



# ANNUAL REPORT 2022



Evangelical  
Lutheran Church  
in America



# A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

We have seen many changes throughout the years and throughout the world. Sometimes we've been left yearning for the days when things didn't feel so complicated. Other times, we have seen something new happen and have asked, "Why did this take so long?" The church has been through its own changes as well. Some of these have left us wishing for simpler times while others have us waiting for even more to come about.

But, dear church, God still is unchanging. God's love is still the foundation on which the church was built. While we have seen many changes, both in the world and at the Evangelical Lutheran Church in America, the eternal love of God and the good news that dwells with Christ's death and resurrection continue to provide hope for everyone. This is why our mission remains steadfast, whether that is through our traditional mission work in places near and far or from new ventures and visions that encourage us to think of different ways to reach even more people.

The writer of Hebrews reminds us: "Do not neglect to do good and to share what you have, for such sacrifices are pleasing to God" (13:16). That could not be truer in the work we have been doing in each expression of the church. Your gifts continue to benefit the good work of spreading the good news throughout your communities, your synods and the whole church. We are all answering the call to continue to do good work with the help of your support, whether that is through your resources, your time or your talents.

I am grateful for your generous support of each expression of the church. God calls all of us to continue to do the good work, and you continue to answer that call. We also continue to join you in that call and will remain true to looking toward God's unchanging promise. There is still much change and learning that will come before us, but God's steadfast love energizes us for the work God is still doing in the world through this church.

In Christ,



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

“Do not neglect to do good and to share what you have, for such sacrifices are pleasing to God”

(Hebrews 13:16).

# ANNUAL CONGREGATIONAL MEETING

## OPENING LITURGY

### Spirit of God, Descend upon My Heart

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

#### **And also with you.**

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

#### **Receive our prayer, O God.**

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

#### **Receive our prayer, O God.**

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

#### **Receive our prayer, O God.**

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

#### **Receive our prayer, O God.**

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

#### **Receive our prayer, O God.**

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

#### **Receive our prayer, O God.**

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

#### **Receive our prayer, O God.**

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

**Amen.**

The musical score is written for four voices (Soprano, Alto, Tenor, Bass) and piano accompaniment. It is in the key of B-flat major (two flats) and 4/4 time. The melody is simple and hymn-like, with a focus on the lyrics. The piano accompaniment provides a steady harmonic foundation. The lyrics are arranged in four systems, each corresponding to a line of the hymn. The first system includes a four-part vocal setting of the first line. The second system includes a four-part vocal setting of the second line. The third system includes a four-part vocal setting of the third line. The fourth system includes a four-part vocal setting of the fourth line. The piano accompaniment is written in the bass clef and provides a steady harmonic foundation.

1 Spir - it of God, de - scend up - on my heart;  
2 I ask no dream, no proph - et ec - sta - sies,  
3 Have you not bid me love you, God and King;  
4 Teach me to love you as your an - gels love,

wean it from earth, through all its puls - es move;  
no sud - den rend - ing of the veil of clay;  
all, all your own, soul, heart, and strength, and mind?  
one ho - ly pas - sion fill - ing all my frame:

stoop to my weak - ness, strength to me im - part,  
no an - gel vis - i - tant, no op - 'ning skies;  
I see your cross; there teach my heart to cling,  
the bap - tism of the heav'n - de - scend - ed dove,

and make me love you as I ought to love.  
but take the dim - ness of my soul a - way.  
Oh, let me seek you and, oh, let me find!  
my heart an al - tar, and your love the flame.

Text: George Croly, 1780-1860

Music: MORECAMBE, Frederick C. Atkinson, 1841-1897

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Through your generosity, God is at work across the ELCA. A portion of your offering, called Mission Support, advances the ministry of our church, helping the ELCA nurture Christian community, raise up leaders, serve our neighbors and strive for justice. Read stories and learn more at [ELCA.org/SOFIA](https://elca.org/SOFIA).





## TOGETHER INTO 2023



**Bishop Jim Gonia (right), joins in a blessing of three newly elected bishops for the Western Jurisdiction of the United Methodist Church: (front L to R) Rev. Cedrick Bridgeforth, Rev. Dottie Escobedo-Frank, Rev. Carlo A. Rapanut.**

## Better Together in ministry

RMS congregations continue to proclaim the love and grace of Christ, even as they are challenged. A diminishing pool of available candidates and interim pastors is an opportunity to be more imaginative. In the Denver area, two congregations just miles apart formed a joint Parish Ministry taking advantage of the strengths and uniqueness of each congregation to be a place of grace and welcome in their neighborhoods. In New Mexico, two congregations 70 miles apart agreed to partner in ministry, sharing a pastor and discovering other ways to partner despite the distance. While the pastor leads worship in one congregation, worship is live-streamed to the opposite congregation. These congregations are *better together*.

8

### ORDINATIONS

These new pastors and deacons are among our 20 First Call ministers throughout the synod.

17

### INSTALLATIONS

New pastors or deacons were welcomed to serve in a new ministry context.

19

### CANDIDATES

They are supported by the RMS Candidacy Committee as they prepare for ministry.

## NEXT FAITHFUL STEP CAMPAIGN EXCEEDS \$1.13 MILLION

We are extraordinarily grateful for gifts of over \$1.13 million in support of these initiatives:

### RACIAL JUSTICE TITHE

provided for Diversity, Equity, and Inclusion trainings, and a Racial Justice training event is planned for April 2023.

### EXCELLENCE IN LEADERSHIP

has touched the lives of more than 200 people in fifteen ELCA synods and other denominations.

### 3E LILLY GRANT

and matching funds have provided over \$600,000 in grants in support of 123 ministers' financial health and wellness.

### MESSIAH MOUNTAIN RETREAT CENTER

completed a beautiful and critical renovation of the Lodge.

### THE LUTHERAN CENTER

replaced the parking lot, and improvements to the facility will happen soon.

# Church in the world

*We are the heart and voice of Christ, alive through our interface with the world.*

The **Rocky Mountain Synod Disaster Response Team** has been meeting biweekly, then monthly, since the Marshall Fire in Boulder County (CO) in December 2021, coordinating our synodical response in partnership with two of our most-impacted congregations. The team secured a three-year grant from Lutheran Disaster Response to support the Chrysalis Initiative at Christ the Servant, Louisville, CO, a ministry to share the love of God in service to fire survivors and the surrounding community

**Lutheran Advocacy Ministry – New Mexico (LAM-NM)** mobilized the denominational leaders of the NM Conference of Churches as well as 500 members from 48 congregations to sign a letter in support of key legislation to cap storefront loans at 36%.

"**Thirsting For Water**" took place in September, a joint event of the **RMS Hunger Team**, **Lutheran Advocacy Ministry Colorado**, and the **RMS Creation Care Team** around the intersection of drought, water, food, energy, and public policy in our Western context, activating our Christian discipleship towards a vision of holistic wellbeing.

**Lutheran Advocacy Ministry Colorado (LAM-CO)** participated in a successful campaign that resulted in voter approval of free meals for public school students across Colorado after Congressional pandemic-era funding ended.

The **RMS Global Church Network** is exploring new ways to connect RMS ministries with the work of missionaries and the global church.

## Faith Formation

Youth and Adults attended the **ELCA Youth Summit** in November, as a catalyst to forming a new Synod Youth Council. For the first time in many years, an **RMS Youth Gathering** is planned for February 18-20, 2023 in Denver at Augustana Lutheran Church. And the **Faith Formation Network** gathers each month for support and relationship-building.

The Rocky Mountain Synod supports nine different **campus ministries** over four states. Of the nine, five are at church based sites, two are independent, and two are partly connected to a congregation. Between the nine sites, hundreds of students participate in community activities such as meals, time at local museums and other attractions, and worship opportunities.

## STRENGTHENING CONGREGATIONS

**Latino Basic Competency Training** is supporting the development of new Latino Ministry Partnerships.

**Excellence in Leadership (EiL)** is transformative. Said one participant: *"EiL transfigured my ministry--and my life. I learned language for how to be an adaptive leader and was part of a small group that helped me practice that before and during the early days of the pandemic. I was challenged to do self-reflection in a safe way; I learned how leadership theories could weave together into a transformational tapestry."*

**3E Vital Right-Shaped Ministry (VRSM)** has engaged 27 congregations in developing Values, Mission, and Vision. VRSM helps congregations increase their vitality and to "right-shape" for the present and future.

**VRSM** provided **Excellence in Leadership (EiL)** grants to nearly 30 congregational groups from the Rocky Mountain Synod.

82 congregations have engaged in five different **Stewardship for All Seasons** programs provided by **3E**.

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Cross of Christ Congregational Meeting  
February 5, 2023

**Agenda**

CALL TO ORDER

OPENING DEVOTIONS

SECRETARY'S REPORT AND APPROVAL OF MINUTES

*Annual Meeting 2022 - February 6, 2022*

*Congregational Meeting - July 31, 2022*

NOMINATING TEAM REPORT & ELECTIONS

*Congregational Council Members*

*2023 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*

*Report of Cross of Christ Preschool / Kindergarten*

*Report of Cross of Christ Music Academy*

DISCUSSION AND ADOPTION OF 2023 MISSION SPENDING PLAN

NEW BUSINESS

CLOSING PRAYER AND ADJOURNMENT



**2022 Cross of Christ Congregational Meeting**  
**February 6, 2022 | 12:30 p.m.**

**Meeting Minutes**

**Number of Attendees:**

In person: 64

Via Zoom: 13

A quorum was met

**Call to Order**

*Dawn Miller, Council President, called the meeting to order at 12:30 pm*

**Opening Devotion**

*Pastor Aly led the opening devotion with the congregation participating responsively*

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

- Annual Meeting February 7, 2021

*Frank Carau moved and Kurt Headrick seconded to approve the 2021 Annual Meeting minutes. Motion passed.*

- Congregational Meeting September 12, 2021

*Natalie Flowers moved and Ross Hoskins seconded to approve the minutes from the Sept. 12 congregational meeting. Motion passed.*

**Nominating Team Report & Elections**

*Representing the Nominating Committee, Kathleen Briscoe presented the Committee's motion to elect the its recommendations for Council, RMS Assembly and the new 2022 Nominating Committee:*

**Council Positions**

Vice President (2 year term) - Chris Rauh  
(2nd year of term as President)

Treasurer (2 year term) - John Finamore

At-Large (2 year term) - Shiela Abdel, Dave Babcock, Jeff Hoornaert, Lisa Kassel

Youth Representative (1 yr term) - Alex Brown

**2022 Rocky Mountain Synod Assembly Lay Voting Members**

Frank Carau

Linda Carau

**2022 Nominating Committee**

Paula Burky

Chris Kassel

*Dawn Miller asked for any additional nominations from the floor and there were none.*

*Grover Sardenson moved to forgo paper ballot voting due to the number of nominees equating to the number of open positions and instead vote by acclamation. Frank Carau seconded and the motion passed.*

*Sandy Elvington moved to accept all of the 2022 nominees. Kathleen Briscoe seconded and the motion passed.*

## **Recognition of Outgoing Council Members**

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

- Lance Zeiltlow, Treasurer (3 years of service)
- Katy Harder (At-large council liaison to pre-school)
- Ross Hoskins (At-large council, outreach and evangelism)
- Paul Kuntz (At-large, long-range planning and worship)
- Lauren Elvington, Youth Representative
- Frank Carau (At-large, stewardship)
- Dawn Miller, Vice President and President

## **Church Reports**

*Connie Morey moved and Vijay Permeswaran seconded to accept the following reports. Motion passed.*

- Annual Report
- Report of Lead Pastor
- Report of Associate Pastor
- Reports of Staff Members
- Reports of Ministry Teams
- Transition Report
- Report of Cross of Christ Preschool/Kindergarten
- Report of Cross of Christ Music Academy

## **2022 Mission Spending Plan**

*Lance Zeitlow presented the 2022 Mission Spending Plan, covering the paycheck protection program loan, historical funds, proposed 2022 spending plan, 2021 vs. 2022 expenses, and mortgage overview.*

*Dawn asked for a motion to accept the 2022 Mission Spending Plan. Paula Burky moved and Natalie Flowers seconded to accept the 2022 Mission Spending Plan. Motion passed.*

## **New Business**

### **• Use of Called to More Funds**

*Lance Zeitlow said the Finance Committee recommended that the Called to More Funds be used to pay down mortgage principal.*

*The committee moved to use the remaining Called to More fund balance to pay down mortgage principal in conjunction with the March 1, 2022 mortgage payment.*

*Dawn Miller asked for discussion. From the floor, Natalie Flowers clarified that Call To More Fund would be closed if the proposed motion was approved and it was confirmed that it would be.*

*The motion passed.*

## **Closing Prayer**

*Pastor Kathy closed the meeting in prayer.*

## **Adjournment**

*Dawn Miller adjourned the meeting at 1:08 p.m.*

**Cross of Christ Lutheran Church**  
**MINUTES: Congregational Vote for Associate Pastor Call and Compensation**  
**July 31, 2022 | 10:30 a.m.**

Attendance in person: 84

Attendance on Zoom: 17

A quorum (50 people) was reached.

- **10:30 a.m.** - Council President Lisa Dietz greeted the congregation and outlined the purpose of the congregational meeting: to vote on calling Aly Kohlmeyer as the Associate Pastor and to vote on the compensation package approved by Council.
- Pastor Kathy led an opening prayer.
- Jody Brammer Hoelter of the synod council provided a greeting from Bishop Gonia and read a letter from him recognizing the importance of the voting decision.
- Mandy Sevier, Call Committee Chair, recognized the members of the Call Committee and gave an overview of the process which began in September 2021. Following an extensive process, the committee determined that Pastor Aly met the requirements of Associate Pastor as outlined in the Cross of Christ Ministry Site Profile.
- Mandy moved and seconded that we call Pastor Aly for the Associate Pastor position and opened the floor for discussion.
- No questions or discussion took place.
- Lisa said to proceed with a written vote and online voting/poll instructions were given for those joining via Zoom.
- While the votes were being counted, the compensation package for Pastor Aly was presented to the congregation. She noted that the package is the same as when Pastor Aly was interim pastor with the exception of being given a sabbatical after 5 years of service.
- After vote counting was complete, Lisa announced that 113 votes were received - 111 yea, 2 no votes.
- Lisa asked for a motion to approve the compensation package for the Associate Pastor. Paula Burky moved and Brian Gillogly seconded. Lisa opened the floor for discussion and questions.
- Sharon Laughlin said she appreciated that the package outlines the full compensation in addition to salary and asked about the accruals of car and continuing education allowances for the remainder of 2022 and if they will reset in 2023. Lisa asked council treasurer John Finamore to reply. He said the allowance is given by the synod every year.
- Steve Selle asked if the sabbatical is a job requirement. Pastor Kathy said it's recommended by the synod.
- Lisa called for a vote on the package by raise of hands. The motion passed.



- Lisa thanked the call committee and long range planning committee for their hard work over the past months.
- **10:59 a.m** - Pastor Kathy closed the meeting in prayer.

<b>Membership Statistics - 2022</b>		
	<b>Baptized Total Membership</b>	<b>Confirmed Confirmation age and above</b>
Membership, end of 2021	872	759
<b>Members received during 2022:</b>		
By Baptism: children (15 years old and younger)	9	0
By Baptism: adult	0	0
By joining (New Members)	21	16
By transfer from another congregation		
<b>Total members received this year</b>	<b>30</b>	<b>16</b>
Baptized youth, <i>already part of membership count</i> , confirmed in 2022	0	10
<b>Sub-Total Baptized and Confirmed Columns</b>	<b>30</b>	<b>26</b>
<b>Members removed during 2022:</b>		
By death	5	5
By transfer	26	23
Moved	14	13
For other reasons (Requested)	15	14
Removed due to Inactivity*	166	147
<i>* In December of 2022 a letter was sent to 79 inactive member families inquiring if they wanted to remain members of Cross of Christ. Those who requested that they be removed were taken off the roles as well as those families who did not respond to our request.</i>		
<b>Total members removed this year.</b>	<b>226</b>	<b>202</b>
<b>Membership end of 2022</b>	<b>676</b>	<b>583</b>
<i>Of the Total membership of 676 we find 590 of these to be active members in our community.</i>		
<i>There are 34 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 2023 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**

Kathleen Briscoe-Thompson

Paula Burky

Bill Carlisle, Council Liaison

Jerry Jagers

Chris Kassel

Vijay Permeswaran, Council Liaison

Pastor Kathleen Armstrong



**Cross of Christ Lutheran Church**  
**Sample 2023 Election Ballot**  
Submitted by the 2022 Nominating Committee

**Council Vice President** (2-year term):

Anita Seitz

2<sup>nd</sup> year as **Council President**

**Council Secretary** (2-year term):

Danielle Tran

**Council at Large** (2-year term):

(Vote for four)

Chris Specht

Jeff Harbour

Alan Thompson

**Youth Council Representative** (1-year term):

Samson Gryboski

**New 2023 Nominating Committee members** (2-year term):

(Vote for two)

Katie Dittmer

Tom Littleton

## Anita Seitz

**Position:** President Elect



My family and I have enjoyed attending Cross of Christ since 2011. We live in Westminster not far from the church. As a family we love to laugh with and at each other, like many others we thoroughly enjoy the Colorado lifestyle; skiing, camping, hiking and just relaxing with friends. Our daughter Phoebe (16) and son Ian (14) have both been confirmed at Cross of Christ, and our youngest Katie (11) has just started the confirmation process.

Professionally I work as the Advocacy Director for Colorado Communities for Climate Action, supporting 41 local governments in pushing for strong state and federal climate policy. Our members are very diverse; rural, suburban, and urban, demographically, politically, and economically. Both Adams County and Aspen are members. We work off of a unanimous policy agenda, making it imperative that I hear all perspectives and successfully find common ground. I also served on the

Westminster City Council from 2013 -2021, I was selected by City Council to serve as Mayor Pro Tem in 2018, and was sworn in as Mayor in May of 2021. I have an undergraduate degree in Earth Science from the University of Northern Colorado and a Master's in Business Administration from Regis University (December 2013). I was awarded a Certificate of Completion from the Senior Executives in State and Local Government Program at Harvard University's John F. Kennedy School of Government as a Gates family fellow (June 2016). I have served on multiple regional boards and commissions including the Denver Regional Council of Governments, I served as the Policy Chair for the Colorado Municipal League, was the Treasurer for the North Area Transportation Alliance. I feel this background will help me be a helpful member of the Cross of Christ Church Council.

I believe in serving the community you belong to, and yet have not stepped up to serve Cross of Christ in formal capacity, even though I value and have benefited so deeply from this community in Christ. I would like the opportunity to serve, to help share whatever experience, time and talents of mine that may be useful to help sustain and nourish our Church. In the past I have worked to embed the values of stewardship, sustainability, equity, economic resilience, and community engagement into public policy. And while I strongly believe in the separation of church and state, I know that the fundamental values that I hold personally that have helped shape my work and philosophy are rooted in my faith.

My vision for Cross of Christ is simply to help support our pastors in nourishing a sustainable and vibrant community of faith, that models the love and teachings of Christ, and that meets the diverse spiritual and social needs of our members. I think it would be premature to think I know the best route and method to ensure that goal continues to be met. I recognize that I need to actively listen and learn from our Pastors, the congregation and current council. I also think it is important to be aware of the needs and concerns in our greater community.

**Danielle Tran****Position:** Secretary

Hello my name is Danielle Tran. I am a preschool teacher and a skincare business owner. My husband and I have 2 daughters Lily (8) and Raelynn (6). When we are not busy with our daughter's activities we like to go hiking and to local festivals.

I felt called to serve on our church council so I can understand more about the behind the scenes. This way I can better serve God through our congregation.

My vision for the CCLC future is to foster a place where all feel welcomed and loved as they are on their journey to discover Christ love.



## Jeff Harbour

**Position:** Council-at-Large



I'm originally from Springfield, IL and a lifelong St. Louis Cardinals baseball fan. After college, I moved to Denver for work and met my now wife Melissa. Melissa and I relocated back to Chicago (Naperville) from 2015-2019 for work, then moved back to Colorado again and bought our house in Broomfield. Melissa and I have two small boys: Cameron (4) and Matthew (2). They keep us very busy! When I'm not chasing Matthew around the sanctuary (thanks for your patience!!), I enjoy being outside, coaching youth sports, and going to sporting events. I also enjoy my work as a Project Engineer at Ball Aerospace developing high performance instruments, sensors and spacecraft to deliver the highest resolution Earth imagery currently available.

Since joining in November 2021, CCLC staff and members have been so warm and welcoming to me and my family. It makes me very proud to be a member, and it also makes me want to pay that warmth and welcoming forward.

I want to help CCLC continue to grow by welcoming and including everyone. Our community is getting bigger all the time, especially with new families like mine, and I'm excited to see more new faces at church.

Thank you for thinking of me for council!!

~Jeff

## **Chris Specht**

**Position:** Council-at-Large



I taught college and university English and Literature courses in the Kansas City area for over 25 years before moving to Broomfield with my spouse, Mike, in 2018. We have two young adult children, Jake and Tatum, who live in Boulder and Arvada respectively. I currently hike and walk dogs for Off Road Paws, a small business based in Lafayette. You can find me on a mountain trail or open space with pups most days of the week.

I look forward to serving with the Cross of Christ Council because I think it's important to be involved and active in our faith community. I've previously served on church council and found it thought-provoking and rewarding. My future vision for Cross of Christ is to continue to be a welcoming place for worship, learning, and spiritual growth so we can share God's grace and love in our community and the world.

## **Alan Thompson**

**Position:** Council-at-Large



I grew up as a member of Mt. Calvary Lutheran Church in Boulder. I work as a lawyer at Lohf Shaiman Jacobs PC in Denver, doing business law and commercial litigation. After college and law school, my wife Kathleen and I came to Cross of Christ around 1998 (and joined in 2000), after Pastor Keith Prekker knocked on our door. Since then I have served on Christian Education (now Faith Formation), Stewardship, Long Range Planning and Call (for Pastor Aly) committees and have been a member of the Music Academy Board. I also served on the CCLC council as an at large member from 2013 – 2015.

My daughter, Julia, 23, graduated from Occidental College last year and is currently working at an Orthopedics office in Boulder and applying to medical school. My son Grant, 19, is a freshman at Colorado College in Colorado Springs.

After my youngest was confirmed I took a break from committee work but I feel called to council again because I want to be a part of the new excitement and renewed devotion to the Church that I feel in the congregation as we emerge from COVID. I must admit to some perplexity to serve in that, if I am answering God's call to serve on council, and my wife Kathleen (on the nominating committee) was the one to ask me, does that mean she is . . . ?

Anyway, the future I see for the church is for it to grow and thrive by simply continuing to do what it does best – serving and inviting everyone, especially young families to Worship God and Learn about the love of Jesus Christ.

## **Samson Gryboski**

**Position:** Youth Council Representative



Hello! My name is Samson Gryboski and I'm 16 years old. My family and I have been members since October of 2006 when I was baptized. I attend Broomfield High School and am a certified lifeguard and water safety instructor (WSI).

Although my parents didn't make me sign up, they definitely suggested it, and I took in that suggestion. It seemed interesting to be a part of, and I wanted to be more involved in my community.

In the future, I hope to see more members, as I've noticed a lot of empty rows of chairs in the sanctuary during service. I also would like to see more youth involvement in youth programs, including me. If youth activities are made more fun, engaging, and known to more people, youth will start attending them more often, not because their parents made them or because they feel that they need to make a commitment, but because they genuinely look forward to attending and want to have a good time. Thanks for letting me be a part of the CCLC council, I hope to see you in the future!



## Lead Pastor Report

*"We know that all things work together for good for those who love God,  
who are called according to his purpose."*

Romans 8: 28

A great get-to-know you question in any group is, "What are your hobbies?". I used to dread this question, because for 22 years my hobbies did not exist. My hobbies, if you called it that, included being a chauffeur, a cheerleader, a homework supervisor, and if I was lucky I could also include "nap-catcher". I had no hobbies as all my free time was not my own but my kids.

Now that I have two young adults, with their own lives and their own driver's license, I started to think about what I could do with my "free time". For that time, for once, was for me. So I asked myself two questions, "what would be fulfilling for me in my life?" and "what had I always wanted to do but never had the time?". Good questions that we all need to ponder from time to time. The first thing I wanted to do was learn a new language. So I got the Duolingo app on my phone and I started to learn German. At times it has been very rewarding and other times I wish I knew a few curse words in German. But I am still committed and now I can ask "Wo ist das café?" (Where is the coffee shop?) without even thinking about it. But I needed to add a little more to my hobby list. So I volunteered to help the Stargate Track Team, last spring my afternoons were filled with helping students learn the art of the shot put and disc. I loved spending time with these young people and watch them continue to improve every week. I was even given "The Most Improved Coach" award. It was an honor considering I really didn't know what I was doing most of the time. But I wanted to do more with my time. So last fall I joined a community band with Sandy Elvington. I loved playing my trumpet every week, otherwise my trumpet would be collecting dust in the corner of my office. It was fun to improve my skills and make beautiful music with wonderfully talented musicians. I loved all these new hobbies that have really improved my life, but what I really love doing at home, when I am relaxing, is crocheting. I love not doing things for myself but rather projects that benefit others. Besides making prayer shawls and comfort clothes for our church, I made red stoles for a colleague friend in Minnesota who gave them to her confirmation class. It was so fulfilling to package them away and send them off to the Midwest so these students would know someone from Colorado was praying for them in their faith journey.

So I finally have hobbies and some time to enjoy them. But as I reflect on these activities, I realize that most of them have to do with working together for a common good, to be a part of something. Studying German was so that I could speak the language and be a part of the community when I travel again to Europe hopefully soon. Helping students in track was about being a part of a team, a unit that supports one another in their personal goals but also a part of a team. Being a part of a band, was about each individual making their own notes, put together as an ensemble to make a beautiful arrangement of music that brings joy to all who hear it. And crocheting was about having each stitch woven together to make a project that gives comfort to others.

Isn't this the same as the church? The church is a place where each person's gifts makes the church a beautiful collage. The church is a place where we care for the individual and for each person makes the community stronger. The church is about each and every person, as a stitch woven together for a much larger purpose.

Our Stewardship theme this year was around the word “Invitation”, inviting people into connecting, praising, and sharing with our community. We know as a community we are stronger when we worship together, connect in fellowship together, and share our gifts with our community. We have slowly seen an increase in attendance this year and people knowing that church can be an important part of their lives. However, challenges that we faced in 2022, we continue to face in 2023 which is one of involvement by the community and one of financial giving. We understand that people today seem less likely to make a commitment, afraid of when the other shoe may drop, whether it be with a pandemic or the economy. These are two challenges that our church needs to face head on to be able to redevelop who we are as Cross of Christ. Being part of a church is more than observation, it means being a stitch in the very fabric of our being. We know with any fabric, if you pull on the string long enough, the whole garment comes apart. I hope and pray for our congregation that we can continue to shore up every stitch in the foundation of our church and in our faith. We can say with our heart, “I want to be a part of this community! How can I help? Where can I volunteer? How do I make this community a part of my life?”

Let us make 2023 a year not just about INVITATION, but about saying YES to that invitation! Let us not wait for someone to come and beg us to help, as we do every week. Rather let us say YES before we are even asked. This way our staff can focus on the “why” of the ministry rather than the “how”. We know who we are as a congregation. We are a church that is about inviting all to celebrate the LOVE of Christ, through Connecting, Praising and Sharing with one another and the world.

We are reminded of this call to say YES by the example set by our staff and the members of the church who bring their faith and passion in how they serve God through all that they do.

**Pastor Aly** gave Cross of Christ a big YES when she accepted the call to be the associate pastor this summer. She has been a true blessing to our community taking on the responsibility of youth ministry, outreach, and faith formation. She helped organize our families and gave them all the opportunity to say YES to owning the youth activities for the year. She has worked with the community organizations of Broomfield to see how we can think about being a part of the solutions to the problems of housing and food equity. She worked with a group of dedicated members to put together exciting opportunities for adults to grow their faith. Pastor Aly has been a great partner in ministry to me and the staff, sharing and leading the way in pastoral care and worship leadership. She is warm and authentic and truly cares for the members of our community. We thank her for saying YES to this calling,

**Jessica Wanecek** said YES a little over a year ago to being our office manager. She has a warm smile and beautiful laugh to make everyone that comes through our doors feel welcomed. She goes above and beyond to make the work on the staff easier, using her gifts and passions in creativity and organization. She has helped make our staff a cohesive unit that supports and cares for one another in life’s challenging moments. We give thanks for her saying YES to being part of our staff.

**Megan Mellentien** said YES to bringing her gifts of music to our congregation a little over a year ago. She has been gracious in sharing her beautiful voice in worship during Lent and any time there is a need for special music. Megan has a strong gift in organization as she has helped with music planning throughout the year, using her passion for contemporary and traditional music to provide a blended worship style during the summer months. Megan has a special gift of reading into the theme and scripture of Sunday mornings to pick just the right hymns that make the worship more meaningful. She brings a great energy to worship and to the staff. We give thanks for her saying YES to bringing the music ministry alive in our congregation.

**Neil Forsythe** said YES to our congregation when we were looking for someone to help lead worship on the piano and organ. He has amazed our congregation each Sunday with his improvisation and creativity. His passion for church music is evident every time he plays the keyboard bringing the Gospel alive to our congregation. We give thanks for him saying YES to bringing us beautiful music each Sunday.

We know that parents should not always say YES to kids, but **Amy Pallas** is great at saying YES to our children in our church when it comes to God's love. Amy said YES when we decided to move Vacation Bible School to all staff ministry. Amy gave strong leadership to keep us focused on the task at hand. We worked well together and had a fun time bringing the theme of "Monumental" alive for the 120 plus students from our community. Amy said YES when we were looking for new ways to engage children in worship, which is a strong passion of hers. She brought our children's worship corner alive with books and activities so families could worship together. Amy said YES when thinking of an all ages faith formation time, working with members of our church to keep Sunday mornings engaging and fun for your children, including adding a 0 – 4 preschool curriculum. Cross-Generational events help our church connect to one another in fellowship and service. Amy uses her gifts in these areas to lead the faith formation team in organizing multiple events this year. We give thanks for Amy saying YES to God's calling to serve this church and their families.

**Whitney Gillies** said YES to our congregation during our Covid year to help our congregation recruit volunteers and expand our communication. Then she said YES again when going through staff transitions to use her gifts of engagement to provide opportunities for our congregation to listen to one another. She was a blessing on our staff, always bringing us to the next level of what was possible for our church and its mission. She had a gift of making one on one connections to members of our church showing them compassion and grace. We understand that Whitney had to say YES again to another job opportunity. So we give thanks for Whitney saying YES to our church when we most needed her gifts.

**Nikki Leverone** said YES to our congregation when it comes to her strengths in accounting to help keep our congregation organized when it comes to giving records and paying bills. Nikki said YES to going above and beyond her work in helping our church update our employee handbook to abide by new state laws. Nikki said YES to helping with Vacation Bible School with their registration and payment. Nikki has a beautiful heart and love for our congregation which is shown in everything she does in her role on staff. We give thanks for Nikki saying YES to serving the church in ways that make things smoother for the staff and its members.

**Scott Elvington** said YES when we needed to go online in a hurry. He said YES to learning new audio and visual skills to make our worship accessible for all people. Scott said YES when it comes to making our baptismal chests that have become increasingly difficult to get materials and make. And Scott said YES when we needed a new computer for the sanctuary and put upon himself to get the parts and put it together. Scott doesn't get much help and he really needs it. We are thankful that he had a partner in Jesse for a year but now we are looking for someone new again. It would be great to have someone else to say YES to the ministry of bringing our worship into all homes. We give thanks for Scott saying YES to his gifts that God gave him to bring worship and the Gospel to all people.


**Amy Goodmanson** said YES when God called her to work with children and lead the preschool and kindergarten of Cross of Christ. There are yearly challenges of enrollment and state protocols. But Amy said YES to every challenge that has come her way. She sees the vision for the school and the church being connected and engaged in each other's ministry. We give thanks for Amy saying YES to the calling to serve the children and families of the Broomfield community by providing a Christian education founded in God's love.

**Kathleen Briscoe** said YES when the Cross of Christ Music Academy was in need of a strong administrative leader to bring the CCMA forward. Kathleen said YES to the challenges that faced the CCMA financially and organizationally. Kathleen helped get the lesson appointment online, worked on the CCMA identity and online presence and updated the financials as the board looked for another director of this ministry. We give thanks for Kathleen saying YES to this opportunity to expand and grow this ministry in our community.

**Ed Painz** continues to say YES over and over again. When a gift was given to the church to move all of our lights to LED, Ed said YES to that great undertaking. When a heater goes out or a water pipe bursts, Ed is there to say YES. When the walks need to be shoveled or the grass needs to be mowed, Ed is there to say YES. When we need lights replaced on the roof or in the sanctuary, Ed is there to say YES to climbing as high as one can go. When the locks on the doors break or the fire alarm goes off, Ed is the first person to say YES. We had a strong group of men that helped in these areas, but this is getting fewer and fewer. I am sure we all would appreciate a few more YES's in helping to care for our building. But in the meantime, we give thanks for Ed saying YES to this community and to serving God with all his heart.

We are so thankful for so many that do say YES to our church and our community that there are too many to count. We are thankful to Carolyn Tate, Rob Dittmer, and Carol Sorenson for saying YES to helping Ed care for our property. We are thankful to Elise Tom and Ed and Sandy Quintrall who YES help with the sacristy and who lead the altar guild. We are thankful for our leadership who said YES when asked to lead: Lisa Dietz, Chris Rauh, John Finamore, Mary Peck, Alex Brown, Vijay Permeswaran, Bill Carlisle, Julie Nunns, Jeff Hoornaert, Lisa Kassel, Sheila Abdel, and Dave Babcock. We are thankful to all those that have said YES to faith formation, evangelism, stewardship, outreach, and worship. Hear me when I say we are grateful to all of you and your YES! Thank you!

We are reminded of the Apostle's Paul's words to the Roman church, "*We know that all things work together for good for those who love God, who are called according to his purpose.*" We are all part of this community, thread by thread, woven together to create a fabric that covers this church and all who call it home with love and grace. We pray for our congregation in 2023 that it will become a year of YES for all of you in your hearts to give of yourselves to this community to make it a much bigger blanket that can reach to so many others.

A handwritten signature in cursive script that reads "Pastor Kathleen".

Pastor Kathleen Armstrong  
Lead Pastor

## Associate Pastor Report

*My oldest son is just weeks away from turning 16. He has been working hard as a lifeguard to save up money to buy his first car. He found the car that he wanted to purchase, and it is a manual vehicle. Not only is my son learning to drive, but he is now learning how to operate a vehicle that requires a little more thought in how to get it to move. Two weeks ago, I got into his car for the first time with him and he drove us to the bank, about a half mile from our home. It was certainly a challenging journey. It takes time to learn the right balance of releasing the clutch and engaging the accelerator when trying to move forward. You have to get to know your vehicle and become comfortable with finding that balance.*

*This is the image that comes to mind for me as I have moved from the Term Call Associate Pastor Position into a settled call as Associate Pastor at Cross of Christ Lutheran Church. It is taking some time to get to know the congregation, to know where to slowly let go and where to engage deeper. It takes time to find the balance because if we let go too quickly, like a vehicle with a manual transmission, you will likely find yourself clunking to an immediate halt. If you **do not** let go of “the clutch,” no matter how much you press down to engage the accelerator pedal, you will not go. You will rev up the engine, but you will not move forward. It has been very important to learn how to find the places to slowly release, while at the same time press in and engage into the life and ministry of Cross of Christ Lutheran Church as together we move forward into the future. For each of the ministry areas I partner with and serve, I am using this analogy to offer a glimpse of what I notice.*

### YOUTH

**Celebrate:** We celebrate the incredible youth of this congregation whose presence and leadership bless us richly! It was a great year of collaboration among staff, parents, and volunteers that helped us plan and lead fun events, attend summer camp, raise funds for the KY trip and make that amazing trip happen, take part in service, offer a fabulous Confirmation program, and take part in the fall RTLC camp retreats.

**Slow Release:** Together with the ideas and commitment of our youth, the support of parents, and the care of invested adults, we aim to release the pressure to meet diverse expectations and unite to find a new iteration of youth ministry at Cross of Christ, looking for the ways God is calling us to live together in faith.

**Need for Deeper Engagement:** In 2023, in partnership with parents and volunteers, we will continue to create some consistency, to get to know one another better, to build community, to connect our youth to our larger church community in cross+generational ways, and to offer events and opportunities that remind our youth that they belong and are loved by God and by our community of faith.

### OUTREACH

**Celebrate:** We celebrate a dedicated *Safe Parking* team that has interviewed, welcomed, and supported many Safe Parkers in 2022. We celebrate all the ways our volunteers and congregational generosity have allowed many to enjoy nourishment and fellowship at our bi-monthly *Community Meals*. We celebrate all those who have been blessed with sandwiches, food, and care shared through our wonderful volunteers with our *Sandwiches for The Homeless* offering. We celebrate the way the *quilts and prayer shawls*, made by our volunteers, bless those who receive them. Finally, we celebrate the way our *cross+generational service events*: Summer Kick-Off event, God’s Work Our Hands, and Adventfest, allow us to support a variety of people within our community.

**Slow Release:** Together with congregational volunteers and staff, it is important to release some of our independent functioning of all these great outreach offerings and build bridges of support and collaboration so we can mainstream, strengthen, and enrich our outreach efforts. In 2023, we hope to work towards a whole-team approach.

**Need for Deeper Engagement:** In 2023, we can work together to discover how God is inviting us to care for those in need both within and beyond our church, possibly in new ways. We can watch for what ignites interest, hope, and passion within our church and encourage more to serve in faithful response to how God calls us to serve and love.

## ADULT EDUCATION

**Celebrate:** We have a wonderful team of dedicated and inspiring people who are committed to offering engaging, diverse, and meaningful adult education opportunities on Sunday mornings.

**Slow Release:** Together as a team, we will continue to release the notion that only experts can lead these offerings.

**Need for Deeper Engagement:** Our team will continue to find diverse offerings that welcome adults from different ages and stages of life. In 2023, we hope to equip and empower more congregational leadership for Adult Education. Experts are not needed-just those willing to facilitate, learn, and grow! You are invited to give it a try!

## PASTORAL CARE

**Gratitude:** It is an honor to walk with people in both times of joy and especially in times of struggle, loss, illness, and need.

**Slow Release:** Due to illness, pandemic, and staffing, regular in-person pastoral care visits are not always as regular as they once were.

**Need for Deeper Engagement:** In 2023, we will encourage more lay involvement in reaching out to our homebound members. We can consider an in-home communion or care team that may be interested in some training and serving in this way. We are shifting and learning how to expand our ability to connect through email, text messages, and phone calls beyond our in-person visits to help us stay connected.

## WORSHIP

**Celebrate:** God comes to us, meets us where we are, and we have the opportunity to offer our praise each week at our two worship services. For this, we can always be truly thankful.

**Slow Release:** Together, as a congregation, we can release the expectation of being what we were.

**Need for Deeper Engagement:** Together we have an opportunity to name who we are now, our hopes for gathering and worshipping together, and what that looks like.

## OVERALL

*Each of us has the opportunities to consider how and where we may need to release and where and how we can engage deeper into the life and ministry of this congregation. Both are needed. If we only release, we cannot function. If we do not do some releasing, we cannot move forward. If we do not engage deeper, we cannot move into the future. Both release and engagement are needed. I invite you to the balance of both. In 2023, by the guiding of the Holy Spirit, may we release that which holds us back and engage into what propels us forward so that we may know and be the living, breathing, serving, loving hands of Christ to one another and to the world.*

*With gratitude for the opportunity to partner with you in ministry and in the name of Jesus, the Christ, I offer you this report in hope and faith that God is leading and guiding us.*



Pastor Aly Kohlmeier  
Associate Pastor



## Director of Children's Ministry

*Hebrews 12:1 (NLT) with motions*

All these many people (*Spread arms wide*)

who have had faith in God (*Make the sign of the cross with arms*)

are around us like a cloud. (*Spin in circle*)

Let us put everything out of our lives that keeps us from doing what we should. (*Push away with hands*)

Let us keep running in the race that God has planned for us. (*Run in place*)

On All Saints Day at Kids Connect (Sunday School), children of all ages were invited to explore the meaning and significance of Hebrews 12:1. All Saints Day is a time when we, as a community, remember people who have been a particularly powerful example of faith in our lives. All Saints Day is about remembering, celebrating and honoring these people and thanking them for the impact they have had on our faith life. While the “great cloud of witnesses” described in Hebrews refers to those who have come before us and are no longer with us here on earth, at Kids Connect, we segued into discussing those people who are physically present with us, watching over us and encouraging us as we try to be good people and be faithful to God. Children 3 years old to 11 years old discussed how mothers, fathers, sisters, brothers, grandmas, grandpas, aunts, uncles, teachers, coaches and members of our own Cross of Christ Community supported them. It was a moment when I saw clearly, despite the hardships of the past two and half years, how God is using our Cross of Christ community to nurture these children. Children's Church, Kids Connect and VBS volunteers were among those listed by the children as loving examples of Christ in their lives. Thanks were given to parents, grandparents and neighbors who brought them to church and to brothers and sisters who chatted with them about God.

Being together in faith means we encourage, love and guide each other as we pursue God, regardless of age. In 2022, I witnessed the Cross of Christ community come together in a unique way. It began when I brainstormed how to minister to the children on Sunday mornings with, due to the pandemic, a lack of volunteers and numbers of children smaller than Cross of Christ is accustomed too. I chose to do what many churches did: create a one-room Sunday morning group for children. From this structure born of necessity, arose something beautiful—a group of children ages birth to 5th grade who learned together, played together, and cheered each other on. Then came the volunteers—adults and youth who breathed life and love into the 45 minutes. New families began attending with children under 3 years old and we created an area in the sanctuary so parents could worship with their children and we launched a special Sunday morning break out group for them and their parents. Throughout the year, programs continued to grow and Children's Church, Kids Connect and VBS volunteers shared with me the meaning they found in their interactions with the birth to 5th graders. I witnessed a truly symbiotic relationship, where God used adults and youth to minister to children and children to minister to adults and youth.

Highlights of the Children's Ministry in 2022 included Kids Connect, the birth to kindergarten breakout group, Children's Church, Monumental VBS, the creation of the children's movement area in the sanctuary, Adventfest and the Christmas ABCs. For details about each of these programs, please refer to the Faith Formation Team report. Thank you to all of you who volunteer with our children and make these ministries possible.

Joyfully in Christ,

Amy Pallas

# **Music Ministry Annual Report 2022**

Director of Music Ministry

Megan Mellenthien

## **Accomplishments and Notable Events in 2022**

1. Increase of participation for Soli Dei
  - a. Several new members have joined and also several people have returned
2. Increase of participation in Proclaim
  - a. 1 singer and 1 guitarist have joined
  - b. More willingness and volunteerism for solos and leadership roles in music
3. “Refresh” of music for Soli Dei - cleaning out old music and purchase of new music
4. Update of Proclaim repertoire
5. Proclaim music moved out of Sacristy into Music Room
6. Easter Service special music - Flatirons Brass
7. Successful and fun VBs 2021
8. Creation of Choir Drive - Access to electronic copies of music and rehearsal tracks for home use
9. Creation of Proclaim Drive - catalog of Proclaim music with linked recordings
10. Music with Kids Connect every sunday
11. Kids Connect Performances during the year (2 successful performances)
12. Choir Pickups - Extra Saturdays to prepare the choir for big seasons (Easter/Christmas)
13. Holden Evening Prayer
  - a. Beautiful/meaningful services
  - b. Volunteers (Kunzes, Millers, Kurt headrick)
14. Hiring of a new Pianist/Organist - Neil Forsythe
  - a. Plays for services, Soli Dei, and Proclaim - Consolidation of duties
15. Summer Substitute pianists (Angela Schmitt and Joseph Noelliste)
16. Joy of music back in Music Ministry
17. Involvement of younger members of congregation
  - a. Tatum Specht and Reagan Kraft
18. Choir Assistant help
  - a. Member of choir who assists with communication and organization outside of the music director duties
19. Resurgence of Cantor/Solo volunteers (Mary Ellen Steele)
20. Stream expanded to the 11:15am service
21. Collaboration of Proclaim/Soli Dei
  - a. Rehearsals moved to same night to consolidate and encourage cross participation
  - b. Christmas Eve/Easter Services have songs to collaborate on
22. Saving church money in budget for Music Ministry
  - a. Utilizing more subscription/free options for music for Proclaim/Soli Dei
  - b. Pianist Salary to reflect amount of services
  - c. Changing copyright licenses to exclude unused and combination licenses for others

### **Challenges and Setbacks of 2022**

1. Illness and snow impact rehearsal times
2. Participation from Proclaim has been spotty - not a lot of people remain from before my time.
  - a. Specific people lost interest or time for it
  - b. Some disagreement about where the group was going verses the director's vision
3. Consistency in numbers for all music ministry
4. Bell choir return has been pushed to next year due to time restraints of directing
5. Organizing the music storage has been delayed due to time constraints
6. Low attendance at the 11:15am is very disheartening for Proclaim
7. Retirement of Marilyn Kopperud as pianist/organist after 10 years of dedicated service to Cross of Christ
8. Kathy Pierce took step back from Proclaim as pianist to take a well-deserved break.

### **Upcoming Goals and Plans for 2023**

1. Offer more opportunities to involve cross generation in music ministry
2. Continue to establish ensembles by defining and focusing on their mission(s).
3. Continue reevaluating and evolving music ministry to be the most impactful
4. All missed goals from 2022 to be completed in 2023 (ie bell choir, closet organization)
5. Revamping and consultation on sound system and options for small groups and praise music (Joseph Noelliste)
6. Piano hydration system to alleviate high amounts of tuning costs

# Cross of Christ Faith Formation Annual Report 2022

**Committee Members:** Kerri Kraft (chair), Julie Nunns, Steve Phillipsen, Tanya Shepherd, Amy Pallas, Amalea Vega, Sarah Mendez

**Council Liaison:** Julie Nunns

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

**General Information:** This year was filled with many fun, in-person cross-generational opportunities. The small children of the church were given many learning and volunteer opportunities. Children’s church and Kids Connect remain a strong educational piece for our young children with Amy Pallas’ ever creative talents engaging them. Thank you to the many volunteers that make these programs successful for our next generation. The children feel the love from our church family, providing a safe and inclusive family environment.

## First Quarter Activities and Services:

- A “Wiggle Area” was created in the Sanctuary for small children to be able to move during the church service so that parents can be more present at the service without the worry of their little ones creating a disruption to service. Sarah Mendez has helped sanitize the toys and play area. Thank you Sarah!
- Prayer buddies were continued with the help of the Women’s Bible Study allowing cross-generational interaction.

## Second Quarter Activities and Services:

- In May, there was a cross-generational Summer Kick off Faith Formation Celebration. Care packages for Safe House Alliance (SPAN) were made. All volunteers and graduates were celebrated with cake and flowers. Indoor and outdoor games were played. Thank you Steve Phillipsen for making those amazing banners.

## Third Quarter Activities and Services:

- VBS: Monumental VBS was a huge success!
- 120 kids
- Over 90 volunteers
- The staff (Jessica, Nikki, Megan, Whitney, Jesse & Pastor Kathy) and key volunteers who took on leadership roles (Ed Painz, Dawn Miller, Danielle Tran, Sarah Mendez, Kristin Kinchen, Jim Osenkowski, Natalie Flowers, Amy Bates, Tate Leverone & Grant Thompson) made this event run smoothly.
- There was a Back to School Blessing for students and teachers.
- God’s Work, Our Hands by Faith Formation: Julie headed up the FISH food drive and delivered items. First responder care packages and cards of encouragement were created and delivered to the Broomfield Police Dept and North Metro Fire Station 64. Thank you to the youth and littles for delivering these packages. The recipients were most appreciative and thanked us on social media. A community meal was prepared and served by the youth group. Kona Ice was a treat for all.

#### **Fourth Quarter Activities and Services:**

- Adventfest (multi-generational): Everyone enjoyed the hot chocolate bar and snacks. Thank you Amalea for organizing this. Thank you to Julie for creating and helping with the Kiss Advent project. There were 48 middle school/teen stockings stuffed and delivered to A Precious Child. They were most grateful. Crafts were available to make for all generations and Pastor Aly provided some trivia type games.
- The Alphabet Christmas Pageant/Family Program was enjoyed by all. A special thank you to Amy Pallas for organizing the participants and a huge thank you to all those that volunteer for those services.

The Faith Formation team would like to thank the members, church council and staff for the support through 2022. We could not provide the service and faith formation activities without the engagement and support of everyone!

## **Cross of Christ Lutheran Church 2022 Property Committee Annual Report**

2022 was a very productive year for the property team. The biggest major project was converting older fluorescent and CFL light fixtures with more efficient LED fixtures. This project was made possible by a generous Memorial Fund Donation from the Late Roger & Bev Dahl and their 2 children Craig & Wendy.

I replaced 164 light fixtures with 141 LED fixtures in our church facility. I was able to reduce the overall wattage from 13,284 to 4,808, a 63.8% reduction. I also installed 24 dimmer/occupancy switches in the classrooms and office areas which required running new low voltage control wires between the wall switch and the ceiling panels. Because I did most of the work myself, I was able to keep the cost to approximately one third of two contractor bids. I hope you have noticed the brighter rooms around our facility!

### **These were the other major items that were completed in 2022:**

1. Trimming and removal of trees by a tree company and smaller trimmings done by us.
2. Removal of old/dead rose bushes on the south side of the building.
3. Fertilization and disease protection of trees by an outside tree company.
4. Replacement of main restroom exhaust fans with quieter and more energy efficient units.
5. Resolve major plumbing problems.
6. Assist in hiring a new custodial service.
7. Maintain and Repair all functional systems on the property.
8. Facilitate 2 work days to trim and clean up outside landscaping.
9. Assist with VBS prop building, setup and cleanup.
10. Negotiate various maintenance contracts for the facility.
11. Facilitate and schedule lawn mowing, aeration and fertilization, trash pickup, tree treatments and tree trimming, carpet and window cleaning, weekly recycle, inspections for the elevator, fire sprinkler and fire monitoring systems and more.
12. Facilitate replacing a troublesome/failing electronic door lock system by incorporating it into our Alarm system.

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 and beyond to assist our team:

**Dave Smedstad** for trimming the lawn every couple weeks. Thanks for volunteering in 2022 again.

**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 and 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 helped me with some of the LED replacements & always helps with the outdoor work days.

Based on my known recorded volunteer hours and some unknown estimated hours, it required about 633 hours to accomplish all the tasks in 2022.



My future goals in 2023, pending available volunteers and funds include:

1. Replace the remaining older light fixtures in the music and youth rooms using the Memorial Fund gift.
2. Scheduling an ongoing tree fertilization and treatment plan.
3. Recruit 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:  
“INVITATION”



Our theme was based on the council's focus for 2022 which was to extend invitations to our congregation to re-engage them in the life of the church. The focus for congregational thought and reflection was around Invitation to Connect, Invitation to Praise, and Invitation to Share. We are grateful to Cameron Kinchen, a son of the congregation, for offering his gifts of graphic design for all of our weekly themes.

Over a 10 week period Pastor Kathy and Pastor Aly delivered sermon topics to think about what it means to be connected as a congregation, to worship and praise together, and to offer our gifts of blessings to one another. This was highlighted by hands that decorated the walls of the sanctuary each week. We also invited members of the church to speak to the congregation in worship and in campaign materials on what these themes of connection, praise, and sharing means to them.

The stewardship team followed up the campaign with a letter, phone calls, and thank you notes.



### We received 145 Pledges for our campaign.

Thank you to everyone who supported the 2022 Stewardship Campaign and to everyone who pledged. If you would still like to pledge for 2023 you may do so on the Cross of Christ webpage by clicking on the 2023 Pledge button. If you would like to help with the 2023 stewardship campaign (a crucial, loving and rewarding task), please see Pastor Kathy.

### Stewardship Team

Tom Van Akkeren

Frank Carau,

Dave Babcock, Council Liaison

Pastor Kathleen Armstrong

## **Annual Report for 2022 Cross of Christ Preschool and Kindergarten**

Fifty-Three children are enrolled for the 2022-2023 school year including 18 three-year-olds, 25 four-year-olds, and 10 kindergartners. The staff is made up of a director, one assistant director, seven classroom teachers, a finance director, one music and movement teacher, 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 Kristen Shapiro, Melissa Harbour, Rebecca Allen, Jon Lindholm, and Tristina Pontiakos. Jeff Hoornaert is the church council liaison.

Our 2022-2023 enrollment is down to about 60% capacity, possibly due to the impacts of covid. However, Summer Camp enrollment was strong and we had two full weeks of summer camp in June.

We were able to resume some of the in person activities for children and their families this past year, including two Dan Crow family concerts (one in April and one in September), a meet and greet at the park before school, back-to-school night, new parent orientation, spring fall parent teacher conferences, as well as various online parent trainings and workshops. Free screenings provided for the children included speech, vision, and developmental screenings. Extra programs that the school offers include Lunch Bunch and Summer Camp.

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

Seven teachers participated in a year-long Teacher Classroom Management Training and Mentoring program through Incredible Years to promote pro-social relationships in preschool children.

The Preschool and Kindergarten raised \$3400 from the Butter Braid fundraiser in October.

Although our enrollment has been down for two years in a row, our school has had wonderful support and guidance from not only Cross of Christ Lutheran Church, but several community programs as well. We qualified for a Childcare Stabilization Grant and a Workforce Retention Grant to help our school through the costly changes endured through the pandemic. Fifty percent of the Childcare Stabilization Grant was used to keep tuition costs at their current low level, in addition to pay for one full month of tuition for each child in April 2022. The Workforce Retention Grant was used to support the recruitment and retention of staff through bonuses.

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, which is due in December 2023.

	Jan - Dec 22
Ordin ary Income/Expense	
Income	
Late Fee	30.00
Revenues	
Donation s	807.87
Grants	108,290.00
Snack Fee	4,071.00
Supply Fee	1,651.50
Registr ation Kdg	1,300.00
Registr ation Fee	3,945.00
Tuitio n	134,763.81
Lun ch Bunch	12,496.00
Summer Camp	7,349.16
Fundraiser	
King Soopers-Safeway Gift Card	746.71
Butter Braids	3,597.56
Fundraiser - Other	416.17
Total Fundraiser	4,760.44
Total Revenues	279,434.78
Total Income	279,464.78
Gross Profit	279,464.78
Expens e	
Maintenance	6,995.00
Sandbox ACH fees	307.80
Paypal Fees	145.57
Non Empl oyee Compensation	561.00
Snack Suppl ies	3,569.70
Playgroun d 2017	0.00
Bank Service Charges	61.08
Custodian	1,966.25
Dues and Subsc ript ions	139.00
Equip ment	1,563.54
Fundraiser Expense	
Butter Braids	928.10
Total Fundraiser Expense	928.10
Insurance	3,128.16
Licenses and Permits	
Colora do Dept of Human Services	580.52
NAEYC Accreditation	150.00
Licenses and Permits - Other	88.35
Total Licenses and Permits	818.87
Office Expense	2,653.86
Operating Expense	1,421.23
Salaries & Wages - other	0.15
Payroll Tax Expense	14,920.76
Salary and Wages	195,042.50
Schoo l Suppl ies	
Custodial Suppl ies	352.11
Curriculum Expense	1,842.67
Schoo l Presentation s	500.00
Schoo l Suppl ies - Other	1,184.94
Total School Supplies	3,879.72

	Jan - Dec 22
Staff Appreciation	489.36
Telephon e/Internet	884.65
Training & Confe rences	360.00
Utilities	2,160.00
Total Expense	241,996.30
Net Ordin ary Income	37,468.48
Net Income	37,468.48

## **Cross of Christ Music Academy**

At the beginning of 2022, the music academy continued its business and mission with in-person lessons, with as-needed video-conferencing lessons. We also grew in 2022, adding 4 students in winter and spring, 2 in the summer, and 1 more in the fall for a total of 7 students. We started the year with 13 students, lost 3 for various reasons, and ended the year with 17 students. We continue to pursue leads for more students, with 9 active leads currently.

### **Notable Events and Accomplishments in 2022**

1. The music academy hosted a booth at Broomfield Days in September for the second time! We had TONS of visitors and several interested parties sign up for lessons.
2. Kathleen Briscoe-Thompson has worked as the Interim Executive Director for nearly 18 months and has made changes to the operations and marketing that have yielded great results. She and the board have been actively seeking a new Executive Director, and the CCLC Music Director.
3. The new music school management system (My Music Staff) has increased administrative efficiency and has made it much easier and convenient for parents to pay for lessons.
4. We continue to use Bark.com for lead-generation. In 2022 we received over 400 leads, but most wanted remote lessons and we decided to eliminate that as option. We responded to 15 of these leads and converted 3 to students.
5. We hosted a Spring Recital on April 30<sup>th</sup> with 13 students, and a Winter Recital on December 10<sup>th</sup> with 8 students participating. They were well-received, and we have already scheduled the Spring recital for April 29<sup>th</sup>, 2023.
6. In October our guitar instructor, Scott Mitzner, received an offer for full-time work at another school, and he offered to stay on until his CCMA position was filled. We filled it in early November, but the holidays have delayed the start of the new instructor, Tanner Stephens. He began officially on Thursday, January 5<sup>th</sup>.

### **Upcoming Goals and Plans for 2023**

1. Continue to email music teachers in the Adams 12 and BVSD elementary schools.
2. Update the school's name – changing it from Cross of Christ Music Academy to Cross of Christ Music School, to make it more inviting, and less intimidating to our younger, beginning students.
3. Leverage the marketing and social media experience of the new guitar instructor to bring more students to the school that way.
4. Add another piano instructor, to cover students at a more advanced level.
5. Continue to advertise in the Church newsletter, electronic sign, and narthex, The Broomfield Enterprise, NextDoor, and Facebook Groups, such as Broomfield Moms

### **CCMA Board of Directors**

Rebecca Pfaff, Chair

Alan Thompson

Lisa Kassel, Council Liaison

Kathleen Briscoe-Thompson, Interim Executive Director



Cross of Christ Music Academy  
Profit & Loss Prev Year Comparison  
January through December 2022

	Jan - Dec 22	Jan - Dec 21	\$ Change
Income			
CCMA Tuition			
Lessons - 60 Minute	770.00	0.00	770.00
Lessons - 45 Minute			
Cancellation Lessons-45 Mi...	0.00	-43.00	43.00
Lessons - 45 Minute - Other	173.00	718.00	-545.00
Total Lessons - 45 Minute	173.00	675.00	-502.00
Lessons - 30 Minute			
Cancellation Lessons-30 Mi...	0.00	-60.00	60.00
Lessons - 30 Minute - Other	24,600.23	10,031.97	14,568.26
Total Lessons - 30 Minute	24,600.23	9,971.97	14,628.26
CCMA Tuition - Other	601.12	0.00	601.12
Total CCMA Tuition	26,144.35	10,646.97	15,497.38
Donation	0.00	150.00	-150.00
Total Income	26,144.35	10,796.97	15,347.38
Cost of Goods Sold			
Payroll Expense - COGS			
Wages - Teacher	8,532.00	8,552.11	-20.11
Total Payroll Expense - COGS	8,532.00	8,552.11	-20.11
Total COGS	8,532.00	8,552.11	-20.11
Gross Profit	17,612.35	2,244.86	15,367.49
Expense			
Bank Service Charges	40.30	14.00	26.30
Books, Music	0.00	19.99	-19.99
Computer and Internet Expenses	346.59	0.00	346.59
Office Supplies	0.00	-35.91	35.91
Payroll Expenses			
Taxes	1,101.79	494.79	607.00
Wages	4,289.25	738.00	3,551.25
Executive Director - Commissi...	0.00	856.50	-856.50
Wages - Administrator	1,581.30	1,495.55	85.75
Taxes - Employer	1,534.48	1,365.97	168.51
Payroll Expenses - Other	842.00	435.00	407.00
Total Payroll Expenses	9,348.82	5,385.81	3,963.01
Promotion & Advertising	252.50	0.00	252.50
Recital	0.00	15.92	-15.92
Total Expense	9,988.21	5,399.81	4,588.40
Net Income	7,624.14	-3,154.95	10,779.09

01/10/23

Cross of Christ Music Academy  
Profit & Loss Prev Year Comparison  
January through December 2022

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	% Change
Income	
CCMA Tuition	
Lessons - 60 Minute	100.0%
Lessons - 45 Minute	
Cancellation Lessons-45 Mi...	100.0%
Lessons - 45 Minute - Other	-75.9%
Total Lessons - 45 Minute	-74.4%
Lessons - 30 Minute	
Cancellation Lessons-30 Mi...	100.0%
Lessons - 30 Minute - Other	145.2%
Total Lessons - 30 Minute	146.7%
CCMA Tuition - Other	100.0%
Total CCMA Tuition	145.6%
Donation	-100.0%
Total Income	142.2%
Cost of Goods Sold	
Payroll Expense - COGS	
Wages - Teacher	-0.2%
Total Payroll Expense - COGS	-0.2%
Total COGS	-0.2%
Gross Profit	684.6%
Expense	
Bank Service Charges	187.9%
Books, Music	-100.0%
Computer and Internet Expenses	100.0%
Office Supplies	100.0%
Payroll Expenses	
Taxes	122.7%
Wages	481.2%
Executive Director - Commissi...	-100.0%
Wages - Administrator	5.7%
Taxes - Employer	12.3%
Payroll Expenses - Other	93.6%
Total Payroll Expenses	73.6%
Promotion & Advertising	100.0%
Recital	-100.0%
Total Expense	85.0%
Net Income	341.7%

MMM Inc and Exp / 1

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# Mission, Ministry, Mortgage Statement of Income and Expense

MMM Inc and Exp / 2

For the Year Ended December 31, 2022

Cross of Christ Lutheran Church

		Jan - Dec 22	2022 Budget	\$ Over Budget
	<b>Education Staff</b>			
	Director of Children's Ministry	18,505.30	25,168.00	-6,662.70
	Dir Chldrn Minist Continuing Ed	25.00	250.00	-225.00
	Dir Child Min Mileage Reimb	74.38	100.00	-25.62
	VBS Staff Payroll Expense	10,379.40		10,379.40
	<b>Total Education Staff</b>	<b>28,984.08</b>	<b>25,518.00</b>	<b>3,466.08</b>
	<b>Music Staff</b>			
	Director of Music Ministry	22,235.40	26,312.00	-4,076.60
	Dir Mus Min Continuing Ed	0.00	500.00	-500.00
	Organist/Pianist	12,855.08	19,471.00	-6,615.92
	Supply Proclaim Leader	0.00	450.00	-450.00
	Supply Organist	2,700.00	800.00	1,900.00
	<b>Total Music Staff</b>	<b>37,790.48</b>	<b>47,533.00</b>	<b>-9,742.52</b>
	<b>Office and Administration Staff</b>			
	A/V Minister	10,008.52	11,440.00	-1,431.48
	Financial Secretary	14,032.80	14,601.60	-568.80
	Office Administrator	24,477.84	26,208.00	-1,730.16
	Office Admin Mileage Reimb	0.00	100.00	-100.00
	Dir Community and Culture	21,790.63	28,600.00	-6,809.37
	Dir Comm/Culture Mileage Reimb	20.31	100.00	-79.69
	<b>Total Office and Administration Staff</b>	<b>70,330.10</b>	<b>81,049.60</b>	<b>-10,719.50</b>
	<b>Employer Payroll Taxes</b>	<b>10,272.79</b>	<b>11,708.37</b>	<b>-1,435.58</b>
	<b>Payroll Service Fees</b>	<b>240.25</b>	<b>360.00</b>	<b>-119.75</b>
	<b>Total Payroll Expenses</b>	<b>348,843.33</b>	<b>367,785.83</b>	<b>-18,942.50</b>
	<b>Office Administration</b>			
	Bank Service Charges	253.05	175.00	78.05
	Council Administration	105.00	150.00	-45.00
	Envelopes	664.71	1,000.00	-335.29
	Fees and Licensing	544.20	600.00	-55.80
	Internet Service	1,825.39	1,800.00	25.39
	Office Equipment Maintenance	0.00	200.00	-200.00
	Office Expenses and Supplies	2,900.50	2,500.00	400.50
	Postage	2,907.38	3,000.00	-92.62
	Printing and Copying	10,314.23	8,000.00	2,314.23
	Security System Monitoring	959.40	960.00	-0.60
	Online Giving Fees	3,308.35	4,300.00	-991.65
	Synod Assembly	971.44	0.00	971.44
	Telephone	676.11	675.00	1.11
	<b>Theological Confs and Retreats</b>			
	Staff Development	114.00		114.00
	Theological Confs and Retreats	500.00	500.00	0.00
	<b>Total Theological Confs and Retreats</b>	<b>614.00</b>	<b>500.00</b>	<b>114.00</b>
	<b>Total Office Administration</b>	<b>26,043.76</b>	<b>23,860.00</b>	<b>2,183.76</b>

MMM Inc and Exp / 3

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MMM Inc and Exp / 4

## Cross of Christ Lutheran Church

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# Statement of Financial Position

Stmnt Fin Pos / 1

As of December 31, 2022  
Cross of Christ Lutheran Church

					Dec 31, 22
<b>ASSETS</b>					
Current Assets					
Checking/Savings					
Cash and Marketable Securities					
First Bank MMM Fund Checking					83,845.98
First Bank MMM Savings					391,996.48
First Bank Youth Funds					37,675.13
Total Cash and Marketable Securities					513,517.59
Total Checking/Savings					513,517.59
Other Current Assets					
Undeposited Funds					7,589.51
Total Other Current Assets					7,589.51
Total Current Assets					521,107.10
Fixed Assets					
Property, Building & Equipment					4,322,922.42
Total Fixed Assets					4,322,922.42
<b>TOTAL ASSETS</b>					<b>4,844,029.52</b>
<b>LIABILITIES &amp; EQUITY</b>					
Liabilities					
Current Liabilities					
Accounts Payable					
Accounts Payable					1,254.02
Total Accounts Payable					1,254.02
Credit Cards					
Credit Cards					
Citibank Visa					2,715.13
Total Credit Cards					2,715.13
Total Credit Cards					2,715.13
Other Current Liabilities					
Payroll Liabilities					
Music Academy Employer Taxes					210.15
Preschool Employer Taxes					2,803.98
Church Employer Taxes					1,955.78
Total Payroll Liabilities					4,969.91
Funds Designated - Specific Use					
Choir, Acolyte, Min Robes Funds					887.96
Community Meals					401.00
COVID-19 Relief Fund					4,098.05
Eagle Scout Project Donations					117.02
Faith Chests					0.56
Funeral Lunch Exp/Donations					869.80
Golden Oldies					656.55
Growing Home Contrbs Unspent					58.83
Prayer Garden Bricks to Order					35.00



# Statement of Financial Position

Stmnt Fin Pos / 2

As of December 31, 2022  
Cross of Christ Lutheran Church

						Dec 31, 22
					Quilting Group	310.13
					Rainbow Trail Scholarships	435.00
					Technology Dedicated Giving	1,845.69
					Trade Fair Revenue	500.00
					Young Musician Prtnrship Schola	105.00
					<b>Total Funds Designated - Specific Use</b>	<b>10,320.59</b>
					<b>Total Other Current Liabilities</b>	<b>15,290.50</b>
					<b>Total Current Liabilities</b>	<b>19,259.65</b>
					<b>Long Term Liabilities</b>	
					Mortgage Payable	1,825,302.36
					<b>Total Long Term Liabilities</b>	<b>1,825,302.36</b>
					<b>Total Liabilities</b>	<b>1,844,562.01</b>
					<b>Equity</b>	
					<b>Unrestricted Net Assets</b>	
					Mission, Ministry, Mortgage Fund	2,732,333.69
					<b>Total Unrestricted Net Assets</b>	<b>2,732,333.69</b>
					<b>Temp. Restricted Net Assets</b>	
					Capital Improvements	187,060.86
					Funds Designated for Specific Use	19,259.65
					Memorial Gifts Fund	15,854.60
					Music Ministry Gifts Fund	3,908.54
					Time Restricted Donations	4,350.00
					Youth Service Ministry	36,700.17
					<b>Total Temporarily Restricted Net Assets</b>	<b>267,133.82</b>
					<b>Total Equity</b>	<b>2,999,467.51</b>
					<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>4,844,029.52</b>

## Cross of Christ Lutheran Church

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## Cross of Christ Lutheran Church

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## Cross of Christ Lutheran Church

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## Cross of Christ Lutheran Church

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## MMM Mission Spending Plan 2023 / 1 of 4

				2022 Actual	2022 Budget	2023 Proposed		Percent Inc.	Amt Inc (Dec)
Ordinary Income/Expense									
Income									
Contributions									
General Offering				595,749.83	590,690.00	579,395.00		-1.9%	-11,295.00
Mid-Week Offering				6,589.90	10,000.00	6,500.00		-35.0%	-3,500.00
Total Contributions				602,339.73	600,690.00	585,895.00		-2.5%	-14,795.00
Preschool Utilities Offset				7,355.92	8,879.00	6,180.00	(1)	-30.4%	-2,699.00
CCMA Utilities Offset				0.00	0.00	325.00			325.00
Investment Income				759.43		600.00			
Miscellaneous Income				3,931.02	2,500.00	4,000.00		0.60	1,500.00
Total Income				614,386.10	612,069.00	597,000.00		-2.5%	-15,069.00
Gross Profit				614,386.10	612,069.00	597,000.00		-2.5%	-15,069.00
Expense									
Benevolence									
Camp Donations				500.00	500.00	500.00		0.0%	0.00
Campus Ministry				300.00	300.00	300.00		0.0%	0.00
Mission Congregation Support				2,000.00	2,000.00	2,000.00		0.0%	0.00
ELCA Benevolence				5,000.00	5,000.00	5,000.00		0.0%	0.00
Missionary				1,000.00	1,000.00	1,000.00		0.0%	0.00
Total Benevolence				8,800.00	8,800.00	8,800.00		0.0%	0.00
Payroll Expenses									
Pastoral Staff									
Lead Pr Base Sal & Hous Allow				76,704.00	76,704.00	76,725.00	(2)	0.0%	21.00
Lead Pastor SS Offset				5,868.00	5,867.86	5,869.46		0.0%	1.60
Lead Pastor Retirement				8,257.20	8,257.19	8,259.45		0.0%	2.26
Lead Pastor Health Ins				22,140.00	22,140.00	23,280.00		5.1%	1,140.00
Lead Pastor Disability				1,073.40	1,073.43	743.35		-30.8%	-330.08
Lead Pr Survivor Bene/Grp Lif				743.16	743.15	660.76		-11.1%	-82.39
Lead Pastor Auto Allowance				3,000.00	3,000.00	3,000.00		0.0%	0.00
Lead Pastor Continuing Ed				1,310.02	1,500.00	1,500.00		0.0%	0.00
Assoc Pr Base Sal & Hs Allow				53,675.04	53,675.00	54,963.00	(2)	2.4%	1,288.00
Associate Pastor SS Offset				4,106.00	4,106.14	4,204.67		2.4%	98.53
Associate Pastor Retirement				5,778.12	5,778.11	5,916.77		2.4%	138.66
Associate Pastor Health Ins				13,000.68	13,000.80	14,111.64		8.5%	1,110.84
Associate Pastor Disability				751.20	751.15	532.51		-29.1%	-218.64
Assoc Pr Srvivor Ben/Grp Lif				520.08	520.03	473.34		-9.0%	-46.69
Associate Pastor Auto Allowance				3,000.00	3,000.00	3,000.00		0.0%	0.00
Associate Pastor Continuing Ed				1,094.60	1,500.00	1,500.00		0.0%	0.00
Supply Pastors				204.13	0.00	400.00			400.00
Total Pastoral Staff				201,225.63	201,616.86	205,139.94		1.7%	3,523.08
Education Staff									
Director of Children's Ministry				18,505.30	25,168.00	25,923.04	(3)	3.0%	755.04
Dir Chldrn Minist Continuing Ed				25.00	250.00	250.00		0.0%	0.00
Dir Child Min Mileage Reimb				74.38	100.00	100.00		0.0%	0.00
VBS Staff Payroll Expense				10,379.40	0.00	5,500.00	(4)		5,500.00
Total Education Staff				28,984.08	25,518.00	31,773.04		24.5%	6,255.04

**2023 Mission Spending Plan**  
**Mission - Ministry - Mortgage**  
**Cross of Christ Lutheran Church**

MMM Mission Spending Plan 2023 / 2 of 4

		2022 Actual	2022 Budget	2023 Proposed		Percent Inc.	Amt Inc (Dec)
	<b>Music Staff</b>						
	Director of Music Ministry	22,235.40	26,312.00	27,101.36	(3)	3.0%	789.36
	Dir Mus Min Continuing Ed	0.00	500.00	500.00		0.0%	0.00
	Organist/Pianist	12,855.08	19,471.00	13,390.00	(3)	-31.2%	-6,081.00
	Supply Proclaim Leader	0.00	450.00	0.00		-100.0%	-450.00
	Supply Organist	2,700.00	800.00	400.00		-50.0%	-400.00
	<b>Total Music Staff</b>	<b>37,790.48</b>	<b>47,533.00</b>	<b>41,391.36</b>		<b>-12.9%</b>	<b>-6,141.64</b>
	<b>Office and Administration Staff</b>						
	A/V Minister	10,008.52	11,440.00	11,783.20	(3)	3.0%	343.20
	Financial Secretary	14,032.80	14,601.60	15,039.65	(3)	3.0%	438.05
	Office Administrator	24,477.84	26,208.00	26,994.24	(3)	3.0%	786.24
	Office Admin Mileage Reimb	0.00	100.00	100.00		0.0%	0.00
	Congregational Life Coordinator	0.00	0.00	0.00			0.00
	Cong. Life Coord. Mileage Reimb	0.00	0.00	0.00			0.00
	Dir Community and Culture	21,790.63	28,600.00	0.00		-100.0%	-28,600.00
	Dir Comm/Culture Mileage Reimb	20.31	100.00	0.00		-100.0%	-100.00
	<b>Total Office and Administration Staff</b>	<b>70,330.10</b>	<b>81,049.60</b>	<b>53,917.09</b>		<b>-33.5%</b>	<b>-27,132.51</b>
	Employer Payroll Taxes	10,272.79	11,708.37	10,766.05		-8.0%	-942.32
	Payroll Service Fees	240.25	360.00	360.00		0.0%	0.00
	<b>Total Payroll Expenses</b>	<b>348,843.33</b>	<b>367,785.83</b>	<b>343,347.48</b>		<b>-6.6%</b>	<b>-24,438.35</b>
	<b>Office Administration</b>						
	Bank Service Charges	253.05	175.00	200.00		14.3%	25.00
	Council Administration	105.00	150.00	150.00		0.0%	0.00
	Envelopes	664.71	1,000.00	750.00		-25.0%	-250.00
	Fees and Licensing	544.20	600.00	600.00		0.0%	0.00
	Internet Service	1,825.39	1,800.00	1,825.00		1.4%	25.00
	Office Equipment Maintenance	0.00	200.00	100.00		-50.0%	-100.00
	Office Expenses and Supplies	2,900.50	2,500.00	2,900.00		16.0%	400.00
	Postage	2,907.38	3,000.00	3,000.00		0.0%	0.00
	Printing and Copying	10,314.23	8,000.00	9,480.00		18.5%	1,480.00
	Security System Monitoring	959.40	960.00	960.00		0.0%	0.00
	Online Giving Fees	3,308.35	4,300.00	3,300.00		-23.3%	-1,000.00
	Synod Assembly	971.44	0.00	0.00	(5)		0.00
	Telephone	676.11	675.00	675.00		0.0%	0.00
	<b>Theological Confs and Retreats</b>						
	Staff Development	114.00	0.00	0.00			0.00
	Theological Confs and Retreats	500.00	500.00	500.00		0.0%	0.00
	<b>Total Theological Confs and Retreats</b>	<b>614.00</b>	<b>500.00</b>	<b>500.00</b>		<b>0.0%</b>	<b>0.00</b>
	<b>Total Office Administration</b>	<b>26,043.76</b>	<b>23,860.00</b>	<b>24,440.00</b>		<b>2.4%</b>	<b>580.00</b>
	<b>Technology</b>						
	Computer Equipment and Software	1,600.00	1,600.00	1,600.00		0.0%	0.00
	Church Management Software	753.00	600.00	804.00		34.0%	204.00
	<b>Total Technology</b>	<b>2,353.00</b>	<b>2,200.00</b>	<b>2,404.00</b>		<b>9.3%</b>	<b>204.00</b>
	<b>Mortgage Payment</b>	<b>160,692.00</b>	<b>160,692.00</b>	<b>160,692.00</b>		<b>0.0%</b>	<b>0.00</b>
	<b>Faith Formation</b>						
	Adult Faith Formation	0.00	200.00	200.00		0.0%	0.00
	Background Checks	461.28	650.00	650.00		0.0%	0.00
	Bible in Every Home	281.20	250.00	250.00		0.0%	0.00



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