Budget	\$ Over Budget
<b>Education Staff</b>			
Director of Children's Ministry	19,626.02	17,853.00	1,773.02
Dir Chldrn Minist Continuing Ed	100.00	250.00	-150.00
Youth Director	22,500.00	45,000.00	-22,500.00
Youth Director Benefit Pkg	5,175.00	10,350.00	-5,175.00
Youth Director Auto Allowance	364.56	1,500.00	-1,135.44
Youth Director Continuing Ed	0.00	900.00	-900.00
<b>Total Education Staff</b>	47,765.58	75,853.00	-28,087.42
<b>Music Staff</b>			
Director of Music Ministry	45,961.69	56,890.00	-10,928.31
Dir Mus Min Salary Adjustmnt	7,068.81	12,118.00	-5,049.19
Dir Mus Min Continuing Ed	0.00	900.00	-900.00
Organist/Pianist	17,848.38	19,471.00	-1,622.62
Supply Proclaim Leader	1,200.00	450.00	750.00
Supply Organist	975.00	800.00	175.00
<b>Total Music Staff</b>	73,053.88	90,629.00	-17,575.12
<b>Office and Administration Staff</b>			
A/V Minister	11,781.00	12,000.00	-219.00
Financial Secretary	13,663.01	13,134.00	529.01
Office Administrator	24,812.43	26,909.00	-2,096.57
Nursery Supervisor	749.72	2,293.00	-1,543.28
Dir Community and Culture	19,703.08	12,419.00	7,284.08
Dir Comm/Culture Mileage Reimb	24.03		24.03
<b>Total Office and Administration Staff</b>	70,733.27	66,755.00	3,978.27
<b>Employer Payroll Taxes</b>	14,003.33	16,589.00	-2,585.67
<b>Payroll Service Fees</b>	274.50	360.00	-85.50
<b>Total Payroll Expenses</b>	378,063.10	448,422.00	-70,358.90
<b>Office Administration</b>			
Bank Service Charges	228.17	175.00	53.17
<b>Council Administration</b>			
Farewell Celebration	607.52		607.52
Council Administration - Other	86.62	150.00	-63.38
<b>Total Council Administration</b>	694.14	150.00	544.14
Offering Envelopes	994.36	1,350.00	-355.64
Fees and Licensing	538.80	600.00	-61.20
Internet Service	1,810.64	1,800.00	10.64
Office Equipment Maintenance	49.00	200.00	-151.00
Office Expenses and Supplies	2,482.47	2,500.00	-17.53
Postage	3,218.74	3,000.00	218.74
Printing and Copying	6,289.74	8,000.00	-1,710.26
Security System Monitoring	959.40	960.00	-0.60
Online Giving Fees	4,271.94	4,500.00	-228.06
Synod Assembly	625.00	625.00	0.00

**Mission, Ministry, Mortgage Statement of Income and Expense**  
**For the Year Ended December 31, 2021**  
**Cross of Christ Lutheran Church**

MMM Inc and Exp / 3

	Jan - Dec 21	2021 Budget	\$ Over Budget
Telephone	636.21	675.00	-38.79
<b>Theological Confs and Retreats</b>			
Staff Development	580.21		580.21
Theological Confs and Retreats - Other	475.00	800.00	-325.00
<b>Total Theological Confs and Retreats</b>	1,055.21	800.00	255.21
<b>Total Office Administration</b>	19,581.88	20,835.00	-1,253.12
<b>Technology</b>			
Computer Equipment and Software	1,137.84	826.00	311.84
Church Management Software	600.00	600.00	0.00
<b>Total Technology</b>	1,737.84	1,426.00	311.84
<b>Mortgage Payment</b>	160,692.00	160,692.00	0.00
<b>Faith Formation</b>			
Adult Faith Formation	14.38	150.00	-135.62
Background Checks	610.00	650.00	-40.00
Bible in Every Home	398.91	500.00	-101.09
Camp Scholarships	1,645.00	2,300.00	-655.00
Children's Church	298.70	150.00	148.70
Cross Generational Ministries	384.22	850.00	-465.78
Faith Chests	37.02	250.00	-212.98
Faith Formation General	406.33	500.00	-93.67
Infant & Toddler Ministry	136.27	150.00	-13.73
Kids Faith Formation			
Curriculum	1,018.74	1,050.00	-31.26
Service Projects	504.06	200.00	304.06
<b>Total Kids Faith Formation</b>	1,522.80	1,250.00	272.80
Library	143.84	150.00	-6.16
Nursery	0.00	50.00	-50.00
Small Group Ministry	0.00	500.00	-500.00
Together in Faith	399.17	300.00	99.17
Wednesday Connect			
Dinner	0.00	150.00	-150.00
Kids Club	300.53	300.00	0.53
<b>Total Wednesday Connect</b>	300.53	450.00	-149.47
<b>Vacation Bible School</b>			
VBS Registration Fees Collected	-4,181.00	-5,550.00	1,369.00
VBS Expenses	1,163.12	4,050.00	-2,886.88
VBS/Summer Faith Form Coordinat	5,500.00	5,500.00	0.00
<b>Total Vacation Bible School</b>	2,482.12	4,000.00	-1,517.88
<b>Total Faith Formation</b>	8,779.29	12,200.00	-3,420.71
<b>Evangelism</b>			
Caring Ministries	100.45	250.00	-149.55
Christ In Our Home	436.00	340.00	96.00
Evangelism General	0.00	100.00	-100.00

**Mission, Ministry, Mortgage Statement of Income and Expense**  
**For the Year Ended December 31, 2021**  
**Cross of Christ Lutheran Church**

MMM Inc and Exp / 4

	Jan - Dec 21	2021 Budget	\$ Over Budget
Evangelism Outreach	0.00	200.00	-200.00
Fellowship	201.75	200.00	1.75
Lutheran Magazine	176.25	180.00	-3.75
<b>Total Evangelism</b>	<b>914.45</b>	<b>1,270.00</b>	<b>-355.55</b>
<b>Outreach</b>			
Local Outreach Food Service	158.33	500.00	-341.67
Outreach General	107.48		107.48
<b>Total Outreach</b>	<b>265.81</b>	<b>500.00</b>	<b>-234.19</b>
<b>Property</b>			
Carpet Cleaning	818.22	1,500.00	-681.78
Custodial	10,528.10	12,000.00	-1,471.90
Custodial Supplies	2,042.31	1,500.00	542.31
Electricity	11,040.49	10,000.00	1,040.49
Elevator Maintenance	1,229.28	2,000.00	-770.72
Sprinkler/Fire Alarm Systems	2,187.14	2,400.00	-212.86
Gas	2,793.51	3,000.00	-206.49
Health/Safety Supplies (Covid)	503.00 (1)		503.00
Insurance Claim Expense	17,167.45 (2)		17,167.45
Insurance Premium Expense	17,333.32	18,500.00	-1,166.68
Kitchen	305.56	300.00	5.56
Lawn Care	1,076.23	1,900.00	-823.77
Maintenance and Repairs	4,126.28 (3)	3,000.00	1,126.28
Musical Instrument Maintenance	461.99	400.00	61.99
Property General	93.99	500.00	-406.01
Snow Removal	1,400.00	1,500.00	-100.00
Trash	975.62	600.00	375.62
Water	2,641.75	2,500.00	141.75
<b>Total Property</b>	<b>76,724.24</b>	<b>61,600.00</b>	<b>15,124.24</b>
<b>Stewardship</b>			
Capital Campaign Communication	1,505.68	1,600.00	-94.32
<b>Total Stewardship</b>	<b>1,505.68</b>	<b>1,600.00</b>	<b>-94.32</b>
<b>Worship</b>			
Worship Supplies	530.49	900.00	-369.51
<b>Music</b>			
Music Licenses	1,250.00	1,500.00	-250.00
Orchestra/Ensemble Sheet Music	0.00	200.00	-200.00
Proclaim Praise Bnd Sheet Music	0.00	100.00	-100.00
Soli Dei Choir Sheet Music	151.17	500.00	-348.83
Worship & Liturgy Sheet Music	14.67	150.00	-135.33
<b>Total Music</b>	<b>1,415.84</b>	<b>2,450.00</b>	<b>-1,034.16</b>



# Statement of Financial Position

As of December 31, 2021  
Cross of Christ Lutheran Church

			Dec 31, 2021
<b>ASSETS</b>			
<b>Current Assets</b>			
<b>Checking/Savings</b>			
<b>Cash and Marketable Securities</b>			
First Bank MMM Fund Checking			89,926.79
First Bank MMM Savings			391,237.05
First Bank CTM Sav Acct			26,557.67
First Bank Youth Funds			52,405.70
<b>Total Cash and Marketable Securities</b>			<b>560,127.21</b>
<b>Total Checking/Savings</b>			<b>560,127.21</b>
<b>Other Current Assets</b>			
Other Current Receivables			13,391.00
Undeposited Funds			3,848.25
<b>Total Other Current Assets</b>			<b>17,239.25</b>
<b>Total Current Assets</b>			<b>577,366.46</b>
<b>Fixed Assets</b>			
Property, Building & Equipment			4,322,922.42
<b>Total Fixed Assets</b>			<b>4,322,922.42</b>
<b>TOTAL ASSETS</b>			<b>4,900,288.88</b>
<b>LIABILITIES &amp; EQUITY</b>			
<b>Liabilities</b>			
<b>Current Liabilities</b>			
<b>Accounts Payable</b>			
Accounts Payable			2,228.02
<b>Total Accounts Payable</b>			<b>2,228.02</b>
<b>Credit Cards</b>			
<b>Credit Cards</b>			
Citibank Visa			716.32
<b>Total Credit Cards</b>			<b>716.32</b>
<b>Total Credit Cards</b>			<b>716.32</b>
<b>Other Current Liabilities</b>			
<b>Payroll Liabilities</b>			
Music Academy Payroll Taxes			16.64
<b>Total Payroll Liabilities</b>			<b>16.64</b>
<b>Other Current Liabilities</b>			200.00
<b>Funds Designated - Specific Use</b>			
Altar Flowers			250.21
Choir, Acolyte, Min Robes Funds			887.96
COVID-19 Relief Fund			4,755.00
Eagle Scout Project Donations			117.02
Faith Chests			30.56
Funeral Lunch Exp/Donations			1,084.56
Golden Oldies			375.00
Growing Home Contrbs Unspent			58.83
Quilting Group			310.13

# Statement of Financial Position

As of December 31, 2021  
Cross of Christ Lutheran Church

		Dec 31, 2021
	Rainbow Trail Scholarships	860.00
	Trade Fair Revenue	500.00
	Young Musician Prtnrship Schola	105.00
	<b>Total Funds Designated - Specific Use</b>	<b>9,334.27</b>
	<b>Total Other Current Liabilities</b>	<b>9,550.91</b>
	<b>Total Current Liabilities</b>	<b>12,495.25</b>
	<b>Long Term Liabilities</b>	
	Mortgage Payable	1,937,446.70
	<b>Total Long Term Liabilities</b>	<b>1,937,446.70</b>
	<b>Total Liabilities</b>	<b>1,949,941.95</b>
	<b>Equity</b>	
	<b>Unrestricted Net Assets</b>	
	Mission, Ministry, Mortgage Fund	2,490,693.45
	<b>Total Unrestricted Net Assets</b>	<b>2,490,693.45</b>
	<b>Temp. Restricted Net Assets</b>	
	Called to More	26,557.67
	Capital Improvements Fund	168,374.86
	Funds Designated for Specific Use	9,334.27
	Memorial Gifts Fund	25,696.00
	Music Ministry Gifts Fund	4,064.03
	Time Restricted Donations	25,226.99
	Youth Service Ministry	51,619.98
	<b>Total Temp Restricted Net Assets</b>	<b>310,873.80</b>
	<b>Net Income</b>	<b>148,779.68</b>
	<b>Total Equity</b>	<b>2,950,346.93</b>
	<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>4,900,288.88</b>

# Capital Improvements Fund Statement of Activities

For the Year Ended December 31, 2021

Cross of Christ Lutheran Church

						<b>Jan - Dec 21</b>
<b>Ordinary Income/Expense</b>						
<b>Income</b>						
<b>Contributions</b>						
<b>Capital Improvement Fund</b>						38,310.00
<b>Total Contributions</b>						38,310.00
<b>Total Income</b>						38,310.00
<b>Gross Profit</b>						38,310.00
<b>Net Ordinary Income</b>						38,310.00
<b>Net Income</b>						<b>38,310.00</b>
<b>Prior Year Carryover</b>						130,064.86
<b>Capital Improvements Fund Balance</b>						<b>168,374.86</b>
<b>Committed Projects:</b>						
Bathroom floors (dedicated giving)						-1,000.00
<b>Insurance Deductible (required reserve)</b>						-5,000.00
<b>Emergency Holdings (required reserve)</b>						-10,000.00
<b>Reserve for Long-Term Needs:</b>						
Main parking lot repaving						-100,000.00
Roof replacement						-100,000.00
Misc. Items						-20,000.00
						<b>-220,000.00</b>
<b>Available Funds Designated for Capital Improvements</b>						<b>(67,625.14)</b>

# Youth Ministry Statement of Activities

For the Year Ended December 31, 2021

Cross of Christ Lutheran Church

		Jan - Dec 21	
<b>Ordinary Income/Expense</b>			
<b>Income</b>			
<b>Contributions</b>			
<b>Contributions to Youth Group</b>			
Donations to Support Youth Act		2,355.00	
<b>Total Contributions to Youth Group</b>		2,355.00	
<b>Total Contributions</b>		2,355.00	
<b>Fundraising Income</b>			
Drop & Shop Fundraiser		275.00	
Gift Card Fundraiser		48.50	
King Soopers Community Rewards		3,146.24	
<b>Total Fundraising Income</b>		3,469.74	
<b>Investment Income</b>			
Interest Income		4.77	
<b>Total Investment Income</b>		4.77	
<b>Total Income</b>		5,829.51	
<b>Gross Profit</b>		5,829.51	
<b>Expense</b>			
<b>Office Administration</b>			
Bank Service Charges		0.45	
<b>Total Office Administration</b>		0.45	
<b>Property</b>			
Maintenance and Repairs		269.76	(1)
<b>Total Property</b>		269.76	
<b>Youth Ministry</b>			
<b>Sr High Summer Trip</b>			
Summer Trip Registration Fee		1,200.00	
Summer Trip Planning Expenses		80.20	
Summer Trip Participant Pmts (2022 trip)		-1,950.00	
Refund of 2020 Trip Pmts		1,500.00	
2020 Participant Fees reclassified as donations		1,200.00	
<b>Total Sr High Summer Trip</b>		2,030.20	
<b>Youth Activities</b>		500.00	(2)
<b>Total Youth Ministry</b>		2,530.20	
<b>Total Expense</b>		2,800.41	
<b>Net Ordinary Income</b>		3,029.10	
<b>Net Income</b>		<b>3,029.10</b>	
<b>Prior Year Carryover</b>		48,590.88	
<b>Youth Service Ministry Fund Balance</b>		<b>51,619.98</b>	
<b>NOTES:</b>			
(1) Expenses related to the painting of the youth room.			
(2) Youth attended a service work weekend at Sky Ranch Lutheran Camp in fall 2021.			

# Music Ministry Gifts Fund Statement of Activities

For the Year Ended December 31, 2021

Cross of Christ Lutheran Church

		Jan - Dec 21
<b>Ordinary Income/Expense</b>		
<b>Income</b>		
<b>Contributions</b>		
<b>Memorials</b>		150.00
<b>Music Min Gifts Fund Donation</b>		5.00
<b>Total Contributions</b>		155.00
<b>Fundraising Income</b>		
<b>King Soopers Community Rewards</b>		1,310.93
<b>Total Fundraising Income</b>		1,310.93
<b>Total Income</b>		1,465.93
<b>Gross Profit</b>		1,465.93
<b>Expense</b>		
<b>Technology</b>		
<b>Computer Equipment and Software</b>		67.99
<b>Total Technology</b>		67.99
<b>Worship</b>		
<b>Music</b>		
<b>Contract Musicians</b>		1,000.00
<b>Music - Other</b>		735.30
<b>Total Music</b>		1,735.30
<b>Capital Expenditures</b>		2,759.85
<b>Total Worship</b>		4,495.15
<b>Total Expense</b>		4,563.14
<b>Net Ordinary Income</b>		-3,097.21
<b>Net Income</b>		<b>-3,097.21</b>
<b>Prior Year Carryover</b>		7,161.24
<b>Music Ministry Gifts Fund Balance</b>		<b>4,064.03</b>
<b>Technology Expenses YTD 2021:</b>		
Software for Proclaim music video	67.99	
	67.99	
<b>Worship: Music Expenses YTD 2021:</b>		
Contract Musicians (Capitol Brass)	1,000.00	
Microphone Covers	11.98	
Various Cables	637.42	
Cleaner/lube	32.90	
Supplies for Proclaim video shoot	53.00	
	1,735.30	
<b>Capital Expenditures YTD 2021:</b>		
Microphones	996.81	
MOTU UltraLite AVB	1,688.04	
Headphone Amplifier	75.00	
	2,759.85	

# Memorial Gifts Fund Statement of Activities

For the Year Ended December 31, 2021

Cross of Christ Lutheran Church

		Jan - Dec 21	
<b>Ordinary Income/Expense</b>			
<b>Income</b>			
<b>Contributions</b>			
<b>Memorials</b>		26,270.00	
<b>Total Contributions</b>		26,270.00	
<b>Total Income</b>		26,270.00	
<b>Gross Profit</b>		26,270.00	
<b>Expense</b>			
<b>Technology</b>			
<b>Computer Equipment and Software</b>		2,199.00	(1)
<b>Total Technology</b>		2,199.00	
<b>Total Expense</b>		2,199.00	
<b>Net Ordinary Income</b>		24,071.00	
<b>Other Income/Expense</b>			
<b>Other Expense</b>			
<b>Transfer Memorial to Camp Scholarships</b>		100.00	(2)
<b>Transfer Memorial to Music Ministry Gifts Fund</b>		150.00	(2)
<b>Total Other Expense</b>		250.00	
<b>Net Other Income</b>		-250.00	
<b>Net Income</b>		<b>23,821.00</b>	
<b>Prior Year Carryover</b>		1,875.00	
<b>Memorial Gifts Fund Balance</b>		<b>25,696.00</b>	
<b>NOTE:</b>			
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.			
(1) Purchase of cameras and tech equipment to assist in live streaming worship			
(2) Funds were transferred as directed by the donors			

**2022 Mission Spending Plan**  
**Mission - Ministry - Mortgage**  
**Cross of Christ Lutheran Church**

	2021 Actual	2021 Budget	2022 Proposed	Percent Inc.	Amt Inc (Dec)
<b>Ordinary Income/Expense</b>					
<b>Income</b>					
<b>Contributions</b>					
General Offering	646,475.50	715,983.00	590,690.00	-17.5%	-125,293.00
Mid-Week Offering	5,479.75	6,000.00	10,000.00	66.7%	4,000.00
<b>Total Contributions</b>	651,955.25	721,983.00	600,690.00	-16.8%	-121,293.00
Preschool Utilities Offset	8,879.08	8,879.00	8,879.00	0.0%	0.00
CCMA Utilities Offset	0.00	180.00	0.00	-100.0%	-180.00
<b>Investment Income</b>					
Interest Income	73.05				
Gain/Loss-Investment	-423.74				
<b>Total Investment Income</b>	-350.69				
<b>Miscellaneous Income</b>					
Thrivent Choice Dollars	1,229.00				
Miscellaneous Income - Other	1,172.50	2,000.00	2,500.00	25.0%	500.00
<b>Total Miscellaneous Income</b>	2,401.50	2,000.00	2,500.00	25.0%	500.00
<b>Total Income</b>	662,885.14	733,042.00	612,069.00	-16.5%	-120,973.00
<b>Gross Profit</b>	662,885.14	733,042.00	612,069.00	-16.5%	-120,973.00
<b>Expense</b>					
<b>Benevolence</b>					
Camp Donations	750.00	750.00	500.00	-33.3%	-250.00
Campus Ministry	300.00	300.00	300.00	0.0%	0.00
Mission Congregation Support	2,500.00	2,500.00	2,000.00	-20.0%	-500.00
ELCA Benevolence	30,967.48	34,294.00	5,000.00 (1)	-85.4%	-29,294.00
Growing Home Bldg Homes Society	500.00	500.00	0.00	-100.0%	-500.00
Missionary	1,250.00	1,250.00	1,000.00	-20.0%	-250.00
<b>Total Benevolence</b>	36,267.48	39,594.00	8,800.00	-77.8%	-30,794.00
<b>Payroll Expenses</b>					
<b>Pastoral Staff</b>					
Lead Pr Base Sal & Hous Allow	76,704.00	76,704.00	76,704.00 (2)	0.0%	0.00
Lead Pastor SS Offset	5,868.00	5,868.00	5,867.86	0.0%	-0.14
Lead Pastor Benefits	31,325.88	31,326.00	32,213.77	2.8%	887.77
Lead Pastor Auto Allowance	3,000.00	3,000.00	3,000.00	0.0%	0.00
Lead Pastor Continuing Ed	1,590.00	1,500.00	1,500.00	0.0%	0.00
Assoc Pr Base Sal & Hs Allow	36,265.43	56,736.00	53,675.00 (2)	-5.4%	-3,061.00
Associate Pastor SS Offset	2,774.18	4,340.00	4,106.14	-5.4%	-233.86
Associate Pastor Benefits	10,688.92	14,262.00	20,050.10	40.6%	5,788.10
Associate Pastor Auto Allowance	1,959.02	3,000.00	3,000.00	0.0%	0.00
Associate Pastor Continuing Ed	1,395.06	1,500.00	1,500.00	0.0%	0.00
Supply Pastors	662.05				0.00
<b>Total Pastoral Staff</b>	172,232.54	198,236.00	201,616.86	1.7%	3,380.86
<b>Education Staff</b>					
Director of Children's Ministry	19,626.02	17,853.00	25,168.00 (3)	41.0%	7,315.00
Dir Chldrn Minist Continuing Ed	100.00	250.00	250.00	0.0%	0.00
Dir Child Min Mileage Reimb	0.00		100.00		100.00
Youth Director	22,500.00	45,000.00	0.00 (4)	-100.0%	-45,000.00
Youth Director Benefit Pkg	5,175.00	10,350.00	0.00	-100.0%	-10,350.00

**2022 Mission Spending Plan**  
**Mission - Ministry - Mortgage**  
**Cross of Christ Lutheran Church**

	<b>2021 Actual</b>	<b>2021 Budget</b>	<b>2022 Proposed</b>		<b>Percent Inc.</b>	<b>Amt Inc (Dec)</b>
Youth Director Auto Allowance	364.56	1,500.00	0.00		-100.0%	-1,500.00
Youth Director Continuing Ed	0.00	900.00	0.00		-100.0%	-900.00
<b>Total Education Staff</b>	<b>47,765.58</b>	<b>75,853.00</b>	<b>25,518.00</b>		<b>-66.4%</b>	<b>-50,335.00</b>
<b>Music Staff</b>						
Director of Music Ministry	45,961.69	56,890.00	26,312.00	(3)	-53.7%	-30,578.00
Dir Mus Min Salary Adjustmnt	7,068.81	12,118.00	0.00		-100.0%	-12,118.00
Dir Mus Min Continuing Ed	0.00	900.00	500.00		-44.4%	-400.00
Organist/Pianist	17,848.38	19,471.00	19,471.00	(3)	0.0%	0.00
Supply Proclaim Leader	1,200.00	450.00	450.00		0.0%	0.00
Supply Organist	975.00	800.00	800.00		0.0%	0.00
<b>Total Music Staff</b>	<b>73,053.88</b>	<b>90,629.00</b>	<b>47,533.00</b>		<b>-47.6%</b>	<b>-43,096.00</b>
<b>Office and Administration Staff</b>						
AV Minister	11,781.00	12,000.00	11,440.00	(3)	-4.7%	-560.00
Financial Secretary	13,663.01	13,134.00	14,601.60	(3)	11.2%	1,467.60
Office Administrator	24,812.43	26,909.00	26,208.00	(3)	-2.6%	-701.00
Office Admin Mileage Reimb	0.00		100.00			100.00
Nursery Supervisor	749.72	2,293.00	0.00		-100.0%	-2,293.00
Dir Community and Culture	19,703.08	12,419.00	28,600.00	(3)	130.3%	16,181.00
Dir Comm/Culture Mileage Reimb	24.03		100.00			100.00
<b>Total Office and Administration Staff</b>	<b>70,733.27</b>	<b>66,755.00</b>	<b>81,049.60</b>		<b>21.4%</b>	<b>14,294.60</b>
Employer Payroll Taxes	14,003.33	16,589.00	11,708.37		-29.4%	-4,880.63
Payroll Service Fees	274.50	360.00	360.00		0.0%	0.00
<b>Total Payroll Expenses</b>	<b>378,063.10</b>	<b>448,422.00</b>	<b>367,785.83</b>		<b>-18.0%</b>	<b>-80,636.17</b>
<b>Office Administration</b>						
Bank Service Charges	228.17	175.00	175.00		0.0%	0.00
<b>Council Administration</b>						0.00
Farewell Celebration	607.52					0.00
Council Administration - Other	86.62	150.00	150.00		0.0%	0.00
<b>Total Council Administration</b>	<b>694.14</b>	<b>150.00</b>	<b>150.00</b>		<b>0.0%</b>	<b>0.00</b>
Envelopes	994.36	1,350.00	1,000.00		-25.9%	-350.00
Fees and Licensing	538.80	600.00	600.00		0.0%	0.00
Internet Service	1,810.64	1,800.00	1,800.00		0.0%	0.00
Office Equipment Maintenance	49.00	200.00	200.00		0.0%	0.00
Office Expenses and Supplies	2,482.47	2,500.00	2,500.00		0.0%	0.00
Postage	3,218.74	3,000.00	3,000.00		0.0%	0.00
Printing and Copying	6,289.74	8,000.00	8,000.00		0.0%	0.00
Security System Monitoring	959.40	960.00	960.00		0.0%	0.00
Online Giving Fees	4,271.94	4,500.00	4,300.00		-4.4%	-200.00
Synod Assembly	625.00	625.00	0.00	(5)	-100.0%	-625.00
Telephone	636.21	675.00	675.00		0.0%	0.00
<b>Theological Confs and Retreats</b>						
Staff Development	580.21		0.00			0.00
Theological Confs and Retreats	475.00	800.00	500.00		-37.5%	-300.00
<b>Total Theological Confs and Retreats</b>	<b>1,055.21</b>	<b>800.00</b>	<b>500.00</b>		<b>-37.5%</b>	<b>-300.00</b>
<b>Total Office Administration</b>	<b>23,853.82</b>	<b>25,335.00</b>	<b>23,860.00</b>		<b>-5.8%</b>	<b>-1,475.00</b>





**2022 Mission Spending Plan**  
**Mission - Ministry - Mortgage**  
**Cross of Christ Lutheran Church**

	<b>2021 Actual</b>	<b>2021 Budget</b>	<b>2022 Proposed</b>	<b>Percent Inc.</b>	<b>Amt Inc (Dec)</b>
<b>Other Income/Expense</b>					
<b>Other Income</b>					
PPP Forgiveness Income	80,300.00				
Insurance Compensation	34,407.02				
<b>Total Other Income</b>	114,707.02				
<b>Other Expense</b>					
Investment Transaction Fees	915.64				
<b>Total Other Expense</b>	915.64				
<b>Net Other Income</b>	113,791.38				
<b>Net Income</b>	<b>78,796.06</b>	<b>-29,772.00</b>	<b>-38,374.83</b>	<b>28.9%</b>	<b>-8,602.83</b>
<b>Transfer from MMM Savings to support operations</b>			38,374.83		
<b>Balance</b>			<b>0.00</b>		
<b>NOTES:</b>					
(1)	Due to the decrease in projected contribution income, the 2022 budget is a fixed benevolence donation of \$5,000 to the synod. In 2021, this donation was based on 4.75% of Total Contributions.				
(2)	There is no increase budgeted for the pastors' wages in 2022. In 2021, they were at 96% of ELCA guidelines. In 2022, this would decrease to 94% of ELCA guidelines for the Lead Pastor and 93% of guidelines for the Associate Pastor.				
(3)	Hourly wages and budgeted hours for all staff were adjusted as of 9/1/2021 to reflect the changing responsibilities of each position and time required to complete jobs. These changes were approved by council. The 2022 budget is flat as compared to the last four months of 2021 and no pay increases are proposed.				
(4)	The responsibilities of the Youth Director and being covered by the Associate Pastor.				
(5)	In an effort to cut expenses, CCLC would not participate in the Synod Assembly in 2022. The assembly is being held in El Paso, TX and the estimated cost for us to send three people would have been \$2,580.				
(6)	In a prior year, we received a donation for camp scholarships. There is \$860 remaining of those funds which is reflected in "Funds Designated for Specific Use" in the Statement of Financial Position.				
(7)	The Faith Formation team has plans to utilize Thrivent cards for service projects in 2022.				
(8)	Proposal estimates 120 VBS attendees at a registration fee of \$37 each (cost is unchanged from prior years). In 2021, we were able to utilize supplies for VBS that had been purchased in 2020 after that year's VBS week was cancelled due to the pandemic.				
(9)	Budget was increased to cover tree trimming and fertilization that is due on the church property.				