



ANNUAL REPORT 2023



Evangelical
Lutheran Church
in America

A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

Over the past year we have continued to experience changes in the world around us. Even as our church finds ways to adapt to this changing world, we find hope in the unchanging and always present promise of God's love through Jesus Christ. We change and adapt not to conform to the world but because we believe that the gift of God's Son is for the world, and that our congregations and worshiping communities are places to gather and be sent into the world, where we will tell the story of God's love in word and deed.

The ministries of our congregations, our synods and the churchwide organization provide ways for the church to move beyond the boundaries of structures and geography and to share God's love with people in our neighborhoods, our cities, our country and beyond. We engage in this ministry knowing that our church walks by faith, trusting in God's promise in the gospel, and that we exist by and for the proclamation of this gospel word. In John 15:5, Jesus reminds us, "I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing." We are connected by the promise that we do all through Christ and can do nothing apart from him.

God gives the Holy Spirit, who uses gospel proclamation — in preaching and sacraments, in forgiveness and in healing conversations — to create and sustain this faith. Just as we rely on God to sustain our faith, we rely on each other to sustain the ministries that offer God's love to the world. Through your generosity to each expression

of this church — your congregation, your synod and your churchwide organization — you add to our collective voice proclaiming God's love for all.

I am grateful for your generosity over this last year. My gratitude spreads far beyond your generous financial gifts. You've shared your gifts of time through countless hours of volunteering, serving and accompanying. You've shared the gifts of your voices as we've tried to discover and learn how God is calling us to be the church now and into the future. And, finally, dear church, you have shared the gift of the realness of God's love with the world around you. Be well, dear church, and stand steadfast in the promise of God's love and grace as you take that promise with you into the world.

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

“I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing.” —John 15:5

ANNUAL CONGREGATIONAL MEETING

OPENING LITURGY

Son of God, Eternal Savior

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.

1 Son of God, e - ter - nal Sav - ior, source of life and truth and grace,
2 As you, Lord, have lived for oth - ers, so may we for oth - ers live.
3 Come, O Christ, and reign a - mong us, King of love and Prince of peace;
4 Son of God, e - ter - nal Sav - ior, source of life and truth and grace,

Word made flesh, whose birth a - mong us hal - lows all our hu - man race,
Free - ly have your gifts been grant - ed; free - ly may your ser - vants give.
hush the storm of strife and pas - sion, bid its cru - el dis - cords cease.
Word made flesh, whose birth a - mong us hal - lows all our hu - man race:

you our head, who, throned in glo - ry, for your own will ev - er plead:
Yours the gold and yours the sil - ver, yours the wealth of land and sea;
By your pa - tient years of toil - ing, by your si - lent hours of pain,
by your pray - ing, by your will - ing that your peo - ple should be one,

fill us with your love and pit - y, heal our wrong, and help our need.
we but stew - ards of your boun - ty held in sol - emn trust will be.
quench our fe - vered thirst of plea - sure, stem our self - ish greed of gain.
grant, oh, grant our hope's fru - i - tion: here on earth your will be done.

Evangelical Lutheran Worship, 655

Text: Somerset C. Lowry

Music: IN BABILONE, Oude en Nieuwe Hollandse Boerenlities en Contradansen, 1710;

arr. Julius Röntgen

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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).



Evangelical
Lutheran Church
in America



Rocky Mountain Synod: On the Way Together

To be a **synod** literally means to be *on the way together*
- on the **way of Jesus** together.

With **profound gratitude**, we celebrate the many ways your mission support has empowered our ministry and mission as **Christ's Church, Better Together** in the ELCA Rocky Mountain Synod in 2023.

- In May we met in **Assembly** in El Paso to experience the power of "Cruzando Fronteras/Crossing Borders" for the sake of the gospel, and in September our rostered ministers gathered in four locations across our synod to engage in the discernment about the 2024 bishop's election.
- The **Global Mission Network** supported RMS missionaries and began planning for a RMS border immersion trip and visit by Malagasy companion synod leaders in 2024.
- **Excellence in Leadership (EiL)** added trainings on healthy boundaries, adaptive leadership, conflict management & congregational systems. Since 2019, EiL has trained 179 leaders in courageous, resilient & faithful leadership.
- **3E (Educate, Equip, Enact)**, funded by the Lilly Foundation, provided 11 mini-sabbatical grants for rostered leaders, stewardship learning opportunities for congregations, non-profit management training for 40 leaders, and funding to support rostered leaders engaging in counseling, coaching and spiritual direction.



Rev. Angela Chacon's ordination and installation at Ascension St. Matthew's Lutheran Episcopal Church in Price, UT.

BY THE NUMBERS

30

CANDIDATES
being accompanied
from discernment
through first call

6

ORDINATIONS
of new pastors &
deacons

28

INSTALLATIONS
of pastors and
deacons into new
ministry settings

21

FIRST CALL
deacons & pastors
being accompanied
through their first
three years of
ministry

47.5

**% of MISSION
SUPPORT** received
in our synod was
shared with our
Churchwide
Organization

TOGETHER IN 2023

- The **Campus Ministry Committee** regrouped to better accompany our seven synod campus ministries.
- **Lutheran Advocacy Ministry - Colorado** worked on a number of bills including the passage of House Bill 1112 (Rep. S. Bird), which will make significant changes for Colorado tax filers who claim the Earned Income Tax Credit and Child Tax Credit. It's one of our state's most effective and proven anti-poverty measures.
- **Lutheran Advocacy Ministry - New Mexico** advocated successfully for \$10 million in additional one-time funding for low-income/affordable housing, \$30 million in additional annual funding for low-income/affordable housing, and an increase in the state's child-tax credit and universal healthy school meals for all New Mexico children.
- The **RMS Disaster Response Committee** organized to better accompany and support congregations in areas that have been impacted by major disasters
- The Synod was represented at board meetings & gatherings of our **Social Ministry Organization partners**, including Lutheran Family Services Rocky Mountains, Eben Ezer Lutheran Care Center, Urban Servant Corps and Border Servant Corps.
- A **multi-cultural ecumenical pilgrimage** to Greece and Rome included members of the Rocky Mountain Synod and the Episcopal Church in Colorado walking in the footsteps of Paul while praying for peace in the Holy Land.
- **Vital Right Shaped Ministry** provided tools for congregations and rostered ministers to review their congregational life, set a course for their future, and strengthen leaders for their journey ahead.
- Our **Congregational Transition Team** supported ministries throughout the synod during their transition and call process.
- Synod staff accompanied two of our congregations as they moved into new spaces, with **Highlands Lutheran** in Denver relocating to the Lutheran Center and **Cristo Rey/Latino Ministry West Denver** moving into the building generously donated to the synod by Christ the King Lutheran upon its conclusion of ministry.

Your generosity fueled these ministry opportunities, while supporting the countless ministries of our whole church across this country and around the world.

**Thank you for your commitment to being synod -
on the way together!**

Pictured at right from top to bottom: Wyoming Conference Rostered Leaders Retreat, Cristo Rey/Latino Ministry West Denver's Christmas celebration, Lutheran Campus Ministry at Luther House in Albuquerque, NM gather for a meal, community time, and worship, Racial Justice train-the-trainer event in April.



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Cross of Christ Congregational Meeting
February 4, 2024

Agenda

CALL TO ORDER

OPENING DEVOTIONS

SECRETARY'S REPORT AND APPROVAL OF MINUTES

Annual Meeting 2023 - February 5, 2023

Congregational Meeting - December 3, 2023

NOMINATING TEAM REPORT & ELECTIONS

Congregational Council Members

2024 Nominating Committee

Thank you to outgoing Council Members

REPORTS

Report of Lead Pastor

Report of Associate Pastor

Report of Director of Children's Ministry

Reports of Ministry Teams (Property and Stewardship)

Report of Cross of Christ Preschool / Kindergarten

Report of Cross of Christ Music Academy

DISCUSSION OF 2023 SURPLUS

DISCUSSION AND ADOPTION OF 2024 MISSION SPENDING PLAN

NEW BUSINESS

CLOSING PRAYER AND ADJOURNMENT

2023 Cross of Christ Annual Congregational Meeting
February 5, 2023 | 12:30 p.m.

Meeting Minutes

Number of Attendees:

In person: 48

Via Zoom: 8

A quorum was met

Call to Order

Lisa Dietz, Council President, called the meeting to order at 12:32 pm

Opening Devotions

Pastor Kathy led the opening devotion with the congregation participating responsively. The congregation joined in singing a hymn.

Secretary's Report and Approval of the Minutes

- Annual Meeting February 6, 2022
Jim Osenkowski moved and Sheila Abdel seconded to approve the 2022 Annual Meeting minutes. Motion passed.
- Congregational Meeting July 31, 2022
Ed Painz moved and Connie Morey seconded to approve the minutes from the July 31 congregational meeting. Motion passed.

Nominating Team Report & Elections

Representing the Nominating Committee, Kathleen Briscoe Thompson presented the Committee's motion to elect its recommendations for Council, RMS Assembly and the new 2023 Nominating Committee:

Council Positions

Vice President (2 year term) - (2nd year of term as President)	Anita Seitz
Secretary (2 year term) -	Danielle Tran
At-Large (2 year term) -	Chris Specht
	Jeff Harbour
	Alan Thompson
Youth Representative (1 yr term) -	Samson Gryboski

2022 Nominating Committee

Katie Dittmer
Tom Littleton

Kathleen Briscoe Thompson moved to accept all of the 2023 nominees. Natalie Flowers seconded and the motion passed.

Lisa asked for discussion and if there were additional nominees, Hearing none, voting commenced via paper ballot and Zoom and the votes were counted, and all nominees were elected by majority vote.

Recognition of Outgoing Council Members

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

- Jerry Jagers, Nominating Committee
- Kathleen Thompson Briscoe, Nominating Committee
- Vijay Permeswaran, Outreach Team Liaison
- Julie Nunns, Faith Formation Team Liaison
- Bill Carlisle, Evangelism and Congregational Life Liaison
- Mary Peck, Secretary
- Alex Brown, Youth Representative
- Lisa Dietz, Vice President and President

Recognition of Volunteers

- Kathleen Briscoe Thompson, Executive Director of CCLC Music Academy
- Sandy and Ed Quintrall, Parliamentarian and altar guild
- Carroll Sorenson, Recycling, lawn care, and church and building support
- Ed Painz, Building and grounds maintenance
- CCLC Staff

Church Reports

Bill Carslie moved and Kathleen Briscoe Thompson 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
- Report of Cross of Christ Preschool/Kindergarten
- Report of Cross of Christ Music Academy

2023 Mission Spending Plan

Lisa Dietz asked for a motion to accept the 2023 Mission Spending Plan. Alex Brown moved and Connie Morey seconded to accept the 2023 Mission Spending Plan.

John Finamore presented the 2023 Mission Spending Plan, covering total and net income, expenses, historical spending, proposed 2023 spending plan, 2022 vs. 2023 expenses, and mortgage overview.

John and Nikki responded to a question from Sandy Elvington about disability insurance for staff.

Connie Morey asked why CCLC is not sending anyone to the Synod Assembly. Pastor Kathy responded that the expense and challenging finding people to attend were factors so it was decided not to send anyone this year.

A question via Zoom was asked about if there is a plan for a youth director in the future. Lisa responded that the option remains open but there is presently not enough in the budget to support the position currently.

Lisa called for the vote to approve the 2023 Mission spending plan and the motion passed.

Closing Prayer

Pastor Aly closed the meeting in prayer.

Adjournment

Kathleen Briscoe Thompson moved to adjourn, Paula Burkey seconded and motion passed.

Lisa Dietz adjourned the meeting at 1:17 p.m.

Cross of Christ Lutheran Church Congregational Meeting

December 3, 2023 | 10:00 a.m.

Meeting Minutes

Attendance in person: 77 members in attendance

A quorum (50 people) was reached.

- **10:11 a.m.** - Council President Chris Rauh greeted the congregation
- Pastor Kathy led an opening prayer.
- Council President Chris Rauh outlined the purpose of the congregational meeting, to vote on Constitutional Changes and By-Law Changes. He clarified that this is not a vote regarding the Music Ministry, and that we are unable to make amendments on constitutional changes.
- Motion one, to approve of the proposed changes to the Cross of Christ constitution as presented
- Sheila Abdel motion
- Natalie Flowers second
- Chris said to proceed with a written vote on Constitutional Changes, Sheila and Jeff circulated and collected ballots.
- While the votes were being counted for motion one, Chris detailed the bylaws changes that were proposed.
 - Church Council President now serves on Long Range Planning
 - Church Council President serves one year on Long Range Planning after term as President
 - Finance, Stewardship, Property and Long Range Planning are now permanent committees
 - Aligned with the business of the church
 - Ministry Teams are now Invite, Worship, Learn, Serve, Fellowship
 - Better aligned with our mission
 - Better aligned with Pastoral Responsibilities
 - Council will affirm once yearly, but needs only be involved if necessary
 - *Not a bylaw change – reducing council from 12 to 8 members + Pastors:*
 - *President, Vice President, Treasurer, Secretary, 3 at large, Youth, Pastors*
 - Preschool: Name Change
 - Submits reports, plans, financial results to council monthly
 - Board now consists of 5 members w/ 3 voting members
 - Music school Name Change
 - Submits reports, plans, financial results to council monthly
 - Board now consists of 5 members w/ 3 voting members
- Motion two, to approve the proposed changes of Cross of Christ bylaws as presented
- Kathleen Briscoe motion
- Lisa Dietz seconded motion
- Sheila and Jeff circulated and collected written ballots.

- While votes for motion two were counted Pastor Kathy invited members to attend the Chili cookoff, and
- gave and update on the youth service trip to Appalachia.
- After vote counting was complete, Chris announced for motion one that votes were received - 72 yea, 3 no, and 1 blank, motion one was passed with $\frac{2}{3}$ majority vote.
- After vote counting was complete, Chris announced for motion two that votes were received - 75 yea, 2 no, motion two was passed with $\frac{2}{3}$ majority vote.
- **10:38 a.m** - Pastor Kathy closed the meeting in prayer.

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Bylaws

Cross of Christ Lutheran Church

Section 1 MISSION

Cross of Christ Lutheran Church, a congregation of the Evangelical Lutheran church in America, invites all to join in celebrating Christ's love as we worship, learn and serve.

Section 2. MEMBERS

- a. As ministers of Cross of Christ, members shall receive proper instruction in the Word of God and teachings of the Lutheran Church prior to reception as confirmed members and show continuing concern and care for other members, to encourage fulfillment of their lives in the church.
- b. When a confirmed member who, in the judgment of the Congregation Council, shows no interest in attending church services and does not partake of the Holy Communion, and fails to make a contribution of record for a period of one calendar year, he/she will be placed on a special responsibility list of the pastor and/or the Evangelism team. Such a person shall be encouraged to take part in the congregational life, or to transfer elsewhere as the situation may indicate to be advisable. If no progress is made during the next year, he/she shall be presumed no longer to desire membership, shall lose the right to vote, shall not be counted in the membership statistics of the congregation, and he/she may be removed from the rolls of the congregation by the Congregation Council. Such persons shall be of continuing pastoral concern of the congregation (Chapter C8.05e of the constitution).
- c. Holy Communion Participation
Participation in Holy Communion is open to all.
- d. Members who move away shall be encouraged to transfer their membership. A confirmed member in good standing desiring to change his membership to another Lutheran congregation shall, upon request, receive a letter of transfer.
- e. Children, neither of whose parents or guardians are active members of the congregation, shall be dropped from the baptized membership roll if they fail to participate in the Christian education program of the congregation.
- f. Members who have been excommunicated or dismissed or who have resigned; and members who have transferred to other Lutheran congregations; or who are definitely known to have become members of other congregations without transfer, have thereby terminated their membership in the congregation and have surrendered all membership rights.

Section 3 CONGREGATION MEETINGS

- a. The annual meeting of the congregation shall be held between the first Sunday of January and the first Sunday of February. Announcement of the time and place of the annual meeting of the congregation shall be made at two public services immediately preceding the meeting, said services to be at least a week apart, and in such publications as the congregation or the pastor may periodically issue; or by written notice to the voting members mailed at least ten days in advance of the meeting.
- b. The current roster of voting, confirmed, and baptized members shall be determined prior to each annual meeting for purposes of determining those who will have speaking, motion making and voting privileges. Only voting members shall be allowed to speak or to make a motion at congregational meetings. Only voting members shall be allowed to vote at congregational meetings.
- c. The order of business at the annual meeting shall include but is not limited to:
 1. Opening devotions
 2. Approval of the minutes of the previous meeting
 3. Elections
 4. Reports of the pastor, Congregation Council, treasurer, ministry teams and others
 5. Approval of Budget and Organization Chart
 6. Unfinished Business
 7. New Business
 8. Closing Prayer
- d. In the following cases, voting shall be by written ballot:
 1. To elect the members of the Congregation Council
 2. To adopt or amend articles of incorporation, constitution, or bylaws of the congregation
 3. To call a pastor or to request the pastor's resignation
 4. To excommunicate a member from the congregation or to remove a member from office in the congregation
 5. To sever membership in the Evangelical Lutheran Church in America.
 6. To dispose of, encumber, or purchase real property
 7. When requested by ten or more voting members.
- e. Except as otherwise provided in the constitution and bylaws, all matters shall be decided by majority vote of those present and voting.
- f. If more than one ballot is required in an election, limit the balloting after the first ballot to the three candidates receiving the highest number of votes on the first ballot; and after the second ballot to limit the balloting to the two candidates receiving the highest number of votes.
- g. When voting for two or more at-large council positions, those elected shall be the candidates receiving the highest number of votes.
- h. Prior to any vote at a congregational meeting, the chairperson of the meeting shall appoint a minimum of three tellers. The duties of the tellers shall be to disburse, collect, count and verify all written ballots. The results are then given to the chairperson for announcement to the congregation. The results shall be the actual count with the exception of an election, at which time they are only noted as those elected. If during voting for an officer one candidate fails to receive a majority of the votes, the chairperson shall entertain a motion as noted in paragraphs f. and g., until someone has been elected. The chairperson shall also ensure that the election counts are kept on file in the church office for a period of one year after the meeting.
- i. Other meetings of the congregation shall be called as specified in the constitution.

Section 4 MANAGEMENT OF TEMPORAL AFFAIRS

a. Membership of the Congregational Council

1. The Congregation Council shall consist of eight (up to a maximum of twelve when determined by a congregational vote) members. Each elected for a term of two years.
2. Responsibilities, makeup and election of members of the Congregation Council are defined in Chapter 12 of the constitution. In addition to the requirements of four congregational membership stated in Chapter 8 of the constitution, qualifications for membership on the Congregation Council shall include such practical ability as is needful in promoting various interest of the congregation as outlined in the duties of the various ministry teams of the council.
3. A member of the Congregation Council may succeed himself or herself on a once renewable basis, except that a term of one year or less shall not be considered a term of office.

b. Duties of Officers of the Congregation Council

1. The president shall lead the congregation and the council in fulfilling the responsibilities, services, and goals outlined in the constitution and bylaws, emphasizing those responsibilities outlined in C12.04 of the constitution. The president shall preside over meetings of the Congregation Council and of the congregation unless the meeting decides otherwise. The president shall be ex-officio chairperson of the Executive Committee. The president automatically succeeds to this office from the vice-president's office.
2. The vice-president shall assist the president in the conduct of that office and in other duties assigned, with emphasis on those responsibilities outlined in C12.05-C12.09 of the constitution. The vice-president shall preside in the absence of the president at all meetings noted above unless the meeting decides otherwise. A newly elected vice-president shall serve one year as vice-president, unless the office of President is vacated, then shall continue that year as president and in the second year as President of the Congregation Council.
3. The Congregation Secretary shall maintain council minutes and other records and shall keep the congregation constitution/bylaws/continuing resolutions and other documents current; provide for periodic review of the congregation register and archives; collate official church correspondence and council reports; and assist the president and vice-president in the conduct of church affairs. If desired, a recording secretary may be appointed to assist in taking minutes of congregational and council meetings.
4. The Treasurer shall oversee all cash journals, statements, and record and make disbursements in accordance with the decisions of the congregation or the Congregation Council; maintain church checking, savings, and payroll accounts; report to the Congregation Council and to the congregation monthly and as required on fiscal status and measures to affect savings and efficiency; and forward monthly benevolence reports to the synod. The Treasurer shall present an audited report to the annual congregation meeting.

The Congregation Council shall appoint a Treasurer to handle the church's financial responsibilities in the absence of the Treasurer or the Treasurer's inability to serve.

A member of the Congregation Council shall be designated as an authorized signer on church checking and savings accounts.

c.

d. Congregational Committees

1. Executive Committee. The Executive Committee (the President, Vice President, Secretary, Treasurer, and Rostered Leaders) shall be responsible for the corporate affairs of the congregation, overseeing insurance, leases, investments, etc. and bring matters to the Congregation Council and congregation for consultation and votes as required and desired. It shall prepare/maintain an Employee Policy Handbook to inform employees of their benefits and to provide for fair and ethical conduct. It shall prepare and submit a recommendation for the Organization Chart and annual budget to the Congregation Council at a council meeting prior to the annual meeting. It shall prepare and maintain long-range plans as directed by the Congregation Council. It shall maintain and preserve all legal papers and documents of the congregation as directed by the Congregation Council.

The President of the church council shall serve as a member of the Long Range Planning Committee while President and for one additional year at the conclusion of term of office.

As directed in C4.04 of the Constitution the Executive Committee working with the Council shall update the Organization Chart along with a draft budget for approval at the annual Congregational Meeting. The approved Organization Chart will be presented in the Personnel Policy Handbook for staff, council, and membership use.

As stated in C13.01 of the constitution, the Executive Committee shall be responsible for Staff Support functions. As such the officers on the Executive Committee will meet with the pastor(s) at least on a quarterly basis. The Executive Committee shall also meet with the members of the paid staff and service contractors on an annual basis. Individual staff may request a meeting with the Executive Committee as the need arises. The Executive Committee shall provide for an annual review and evaluation of the pastor(s) and all paid staff and service contractors. The Executive Committee shall be guided by the Personnel Handbook regarding reviews of Staff Support functions.

The Executive Committee shall take the necessary steps to make recommendations to the Congregation Council to fill vacant or newly created paid staff positions.

2. Finance Committee. The members of the Finance Committee shall have the special responsibility, under the supervision of the Congregation Council, to handle and account for the church's funds and financial obligations. The ministry team members shall be bonded, and shall consist of treasurer, financial secretary, and other members appointed by the Congregation Council. The Finance ministry team shall assist the Congregation Council with the preparation of the budget.

- a. The financial secretary shall be responsible for recording the income of the church. The financial secretary shall record and report, to each church member quarterly, the status of the member's monetary stewardship.

- 2-3. Nominating Committee. The members of the Nominating Committee shall serve for the two years following their appointment. A vacancy in the membership of the nominating committee shall be filled by the Congregation Council. The Nominating Committee shall propose and interview prospective new Congregation Council Members and provide a list of candidates to the congregation at least two weeks prior to the annual congregational meeting. Although not a member of the Committee, the pastor will convene the Nominating Committee in time to meet the schedule. Any voting member at the annual meeting can also make nominations.

- 3-4. Audit Committee. The Audit Committee shall take the necessary steps to review the fiscal records of the congregation, schools, and other organizations, and corporate records of the congregation, and make recommendations and reports in writing to the congregation at the annual meeting.

5. Stewardship Committee. The Stewardship Committee shall carry out the stewardship effort of time, talent, and treasure on an annual basis. It may recruit individuals and/or couples to share their personal testimonies about stewardship with the congregation. The committee may prepare a time and talent list or catalog of church activities and ministries, and keep the list or catalog current. It may ensure that those who volunteer are contacted and asked to become involved. It shall evaluate the stewardship effort and awareness efforts on an annual basis.

6. Property Committee. The property committee shall oversee the maintenance and upkeep of the church building and facilities.

7. Long Range Planning Committee. The Long Range Planning committee shall operate as an extension of the church council helping to ensure continuity and execution of the longer term plans of the congregation.

d. Ministry Teams of the Congregation Council

1. The Congregation Council ~~shall~~ may appoint or elect the following ~~Ministry~~ Teams to address the following Mission areas:
 - i. ~~Finance~~ Invite
 - ii. ~~Evangelism~~ Worship
 - iii. ~~Worship~~ Learn
 - iv. ~~Stewardship~~ Serve
 - v. ~~Property~~ Fellowship
 - vi. ~~Youth~~
 - vii. ~~Social Concerns~~
 - viii. ~~Long Range Planning~~
 - ix. ~~Fellowship~~

~~**See Continuing Resolution C4.04/B4d for requirements of Christian Education Chairperson of each of the Ministry Teams~~

2. The Congregation Council shall have the authority to appoint such other Ministry Teams or task groups as may ~~from time to time~~ be necessary or advisable per chapter 18 of the constitution.

~~The Finance Committee shall have the special responsibility, under the supervision of the Congregation Council, to handle and account for the church's funds and financial obligations. The ministry team members shall be bonded, and shall consist of treasurer, financial secretary, and other members appointed by the Congregation Council. The Finance ministry team shall assist the Congregation Council with the preparation of the budget.~~

- i. ~~The financial secretary shall be responsible for recording the income of the church. The financial secretary shall record and report, to each member quarterly, the status of the member's monetary stewardship.~~

~~i. ii. Other ministry teams and task groups.~~ At its first meeting, each Congregation Council shall also appoint/reaffirm other ministry team and task group chairpersons and members. The Congregation Council per Continuing Resolutions shall assign their responsibilities.

- ii. A list of the ministry teams and task groups shall be updated and published annually via the Organization Chart in conjunction with preparation of the annual budget.

iii. ~~General~~ All officers, council members, ministry team, and task group chairpersons shall provide for an orderly turnover of their responsibilities and files to their replacements, including a complete job description approved by the Congregation Council.

e. Other responsibilities of the Congregation Council.

1. The Congregation Council shall be empowered to secure such paid staff as is needed to carry on the work of the congregation and shall fix their salaries.
2. Adjustments in the salary of the pastor shall be recommended by the Congregation Council and subject to the Congregation's approval of the annual budget.
3. The property of the congregation shall be for the use of the congregation in its normal functions as a Lutheran church and shall not be used in any way not in harmony with the purpose of the congregation.
4. Buildings which are the property of the congregation shall not be lent or rented to any group or individual without the permission of the Congregation Council, or permission of representatives of the Congregation Council so designated to approve such use. See Continuing Resolution C4.04/B4c4 for Building Use Policy.

Section 5 MEMORIALS

- a. The Congregation Council shall publish information on donations and arrangements for memorials, endowments, bequests and similar gifts to the congregation annually, based upon material received from various ELCA organizations and other programs. Approval of donations will be made by the Congregation Council.
- b. A memorial book shall be kept in a central location, listing donors, purpose and honorees, in lieu of names being placed on any object for which donations are intended. Actual amounts donated will be kept by the Financial Secretary and Treasurer, who will send appropriate notes of appreciation to donors. Memorials may be designated in memory of a person or persons and/or for a specific purpose.
- c. The Congregation Council shall authorize expenditures from the designated memorial funds only for the purpose designated or as authorized by the representative designated for the fund. Undesignated memorial funds shall be expended only for lasting additions or improvements or items of similar durable value used in worship and other ministries of the congregation. Information on the status of memorial funds and endowments will be provided to the congregation annually and to donors as actions are anticipated and completed.

Section 6 CONTINUING RESOLUTIONS

- a. The congregation may at any properly called meeting and within the bounds of the agenda for that meeting request the Congregation Council enact a continuing resolution per C18.01 of the constitution.
- b. All continuing resolutions enacted by proper vote of the Congregation Council shall be so noted in the minutes of the Congregation Council to distinguish continuing resolutions ~~from~~ from ordinary motions for the conduct of business. The Secretary shall keep a file of continuing resolutions enacted by the Congregation Council each year and will assist the president in preparing a listing of continuing resolutions as part of the president's annual report to the congregation.

Section 7 AMENDMENTS

- a. Amendments to these bylaws may be as specified in the constitution (chapter 16).

Section 8 **PRESCHOOL AND KINDERGARTEN**

a. Name

1. The name of this Ministry shall be Cross of Christ Lutheran Preschool **and Kindergarten.**

b. Purpose

1. Cross of Christ Lutheran Preschool **and Kindergarten** exists as a non-profit ministry of Cross of Christ Lutheran Church.

c. Mission Statement

1. Cross of Christ Preschool **and Kindergarten** proclaims the Word of God through the nurturing of children's faith, provides a high quality program appropriate to the developmental needs of young children, serves the mission of the church by providing a service to families, and provides an evangelistic outreach to non-member families.

d. Board of Directors:

1. The responsibilities of the Board of Directors are as follows:
 - i. Approve a job description for the hiring and evaluation of the **Executive** Director
 - ii. Review the **Executive** Director's job description annually
 - iii. Provide an educational program that fulfills the school's purpose
 - iv. Work with, support, and supervise the **Executive preschool De**director who is responsible for the daily management of all aspects of the **preschool's** operation
 - v. Provide for the funding and financial management of the school
 - vi. Provide for calling and engaging the **Executive De**director to ensure excellence in education and in achieving the **preschool's** stated purpose
 - vii. Prepare and **submit to the congregation council monthly present regular** reports and plans for the school's future
 - viii. **Prepare and submit to the congregation council monthly financial reports.**
 - ~~viii ix.~~ Attend meetings regularly and punctually
 - ~~ix.~~ **Individually serve on a committee or as an officer.**
2. **The Executive Director, after consultation with the congregational council executive team, shall determine board members.** The Board of Directors will include a chairperson and secretary. There shall be **three five** voting members including **two one** parent who **are is a** members of Cross of Christ, **two one** parents who **are is** not **a** members of Cross of Christ, and a member at large from the congregation. **If no parent who is a member of Cross of Christ is available, an additional at-large member from the congregation shall be selected.** The **Executive preschool** Director and the bookkeeper shall be the only non-voting members.
3. Board Members shall serve two-year terms.

e. Meetings

1. The Board of Directors will meet monthly. The meetings shall be open to all members of the congregation. The chairperson shall call special meetings as needed.

f. Duties of Chairperson, Secretary, and **Preschool Executive De**director on the Board of Directors:

1. Chairperson shall preside at all meetings, prepare an agenda for all meetings, shall provide appropriate communication and correspondence to the Congregation Council and congregation.
2. The Secretary shall keep an accurate record of all meetings **and** provide copies to all board members and to the Congregation Council.
3. The **Preschool Executive** Director shall be responsible to the Board of Directors and to any regulatory state agencies for the day-to-day operations.

Section 9 MUSIC ACADEMY SCHOOL

- a. Name
 1. The name of this ministry shall be Cross of Christ Music Academy School (CCMAS).
- b. Purpose
 1. CCMAS exists as a non-profit ministry of Cross of Christ Lutheran Church (CCLC).
- c. Mission Statement
 1. CCMAS seeks to enrich the lives of students, artistically, spiritually and intellectually, and use the gift of music to spread the Gospel in our community and abroad.
- d. Board of Directors
 1. The CCLC Council will appoint a Board of Directors to oversee CCMAS activities. The responsibilities of the board are:
 - i. Approve a job description for the hiring and evaluation of the Executive Director (ED).
 - ii. Hire the CCMAS ED
 - iii. Review the ED's job description periodically to ensure it adequately describes the role and authority of the ED.
 - iv. Monitor the academy program to ensure it fulfills its purpose.
 - v. Work with, support, and supervise the ED.
 - vi. Assist the ED in developing an annual budget, which will be included in the CCLC's approved annual budget.
 - vii. Monitor the academy's financial performance to assure its financial viability.
 - viii. Provide for calling and engaging the Executive Director to ensure excellence in education, and in achieving the academy's stated purpose.
 - ix. Prepare and submit to the congregation council monthly ~~present regular~~ reports and plans for the academy's future.
 - x. Prepare and submit to the congregation council monthly financial reports.
 - ~~x.~~ xi. Review and approve the ED's financial compensation on an annual basis and make changes, as appropriate.
 2. The CCMS ED, after consultation with the congregational council executive team, shall determine the board members. The Board of Directors shall be comprised of at least three ~~five~~ voting members as follows and meet at least on a quarterly basis:
 - i. One CCLC member who is a student, 18 years or older, or parent of a student. If no student, 18 years or older, who is a member of Cross of Christ is available, an additional at-large member from the congregation shall be selected.
 - ii. Two ~~One~~ students 18 years or older, or a ~~a~~ parents of a student, without a CCLC membership qualification requirement (i.e., can be a CCLC member or non-member).
 - iii. One at-large member from the CCLC congregation.
 - iv. The CCLC council member who is the liaison to the Worship Team. The ED shall be the only non-voting member.
 3. Board members shall serve two-year terms, ~~except the church council liaison, whose term will coincide with his/her term on the church council.~~
 4. From the membership listed above, the CCMAS board will select a:
 - i. Chairperson who will:
 1. Prepare agendas and preside at meetings.
 2. Assure that the board meets at least quarterly.
 3. Call special meetings as needed.
 4. Assure that board issues are communicated regularly to the CCLC Council.
 - ii. Secretary who will prepare and maintain files of minutes of the board meetings and distribute said minutes to board members, the church council, and other interested parties.
 5. CCMAS board meetings shall be open to all members of the congregation.

e. Executive Director

1. The Executive Director is responsible to the Board of Directors for all aspects of the academy's school's day-to-day operations.

Updates

Approved January 29, 2006

Approved February 7, 2017

Ratified February 4, 2018

2022_Amendments to the Model Constitution for Congregations

Chapter 4: STATEMENT OF PURPOSE

*C4.02. To participate in God's mission, this congregation as a part of the Church shall:
[...]

- d. Serve in response to God's love to meet human needs, caring for the sick and the aged, advocating dignity, and, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, embracing and welcoming racially and ethnically diverse populations, and standing in solidarity with the poor and powerless oppressed and committing itself to their needs.

Rationale: [This amendment was proposed on the assembly floor during the 2019 Churchwide Assembly; consequently, no rationale was provided prior to the assembly.]

Chapter 6: CHURCH AFFILIATION

*C6.05. This congregation may terminate its relationship with the Evangelical Lutheran Church in America by the following procedure:

- a. A resolution indicating the intent to terminate its relationship must be adopted at two legally called and conducted special meetings of this congregation by a two-thirds vote of the voting members present at each meeting. The first such meeting may be held no sooner than 30 days after written notice of the meeting is received by the bishop of the synod, during which time this congregation shall consult with the bishop and the bishop's designees, if any. The times and manner of the consultation shall be determined by the bishop in consultation with the Congregation Council. Unless he or she is the bishop and/or the bishop's designees are a voting members of this congregation, the bishop and the bishop's designees, if any, they shall have voice but not vote at the first meeting.

[...]

- d. If this congregation, after such consultation, is still considering termination of its relationship with this church, such action may be taken at a legally called and conducted special meeting by a two-thirds vote of the voting members present. Notice of the second meeting shall be sent to all voting members and to the bishop at least 10 days in advance of the meeting. Unless he or she is the bishop and/or the bishop's designees are a voting members of this congregation, the bishop and the bishop's designees, if any, they shall have voice but not vote at the second meeting.

Rationale: Inclusive language.

Chapter 9: ROSTERED MINISTER

*C9.03. Consistent with the faith and practice of the Evangelical Lutheran Church in America,

- a. Every minister of Word and Sacrament shall:

[...]

- 8) speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations.

Rationale: [This amendment was proposed on the assembly floor during the 2019 Churchwide Assembly; consequently, no rationale was provided prior to the assembly.]

- *C9.05.** The provisions for termination of the mutual relationship between a minister of Word and Sacrament and this congregation shall be as follows:
- a. The call of this congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by the pastor's death or, following consultation with the synod bishop, for any of the following reasons:
[...]
 - 4) inability to conduct the pastoral office effectively in view of physical disability or mental incapacity of the pastor;
[...]
 - b. When allegations of physical disability or mental incapacity of the pastor under paragraph a.4) above, or ineffective conduct of the pastoral office under paragraph a.3) above, have come to the attention of the bishop of this synod,
 - 1) the bishop, in his or her who has sole discretion, may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
[...]
 - c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the pastor's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the pastorate vacant. When the pastorate is declared vacant, the Synod Council shall list the pastor on the roster of Ministers of Word and Sacrament with disability status. Upon removal resumption of the disability and the restoration of the pastor to health, ability to conduct the office effectively the bishop shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another appropriate call.

Rationale: These changes parallel changes being made elsewhere in the Constitutions, Bylaws, and Continuing Resolutions of the ELCA. Language related to disability has been changed to reflect current understandings and to clarify that inability and incapacity to conduct the pastoral office effectively are the standard to be considered. In addition, the words "any of" have been inserted for precision, and references to the synod bishop have been made inclusive.

- *C9.12.** The pastor of this congregation:
- a. shall keep accurate parochial records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from this congregation;

Rationale: The deletion of "parochial" is for consistency of usage.

- *C9.13.** The pastor(s) shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

Rationale: Inclusive language

- *C9.14.** The parochial records of this congregation shall be maintained by the pastor and shall remain the property of this congregation. The secretary of this congregation shall attest in writing to the bishop of this synod that such records have been placed in his or her the secretary's hands in good order by a departing pastor before the installation of that pastor in another call or approval of a request for change in roster status.

Rationale: These changes parallel changes being made elsewhere in the Constitutions, Bylaws, and Continuing Resolutions of the ELCA. The deletion of "parochial" is for consistency of usage. The second change is for inclusive language.

***C9.23.** Consistent with the faith and practice of the Evangelical Lutheran Church in America, every minister of Word and Service shall:

[...]

- c. Speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world, witnessing to the realm of God in the community, the nation, and abroad advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations;

Rationale: [This amendment was proposed on the assembly floor during the 2019 Churchwide Assembly; consequently, no rationale was provided prior to the assembly.]

***C9.25.** The provisions for termination of the mutual relationship between a minister of Word and Service and this congregation shall be as follows:

- a. The call of this congregation, when accepted by a deacon, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by the deacon's death or, following consultation with the synod bishop, for any of the following reasons:

[...]

- 4) inability to conduct the office effectively in view of physical disability or mental incapacity of the deacon;

[...]

- b. When allegations of physical disability or mental incapacity of the deacon under paragraph a.4) above, or ineffective conduct of the office of minister of Word and Service under paragraph a.3) above, have come to the attention of the bishop of this synod,

- 1) the bishop, in his or her who has sole discretion, may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or

[...]

- c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the deacon's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the position vacant. When the position is declared vacant, the Synod Council shall list the deacon on the roster of Ministers of Word and Service with disability status. Upon removal resumption of the disability and the restoration of the deacon to health ability to conduct the office effectively, the bishop shall take steps to enable the deacon to resume the ministry, either in the congregation last served or in another appropriate call.

Rationale: These changes parallel changes being made elsewhere in the Constitutions, Bylaws, and Continuing Resolutions of the ELCA. Language related to disability has been changed to reflect current understandings and to clarify that inability and incapacity to conduct the pastoral office effectively are the standard to be considered. In addition, the words "any of" have been inserted for precision, and references to the synod bishop have been made inclusive.

***C9.31.** The deacon(s) shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

Rationale: Inclusive language

Chapter 10: CONGREGATION MEETING

C10.02. A special Congregation Meeting may be called by the [senior] pastor, the Congregation Council, or the president¹ of this congregation, and shall be called by the president of this congregation upon the written request of ____ [number][percent] of the voting members. The president of the Congregation Council shall call a special meeting upon request of the synod bishop. The call for each special meeting shall specify the purpose for which it is to be held, and no other business shall be transacted.

[New footnote]

¹ If the pastor is the president of the congregation, the congregation may consider giving the vice president the authority to call a special meeting.

Rationale: Because there are congregations where the pastor is president of the congregation, a footnote is being inserted to suggest that the vice president of the congregation might be given authority to call a special Congregation Meeting.

C10.08. This congregation may hold meetings by remote communication, including electronically and by telephone conference, as long as there is an opportunity for simultaneous aural communication or its equivalent. To the extent permitted by state law, notice of all meetings may be provided electronically.

Rationale: This amendment was recommended by the Churchwide assembly in 2019.

C10.09. “Ex officio” as used herein means membership with full rights of voice and vote unless otherwise expressly limited.

Rationale: There is often confusion surrounding the term “ex officio.” The intended meaning is that someone who is a voting member ex officio has both voice and vote because of the office that person holds. The term is often misunderstood, however, to mean that the person cannot vote.

Chapter 12: CONGREGATION COUNCIL

C12.05. The Congregation Council shall be responsible for the financial and property matters of this congregation. [...]
e. The Congregation Council shall ascertain that the financial affairs of this congregation are being conducted efficiently, giving particular attention to the prompt payment of all obligations and to the regular forwarding of mission support monies to the synod treasurer.

Rationale: Because synods have different systems for receipt of mission support monies from congregations, the elimination of the word “treasurer” allows for greater flexibility.

C12.11. The Congregation Council shall normally meet once a month. Special meetings may be called by the pastor or the president², and shall be called by the president at the request of at least one-half of its members. Notice of each special meeting shall be given to all who are entitled to be present.

[New footnote]

² If the pastor is the president of the congregation, the congregation may consider giving the vice president the authority to call a special meeting.

Rationale: Because there are congregations where the pastor is president of the congregation, a footnote is being inserted to suggest that the vice president of the congregation might be given authority to call a special meeting of the Congregation Council.

- C12.13.** The Congregation Council and its committees may hold meetings by remote communication, including electronically and by telephone conference, as long as there is an opportunity for simultaneous aural communication or its equivalent. ~~and, to~~ the extent permitted by state law, notice of all meetings may be provided electronically.

Rationale: This change recognizes that there are other means of providing for simultaneous communication, for those with hearing disabilities, for example.

Chapter 13: CONGREGATION COMMITTEES

- C13.04.** *Mutual Ministry Committee(s)* (in the absence of a mutual ministry committee, the duties shall be fulfilled by the executive committee) shall be appointed jointly by the president [vice president⁺²] and the rostered minister. Term of office shall be two years, with three members to be appointed each successive year.

[Footnote number changed]

⁺² For use if the pastor is president of the congregation under two of the options in C11.02.

Rationale: Editorial change necessitated by the addition of earlier footnotes.

- C13.08.** The [senior] pastor of this congregation shall be *ex officio* a member of all committees and boards of this congregation. [The president⁴ [vice president] of this congregation shall be *ex officio* a member of all committees and boards of this congregation, except the Nominating Committee.]

[New footnote]

⁴ If the pastor is the president of the congregation, the congregation may consider selecting the vice president.

Rationale: Because there are congregations where the pastor is president of the congregation, a footnote is being inserted to suggest that the vice president of the congregation might be granted ex officio membership on committees and boards as described.

Chapter 15: DISCIPLINE OF MEMBERS AND ADJUDICATION

- *C15.02.** The process for discipline of a member of this congregation shall be governed as prescribed by the chapter on discipline in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. If the counseling, censure, and admonitions pursuant to *C15.01. do not result in repentance and amendment of life, charges against the accused member(s) that are specific and in writing may be prepared by the Congregation Council, signed, and submitted to the vice president of the synod. The vice president shall select from the synod's Consultation Committee a panel of five members (three laypersons and two rostered ministers ~~of Word and Sacrament~~). A copy of the written charges shall be provided to the consultation panel and the accused member(s). The consultation panel, after requesting a written reply to the charges from the accused member(s), shall consider the matter and seek a resolution by means of investigation, consultation, mediation, or whatever other means may seem appropriate. The panel's efforts to reach a mutually agreeable resolution shall continue for no more than 45 days after the matter is submitted to it.

Rationale: Change for inclusion of both rosters.

- *C15.11.** When there is disagreement between or among factions within this congregation on a substantive issue which cannot be resolved by the parties, members of this congregation may petition the synod bishop for consultation after informing the president **[vice president]** of this congregation of their intent to do so. The synod bishop shall seek a timely resolution of the dispute. If the issue relates directly to the pastor, the bishop may begin the process in †S14.18.d. In all other matters, if the bishop's consultation fails to resolve the issue, the bishop shall refer the matter to the Consultation Committee of the synod, which shall undertake efforts to find an appropriate solution. If the Consultation Committee's efforts fail to resolve the dispute, the entire matter shall be referred to the Synod Council for adjudication by whatever process the Council deems necessary. The Synod Council's decision shall be final.

Rationale: This change allows congregation members in situations in which the pastor is also president of the congregation to inform the vice president of their intent to petition the synod bishop for consultation.

Chapter 16: AMENDMENTS

- *C16.02.** An amendment to this constitution, proposed under *C16.01., shall:
- be approved at any legally called meeting of this congregation by a majority vote of those voting members present and voting; **and**
 - be ratified without change at the next regular meeting of this congregation **held pursuant to C10.01.** by a two-thirds vote of those voting members present and voting; **and**.
 - ~~have the effective date included in the resolution² and noted in the constitution.~~

[Footnote also deleted]

² ~~Such an effective date must be stated in relation to the requirements of *C16.03. to allow time for the synod's review of the amendment.~~

Rationale: "Regular meeting" has already been defined elsewhere in the Constitutions, Bylaws, and Continuing Resolutions of the ELCA. In addition, C10.01 is not a required provision, so it is not advisable to make reference in a required provision to a non-required provision.

- *C16.04.** This constitution may be amended to bring any section into conformity with a section or sections, either required or not required, of the *Model Constitution for Congregations of the Evangelical Lutheran Church in America* as most recently amended by the Churchwide Assembly. Such amendments may be approved by a majority vote of those voting members present and voting at any legally called meeting of this congregation without presentation at a prior meeting of this congregation, provided that the Congregation Council has submitted by mail or electronic means, as permitted by state law, notice to this congregation of such an amendment or amendments, together with the council's recommendations, at least 30 days prior to the meeting. Upon the request of at least two (2) voting members of this congregation, the Congregation Council shall submit such notice. Following the adoption of an amendment, the secretary of this congregation shall submit a copy thereof to the synod. Such provisions shall become effective immediately following **the congregation's a** vote of approval.

Rationale: Change for precision. This has often been incorrectly interpreted to mean that the synod must vote to approve amendments that are designed to bring the congregation's constitution into alignment with the Model Constitution. In fact, amendments to bring any section or sections, either required or not required, into conformity with the Model Constitution go into effect immediately upon the congregation's vote to amend.

Chapter 20: PARISH AUTHORIZATION

- *C20.02.** One congregation of a parish shall issue a call on behalf of the member congregations to a minister of Word and Sacrament or a candidate for the roster of Ministers of Word and Sacrament who has been recommended by the synod bishop to serve the congregations of the parish. Such a call shall be approved prior to issuance by a two-thirds vote at a congregational meeting of each congregation forming the parish. If any congregation of the parish should fail to approve the call, the other congregations of the parish shall have the right to terminate the parish agreement.

Rationale: Editorial change.

- *C20.03.** One congregation of a parish may issue a call on behalf of the member congregations to a minister of Word and Service or a candidate for the roster of Ministers of Word and Service who has been recommended by the synod bishop to serve the congregations of the parish. Such a call shall be approved prior to issuance by a two-thirds vote at a congregational meeting of each congregation forming the parish. If any congregation of the parish should fail to approve the call, the other congregations of the parish shall have the right to terminate the parish agreement.

Rationale: Editorial change.

Membership Statistics - 2023		
	Baptized Total Membership	Confirmed Confirmation age and above
Membership, end of 2022	676	583
*Membership Adjustment	30	28
	706	611
Members received during 2023:		
By Baptism: children (15 years old and younger)	11	0
By Baptism: adult	0	0
By joining (New Members)	26	15
Inactive Members (who were removed in 2022) but Requested to Stay	14	0
Total members received this year	51	15
Baptized youth, <i>already part of membership count</i> , confirmed in 2023	0	7
Sub-Total Baptized and Confirmed Columns	51	22
Members removed during 2023:		
By death	5	5
By transfer	5	5
For other reasons (moved, requested, etc)	22	22
Total members removed this year.	32	32
Membership end of 2023	725	601
<i>Of the Total membership of 725 we find 569 of these to be active members in our community.</i>		
<i>There are 26 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 Nominating Team is made up of Cross of Christ members whose purpose is to bring a balanced Council that encompasses the basic demographics of our Church. This includes, but is not limited to, diverse backgrounds and a strong mix of abilities to serve our congregation.

The Nominating Team met and reviewed several personnel for each position in order to achieve a balanced representation of our church community. The new member(s) for the CCLC Church Council will be voted on by the congregation at the Annual meeting in February. Because of the changes to the Bylaws in December the nominating team only had to fill positions for Vice President, Treasurer, Youth, Synod Lay Voting Members, and 2024 Nominating Team.

The Nominating Team responsibly fulfilled these needs with members of our congregation, after prayerful consideration, to the positions that needed to be filled.

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

2023 Team Members

Chris Kassel

Katie Dittmer

Jeff Hoornaet

Sheila Abdel

Pastor Kathleen Armstrong

Cross of Christ Lutheran Church
Sample 2024 Election Ballot
Submitted by the 2023 Nominating Committee

Council Vice President (2 year term):

Robby Flowers

2nd year as **Council President**

Council Treasurer (2 year term):

John Finamore

Youth Council Representative (1 year term):

Kianna Wageman

2024 Nominating Committee members (2 year term):

Jill Permeswaran

(Vote for two)

Kathleen Briscoe

2024 Nominating Committee members (1 year term):

Lynn Smith

(Fulfilling Tom Littleton Seat)

(Vote for one)

2024 Rocky Mountain Synod Assembly Lay Voting Members: Rob Dittmer

(Vote for two)

Doris Dittmer

Robby Flowers

Position: President Elect



My name is Robby Flowers and I am originally from Indiana and moved to Colorado in 2010.

I am married to Natalie and have 2 daughters Eloise (11) and Lorelei (8).

We started attending CCLC in 2010 and became members in 2011. I have many hobbies, but primarily enjoy anything in the mountains (camping, hiking, biking, snow skiing, etc...), boating in the summer, and hunting in the fall.

I am excited for the changes I've seen develop this past year in our Church and I feel called to help enable that change to continue in the years to come. After several years of hardship through covid and staff changes, we are seeing positive growth with new families, congregational engagement, and new ideas taking hold. Over the years my wife, Natalie, has served in several staff positions at CCLC and

with young children it left little time for me to take on a dedicated role in serving the Church. Now that she is no longer on staff and our children are older it seems the time is right for me to become more involved and "Say YES".

I hope we can set forth solid future planning for the Church in many areas while growing our congregation and embracing meaningful outreach programs. Financially, we need to plan for upcoming capital projects and align budgetary expenditures with contributions. Congregational engagement is key to growing a vibrant faith community and I hope we can build upon the strong fellowship we've seen develop this past year that will drive continued growth for years to come. Outreach programs are the heart of how we serve our community and finding the best opportunities, with high impact to those in need, is critical to living out our faith mission.

John Finamore
Position: Treasurer



I am John Finamore. I am a Colorado native, born and raised in Denver and moved Broomfield in 2003. Married to my wife, Debbie for 32 years. We have three daughters, Talia, Lauren, and Caitlyn. I am a Certified Public Accountant. I currently work for the City and County of Denver's Pension Plan for the last 14 years and worked for the City of Denver as an auditor for 22 years prior to the Pension Plan.

We have been member of Cross of Christ since 2005. We enjoy camping, fishing, hiking, snowshoeing, and travel. This will be my second term of my second stint as Treasurer at Cross of Christ. I have also served on the finance team for the last 10 years. I have also served as Treasurer at Atonement Lutheran Church in Lakewood.

Serving in this role allows me to better connect with the church and the mission we are called to serve. I

see this as an opportunity to continue the stabilization of the church through the various changes and the unique times we are in ahead.

Kiana Wageman

Position: Youth Council Representative



My name is Kiana Wageman and I am 17 years old and I attend Legacy High School in Broomfield, CO. I have been a member of Cross of Christ for about 5 years and I hope to enjoy many more. Outside of church, I am involved in the Legacy Girls swim team, I enjoy skiing, and am a lifeguard for the City of Broomfield.

At church, I volunteer every year for VBS, and am currently serving as one of the youth representatives on the Youth Advisory Board. I also went on the Salt Lake City service trip last summer, and am looking forward to being a part of the ASP service trip next summer.

As a member of the CCLC council, I would like to encourage more volunteering opportunities in our community, with a focus on youth involvement. Additionally, I believe that being a part of the council will allow me to further develop my relationship with God and help to promote others in the congregation to deepen their own relationship with God in a positive environment.

Lead Pastor Report

“We always give thanks to God for all of you and mention you in our prayers, constantly remembering before our God and Father your work of faith and labor of love and steadfastness of hope in our Lord Jesus Christ. For we know, brothers and sisters beloved by God, that he has chosen you, because our message of the gospel came to you not in word only but also in power and in the Holy Spirit and with full conviction;”

1 Thessalonians 1: 2 – 5a

This scripture was the theme verse on my trip to Greece and Turkey last month. As I read this text I think of the Apostle Paul writing this letter to the church of Thessalonica, a church full of followers of Christ, trying to figure out what it means to be a church, what it means to be in relationship with one another, and what it means to continue in the mission of Jesus to proclaim the good news. I wonder if this is like Paul’s own annual report to his church.

Giving Thanks for all of you...

“We always give thanks to God for all of you and mention you in our prayers...”

It is always good to give thanks for what you have and for the relationships that bless your lives.

We are blessed at Cross of Christ to have a community of faith that share their gifts and passions. We are blessed to have people who truly care for one another and the needs of our community. We are blessed to have people who support and nurture our youngest and our most vulnerable. I give thanks for all of you. I give thanks for the support you have shown me and my family for the last 17 years, through the tough times and the exciting times. I give thanks for the gift of a sabbatical this last summer, a chance to take deep breathes, reflect, and center myself in my faith. I give thanks for the leadership of our congregation, their insight and passion for the future of our community.

I give thanks for our staff, who are a joy to work with and who give tirelessly of themselves to serve God, express their faith in their work, and to minister to this congregation. This last year, we had to say good-bye to Megan Mellenthien, our Director of Music and to Neal Forsythe, our accompanist, which is never easy. They brought their own unique style to worship and we are grateful for them. However, we are fortunate to bring Joseph Noelliste on board to serve in these roles. The energy he brings to music and worship is already helping us worship in a meaningful and new way.

I give thanks for the partnership of Pastor Aly and the care and thoughtfulness she gives to all of you and her deep sense of calling. I give thanks for Amy Pallas, whose heart is so big for our children and their families and is always thinking about how we can continue to help people grow in their faith. I give thanks for Jessica Wanecek, in her creativity and efficiency in being the face of our staff and all she does to make the lives of the staff easier. I give thanks for Nikki Leverone, who’s behind the scenes work with our finances and our employee staffing laws, is a great gift for this congregation. Her love for our church is evident in her care and communication with our members and staff. I give thanks for Ed Painz and his crew, in the hours and hours they give to keep the church warm in the winter, cool in the summer, as well as making sure everything is up to code and works well. I give thanks for Scott Elvington and Shannon Hazler, who work behind the sound board, enable all those at home worship with us on Sunday morning. And I give thanks for the teachers and staff of our preschool and kindergarten whose love and patience for our kids is evident in everything they do.

There is a lot to give thanks for in our church, I hope all of you join me in showing our thanks to our staff and our leadership.

Work of Faith...

“...constantly remembering before our God and Father your work of faith and labor of love and steadfastness of hope in our Lord Jesus Christ.”

When it comes to the work of faith, I think about worship, faith formation, and youth ministry. Since Covid our worship has evolved, as I am sure is true for most congregations around the world. Covid made us rethink our priorities and our vision for what worship is and the priorities and values that shape how we praise God. This is also determined by the gifts and talents of staff that pour their hearts into this vital and central part of our faith community.

We continue to explore different styles of music and what speaks to the hearts of our members and visitors. Our praise team are people dedicated to share their faith with our church, but these people also sing in the Soli Dei choir. This makes a long day for volunteers but they have committed to this ministry and realize it's importance to both services. As we go forward, under Joseph's leadership, we hope to grow our musical ensembles, so more people can share their gifts of music, and ease the expectation on the few.

Our attendance has slowly grown throughout the year, with more and more young families joining our church. We brought 11 children into the community through the sacrament of Holy Baptism. We are grateful for Scott Elvington and others who help make the faith chests for our baptismal families. This was a BIG undertaking this year. Our community of faith is becoming known for the ways we welcome and engage children in worship. Our children's area in the sanctuary is busting at the seams. The children that come up for children's message and children's church are full of life and energy and it is a joy to engage with these young voices of our congregation who consider this place their home. Our growing church was never so prevalent than on Christmas Eve. Christmas Eve landed on a Sunday this year which enabled us to add a service in the morning. The attendance this day grew by 60%. It was a wonderful day filled with welcoming new visitors and welcoming home those we have not seen in a while.

We are grateful for the ability to continue to live stream our services to those unable to attend in person, whether due to weather or due to physical limitations. When many congregations around the country are limiting their online service, I believe this is a ministry that needs to continue, as we know when two or three are gathered in his name (even online), Jesus is there also.

The biggest limitation we have throughout all of our ministries is the lack of volunteers. The lack of volunteers puts a great deal of strain on our already overburdened staff. We see this in all aspects of ministries, but especially in worship, fellowship, and faith formation. We need eight volunteers at the 9 am service every Sunday. That is eight out of the 200 people that attend. That doesn't seem like a lot but it is a struggle to find. And it seems we have the same eight every week, which we are grateful for their dedication. Helping in worship can be for ANY age person, for families, or for individuals. The word “liturgy” means the work of the people, all people. This is an area of growth for our community.

Fellowship has become a much appreciated part of our Sunday morning schedule. It is wonderful to see all tables full of conversation and relationship building. But this is not an effortless task. Pastor Aly has taken on this ministry as it was a priority highlighted for our congregation. People enjoy it! Then we need more people to take on the organization of the fellowship, making the coffee, and setting things up and cleaning up so our Pastors can focus on worship and care for our congregation.

We are grateful for the work of volunteers in children's ministry, youth café, and the adult faith formation opportunities we have had this past year. This part of our ministry continues to evolve with the needs of our congregation. Cross Generational events is a highlight in our community as it is a mix of fellowship, faith formation, and service.

I cannot say enough about our youth ministry and the young people in our congregation. I continue to be impressed by their commitment to service and the importance of building relationships. This last year the youth went to Salt Lake City and served the community in a number of different ways under the leadership of Pastor Aly and our adult sponsors. Over the last 10 years our church has cultivated a culture of service for our youth. Attending a summer service trip is a part of who we are as a church and every year the youth looking forward to seeing how they can make an impact through service in the lives of all people around the country. This year the youth chose to head back to the Appalachia region to serve with Appalachia Service project. This is a wonderful, Christian organization that has been around for over 50 years serving the most poverty stricken area in our country. We have 22 youth and 8 adults traveling to West Virginia this summer. We are grateful for the congregation for supporting this big undertaking, as it shows the heart of service that is in all of us.

We also continue to be grateful for the outdoor ministries in our state. Rainbow Trail Lutheran Camp has been a long standing tradition in our community that welcomes our young people from 2nd grade through High School. We continue to support our families and our staff for making sending their kids to camp a priority in their faith life.

Labor of Love

To say that keeping the church property in good working order is a Labor of Love, is an understatement. Our building and property is at the point in its life that it is starting to show its age. We are grateful for the gifts that the people in our congregation have shown over the many years to keep our building and property looking nice so we can continue to serve our community with its use. But this is not easy. We are so grateful for Ed Painz and his volunteers that work hours and hours to maintain our building. Our continued challenge to keep our building updated to serve our growing community.

Outreach has really done a wonderful job of shifting its focus on the needs of our community and continue to challenge our congregation on the next steps. We use our resources for the Safe Parking Initiative, Sandwiches for the Homeless, and community meals. We had an amazing God's Work Our Hands Sunday. You can see the labor of love of service that is at the heart of our church.

Sometimes labor of love is making the tough decisions. This was true when we decided to close the Music school at the end of 2023. This school has been offering lessons to our community for over 10 years and inspired many to grow in their gift of music. We thank Kathleen Briscoe and Rebecca Pfaff for their leadership on the board.

Steadfastness of Hope

In the life of any congregation there are ups and downs and swings in momentum. The strength of a congregation is determined by the steadfastness of hope that remains in the hearts of their community and the action that we take to remain true to the mission of our church and the life together as disciples of Christ.

The steadfastness of hope came through in the stewardship campaign of "The Power of YES". We are grateful for the work of Dave Babcock, Alan Thompson, Cameron Kinchen, Pastor Aly, our staff, and council that helped make that campaign successful. We challenged the congregation to increase their pledges by 7%. We are grateful for the 50% of the pledges did increase their giving, did so by over 9%. We only had 2% that decreased and over 20% were new pledges and half of those were new to giving to our congregation. We were not able to reach all of our goals we set but we are well on our way to grow and care for our staff and balance our budget.

Hope was abounding at the end of 2023 with the tremendous giving that came through in December. We ended the year with a large surplus, due to the abundant giving, the accountability the staff shows in their spending, and the diligence of our Finance Team to come up with other income revenue. We hope that we can use that surplus with the intention of which it was given to do ministries that have been shorted the last few years due to budget cuts. But we also hope to use that surplus in looking toward the future of our congregation. We are also grateful for the Thrivent members who use action cards to help supplement our ministries. There is so much more we can do together in the Hope for the present and for tomorrow.

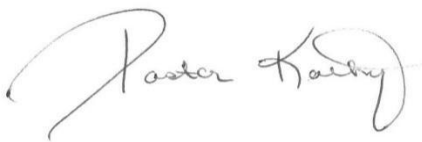
The steadfast of hope came through in our Long Range Planning Team by taking on the overdue amending of our Bylaws and Constitution. We give thanks for our President, Chris Rauh, who led the charge on this endeavor. This is not glamorous work but it was a work of hope for our future. They approached the re-organization of leadership looking at not where we have been but where we are today and the challenges we have and the hope for what is to come.

God has chosen you...

“For we know, brothers and sisters beloved by God, that he has chosen you, because our message of the gospel came to you not in word only but also in power and in the Holy Spirit and with full conviction;”

The theme of gratefulness is overflowing in Paul’s letters to his church. Grateful for their work of faith, grateful for labor of love, and grateful for their steadfastness in hope. I am grateful for this congregation. It is a blessing to be called as your pastor, to work with amazing and faithful people, and walk with all of you in your journey of faith and life. I ask for forgiveness in my short comings and patience as I continue to grow myself in ministry.

I pray that we continue to know that we are beloved and chosen by God. We are chosen to love others, to show compassion, mercy, and acceptance to all. We are chosen to Invite ALL into Christ Love so that we may Worship together, Grow in Faith together, and to Serve one another in the word of God and the power of the Holy Spirit.

A handwritten signature in cursive script that reads "Pastor Kathleen". The signature is written in dark ink on a white background.

Pastor Kathleen Armstrong
Lead Pastor

Associate Pastor Report

“Therefore encourage one another and build up each other, as indeed you are doing.”
1 Thessalonians 5:11

As I write this, I have learned of the death of a beloved person who made a permanent imprint on my life. She made an imprint on my life in the ways she came alongside me and built me up, helping shape me as a leader and as a person. I thank God for her and will always be grateful for what I learned from her. Oftentimes, when we lose someone dear to us, we remember and reflect on the ways they have impacted our lives. What an honor to have the opportunity to come alongside someone to encourage and build up another and often to have those people encourage and build us up as well.

As a church community, we have so many possibilities before us to come alongside one another on this segment of the journey we share - to encourage one another and build one another up. Before us there are so many ways we can encourage and build up the ministries of our congregation and care for one another. How can we make our church a place where no one is unknown and where each person leaves feeling encouraged and strengthened from encountering God and being welcomed by a loving, intentional community? The following are my reflections of gratitude and possibility that are before us as we move into a new year of journeying together:

YOUTH

Encouraged: In 2023, we saw many middle and high school youth participate in our monthly youth events. We have an incredible group of youth in this congregation who are great at encouraging and building each other up. We have seen committed support for our youth ministry. Parents have invested in helping us plan monthly youth events. They have also given much heart and effort to helping ensure our youth could travel to Salt Lake City for our 2023 Summer Service trip with their fundraising efforts. It was incredibly encouraging to see the congregational support surrounding our youth in helping them make these formational experiences possible. Youth ministry is encouraged by all who volunteer to help with Confirmation, Youth Café, and those who serve as Adult Leaders on our summer service trip and at our summer camp weeks. We had 37 middle and high school youth attend camp at Rainbow Trail during the summer of 2023. All of this is reason to celebrate!

Build Up: We have the opportunity to dive deeper spiritually and offer more ways for our youth to connect and grow in faith together. How might you pray for our youth, get to know them, volunteer, and/or help us shape future possibilities for youth ministry at Cross of Christ?

OUTREACH

Encouraged: In 2023, we have taken more time to come together with all outreach ministries to deepen our support and consider together how we are best serving those in need around us. We are encouraged to see the continuation of our Community Meals taking place twice per month, and the blessings that come from our quilting and prayer shawl ministry. Sandwiches made each month are shared near the Capitol in downtown Denver, and we continue to serve as a Colorado Safe Parking location. We had a very successful Precious Child/Precious Gift holiday gift drive and a meaningful God’s Work Our Hands Sunday in September. We have many faithful, enthusiastic, committed people who have a heart for providing for those in need. We celebrate and are inspired by their care!

Build Up: There are dreams of expanding our Community Meals. There may be other ways we can reach out as a congregation to support our community. How might you take part in building up our outreach ministries that support those among us who live with the greatest need? What ideas do you have to do this?

ADULT EDUCATION

Encouraged: We have two weekly Bible Study groups-our men's Tuesday morning group and our women's Thursday morning group meeting regularly. These studies are well attended, and community is evident within both of these circles. This fall we had someone from within our congregation step forward to lead a small group on Sunday mornings that practices listening to Scripture and sharing its impact on them. It is encouraging to witness both the faithfulness and courage shared in these spaces.

Build Up: Our Adult Education planning team needs more people to help facilitate and take on planning opportunities for our faith formation hour on Sunday mornings. We have an opportunity to build up this team, to bring forth ideas, to empower more lay leadership, and to plan more consistent Sunday morning offerings. How might you help build up our adult education ministries?

PASTORAL CARE

Encouraged: We have had the honor to walk with many of you individually and collectively in your times of joy and struggle this year. Thank you for trusting us to walk alongside you in honest and vulnerable spaces.

Build Up: You are invited to provide deeper care for one another. Call the church and let us know when you are struggling, in the hospital, grieving, and in need of care or when a friend from the church needs care. Join our prayer team. Pray for one another. Consider how as a congregation, we might form a care team to help us connect with those facing big life transitions or needing support. Pastoral care can happen without a pastor! How can you be a part of building up our caring ministries on behalf of those who need our genuine presence and care?

WORSHIP

Encouraged: This year, we certainly celebrated and are encouraged by the gift of baptism, with so many children baptized in 2023! We intentionally work to carve space that musically, theologically, aesthetically, and genuinely fosters meaningful, God-honoring worship. It is the main ministry that brings all of us together and we are encouraged by our growing gatherings on Sunday mornings!

Build Up: You are invited to consider how you can serve alongside us on Sundays. From the possibility of building up a greeting ministry, to ushering, to serving as an assisting minister, to helping serve communion, to serving on our altar care team and caring behind the scenes, how might you build up our welcoming ministry and enrich our worship time with your service?

FELLOWSHIP

Encouraged: It has been encouraging to see the vibrant gatherings this fall in between our worship services on Sunday mornings in our Fellowship Hall. We are thankful for those who helped make this possible! In that space people meet, connect, listen, share, and build community! What a blessing!

Build Up: You are invited to help with set up, hosting, or clean-up for fellowship. We would love to see a fellowship team leader rise up to help with scheduling our weekly hosts and time together. We have set fellowship up in a way that is simple to do. Consider hosting one Sunday a month. There is no cost to hosting. The church provides donuts and coffee, we simply need more hosting support to continue this ministry. How might you build up our fellowship ministry by serving once a month, quarterly, or be a part of our fellowship planning team?

1 Thessalonians is believed to be the first letter of Paul, written to a church in need of hearing encouragement to "keep on keepin' on!" Beloved, there are so many reasons for us to be encouraged and also so many opportunities for us to build up our congregation for the sake of the Gospel and for the love of our community, the world, and one another. "Therefore encourage one another and build up each other, as indeed you are doing."

With gratitude for the opportunity to encourage you and build up the kingdom of God together 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

Then the Spirit said to Philip, "Go over to this chariot and join it." So Philip ran up to it and heard him reading the prophet Isaiah. He asked, "Do you understand what you are reading?" He replied, "How can I, unless someone guides me?" And he invited Philip to get in and sit beside him.

Acts 8:29-31

The Children's Ministry at Cross of Christ reflects the story of Philip and the Ethiopian by encouraging children to learn about God and grow in faith *in community*. In Kids Connect, toddlers to 5th graders focus on Bible story knowledge. Through activities, crafts and small group discussions, children learn the significance of the story for those living in Bible times and learn the story's meaning for us today. In Wednesday Night Crew, 3rd to 5th graders are encouraged to ask big theological questions. Together, the upper elementary children learn how to search for answers using the Bible, their own life experiences, conversations with Christian mentors and prayer. In Children's Church, toddlers to 2nd graders have an opportunity to dive deeper into the Children's Message through interactive, hands-on activities. All three of these programs provide children with age-appropriate ways to read the Bible, grapple with theological questions and connect with God and each other.

Moms of Littles and Moms' Morning Out are two wonderful new ministries that provide new moms with an opportunity to explore ways to introduce faith into their families' daily lives as well as build a support and friend group.

Cross-Generational events, which I help coordinate in order to make sure we cater to the youngest in our community along with the oldest and everyone in-between, include God's Work, Our Hands, Lenten events, Adventfest, Carols & Cocoa and the Cross-Generational Christmas Message. These Cross-Generational events demonstrate to the children that they are a valued part of the Cross of Christ community. In addition, these events lead to mentor relationships between children, youth and adults and remind us that we are all "in the chariot" learning, growing and worshipping together.

Highlights of the Children's Ministry in 2023 include:

- The creation of Wednesday Night Crew, a special program for 3rd to 5th graders.
- The formation of Moms of Littles and Mom's Morning Out, Bible studies and community building for Moms of infants to preschoolers.
- An updated format for Kids Connect and Children's Church.
- Carols & Cocoa.
- The Cross-Generational Christmas Message.

Thank you to all of our volunteers who "get in and sit beside" our children and make these ministries possible.

Joyfully in Christ,

Amy Pallas

Property Team

2023 was a very busy year for the property team.

These were the major items that were completed in 2023:

1. The door lock system (PIO) was replaced with Alarm.com because of ongoing problems.
2. Coordinated the required 5 year comprehensive elevator inspection.
3. Fertilization & disease protection of trees by an outside tree company.
4. Install more occupancy sensor light switches in multiple storage rooms..
5. Resolve major plumbing & HVAC problems.
6. Hire a new lawn service to fertilize and control the weeds.
7. Maintain & Repair all functional systems on the property.
8. Facilitate 3 work days to trim & clean up outside landscaping.
9. Assist with VBS prop building,setup,cleanup & running VBS all week.
10. Negotiate various maintenance contracts for the facility.
11. Facilitate and schedule lawn mowing, aeration & fertilization, trash pickup, tree treatments & tree trimming, carpet & window cleaning, weekly recycle, inspections for the elevator, fire sprinkler & fire monitoring systems and more.
12. Facilitate getting a periodic roof leak fixed that was dripping into Pastor Aly's office.
13. Repaint the parking lot lines.
14. Replace the failed air compressor for the dry fire sprinkler system with a more reliable unit.

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 in 2023 again.

Roger Loots is always willing to help do anything whenever he is asked.

Rob Ditmer who is my backup contact for emergency problems with door locks and the alarm system & other duties.

Carroll Sorenson who collects and takes the recycling to the Broomfield center every week & is also my backup to cover inspections and other duties.

Robby Flowers who helped me with some difficult repair issues & helps with the outdoor work days & snow shoveling.

Ben Cleary has been helping me with tasks after Men's Bible Study each week.

Based on my known recorded volunteer hours and some unknown estimated hours, it required about 715 hours to accomplish all the tasks in 2023. This is up from 633 in 2022. The building is getting older!

My future goals in 2024, pending available volunteers & funds include:

1. Replace the remaining older light fixtures in the music & youth rooms using the Memorial Fund gift.
2. Scheduling an ongoing tree fertilization & treatment plan.
3. Recruit more younger volunteers to keep our property presentable. **Is God calling you to say YES and help?**

Respectively submitted,

Ed Painz Property & Grounds chairperson

Stewardship Team

This year the Stewardship theme was:

“The Power of Yes”



Our theme was based on the council’s focus for 2023 which was to invigorate an increase in volunteering, ensure payment of our current expenses with a balanced budget, support our staff with a much needed but modest cost of living raise and work towards hiring a part-time Director of Youth Ministries. The focus for congregational thought and reflection was around The Stirring of Yes, The Possibilities of Yes, The Love from Yes and ultimately The Power of Yes. 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 4 week period Pastor Kathy and Pastor Aly delivered sermon topics to think about what stirs us to say yes to opportunity or challenge, the endless possibilities seen from saying yes, how saying yes comes from a place of love and the power of yes when we worship, learn and serve together. We also invited members of the church to speak to the congregation during worship about their personal experiences at CCLC saying “Yes.”

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



We received 135 Pledges for our campaign.

These percentages were much better than in previous years.

In 2023 – 29% of pledges increased, 11% decreased, 48% stayed the same, and 12% were new pledges

In 2024 – 50% of pledges increased (by over 9%), 2% decreased, 29% stayed the same, and 20% were new pledges (1/2 are new to the church)

Thank you to everyone who supported the 2023 Stewardship Campaign and to everyone who pledged. If you would like to help with the 2024 stewardship campaign (a crucial, loving and rewarding task), please see Pastor Kathy.

Stewardship Team

Alan Thompson

Dave Babcock, Council Liaison

Pastor Kathleen Armstrong

Cross of Christ Preschool and Kindergarten

Forty three children are enrolled for the 2023-2024 school year including 13 three-year-olds, 20 four-year-olds, and 10 kindergartners. The staff is made up of a director, one assistant director, six classroom teachers, a finance director, one music and movement teacher, and a custodian. Church staff and congregation members, parent volunteers, members of the Men's Bible Study, and volunteers assist in various capacities. Preschool board members include Kristen Shapiro, Melissa Harbour, Lisa Dietz, and Kari Kohls. Jeff Hoornaert is the church council liaison.

The 2023-2024 school year was the first year for Colorado's new program, Universal Preschool (UPK), which provides 10, 15 or 30 hours of free preschool for 4-year-olds in the year before they are eligible for kindergarten. Our school and board decided to delay our participation in UPK for several reasons. Even at the end of 2023, there is still a draft rule that *"faith-based programs may not use funds from the Preschool Program to pay for religious instruction, worship, or proselytization, and must ensure that those activities remain separate from the Preschool Program funded services."*

Our 2023-2024 enrollment is down to 48% capacity, possibly due to the impacts of covid and an increase in homeschooling families, as well as our decision not to participate in universal preschool for its first year. However, Summer Camp enrollment was full for two weeks in June and Lunch Bunch has also been popular with both 3 and 4 year olds this fall. We are also adding a new class of 3-year-olds and have 9 new students enrolled starting in January 2024.

This year we held a successful carnival and silent auction, two open houses, back-to-school night, new parent orientation, spring and fall parent teacher conferences, Dan Crow family concert, and various parent trainings and workshops. Over the summer, we hosted a 7-week Confident Parenting class with the Broomfield Early Childhood Council and provided free childcare to the participants. Free screenings included 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. 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 we just finished in December 2023. Each of our five preschool classrooms averaged 12 hours of coaching. Three classrooms were rated in December and all of our evidence was uploaded before the end of the year. We will learn what rating level we earned at the end of January 2024.

The Preschool and Kindergarten raised \$4,230 from the silent auction and readathon in April, and \$2,300 from the Butter Braid fundraiser in October.

Our wonderful staff of 13 has 94 years of experience at Cross of Christ and 200 years of experience in Early Childhood Education! They are extremely invested in making our school an amazing place for children and their families. In addition to their assigned duties, they go above and beyond to help with extra duties, including upkeep of the school, garden, and playgrounds as well as increasing our online/social media presence. In 2023, we earned the **Broomfield Gold Award for “Best Preschool.”** There was an article in the Broomfield Enterprise in October. We are extremely blessed to have an incredible team and wonderful families at Cross of Christ Preschool and Kindergarten.

Amy Goodmanson
Executive Director

	Dec 31, 23
ASSETS	
Current Assets	
Checking/Savings	
1st Bank	54,269.18
Savings account @ 1st Bank	61,132.42
Petty Cash	50.00
Total Checking/Savings	115,451.60
Total Current Assets	115,451.60
TOTAL ASSETS	115,451.60
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Prepaid Snack Fee	96.00
Prepaid Supply Fee	30.00
Prepaid Tuition	22,805.20
Prepaid Lunch Bunch	621.00
Payroll Liabilities	-2.92
Total Other Current Liabilities	23,549.28
Total Current Liabilities	23,549.28
Total Liabilities	23,549.28
Equity	
Retained Earnings	119,687.61
Net Income	-27,785.29
Total Equity	91,902.32
TOTAL LIABILITIES & EQUITY	115,451.60

	Jan - Dec 23
Ordinary Income/Expense	
Income	
Interest from Savings Account	1,132.42
Revenues	
Donations	421.15
Grants	8,460.93
Snack Fee	3,699.00
Supply Fee	1,416.00
Registration Fee	5,600.00
Tuition	144,113.50
Lunch Bunch	12,530.00
Summer Camp	7,650.00
Fundraiser	
Read-a-thon	2,377.15
King Soopers-Safeway Gift Card	731.12
Auction	2,390.84
Butter Braids	2,882.93
Fundraiser - Other	489.21
Total Fundraiser	8,871.25
Miscellaneous	84.00
Total Revenues	192,845.83
Total Income	193,978.25
Gross Profit	193,978.25
Expense	
ACH Fees SB, BW	488.91
Paypal Fees	67.91
Non Employee Compensation	80.00
Snack Supplies	3,301.85
Bank Service Charges	61.08
Dues and Subscriptions	139.00
Equipment	2,364.29
Fundraiser Expense	
Auction	359.63
Butter Braids	585.00
Fundraiser Expense - Other	178.32
Total Fundraiser Expense	1,122.95
Licenses and Permits	651.92
Office Expense	2,434.33
Operating Expense	1,429.09
Payroll Tax Expense	14,548.83
Salary and Wages	179,616.15
Summer Camp	31.94
School Supplies	
Custodial Supplies	776.57
Curriculum Expense	6,336.40
School Presentations	350.00
School Supplies - Other	273.40
Total School Supplies	7,736.37
Staff Appreciation	346.31
Telephone/Internet	895.61
Training & Conferences	267.00
Utilities/Insurance	6,180.00
Total Expense	221,763.54
Net Ordinary Income	-27,785.29
Net Income	-27,785.29

Cross of Christ Music School

Balance Sheet

As of December 31, 2023

					Dec 31, 23
ASSETS					
	Current Assets				
		Checking/Savings			
			CCMA Checking		10,948.95
		Total Checking/Savings			10,948.95
	Total Current Assets				10,948.95
TOTAL ASSETS					10,948.95
LIABILITIES & EQUITY					
	Liabilities				
	Current Liabilities				
		Other Current Liabilities			
			Nora Rozgony Scholarship		2,551.98
		Total Other Current Liabilities			2,551.98
		Total Current Liabilities			2,551.98
	Total Liabilities				2,551.98
	Equity				
		Retained Earnings			10,429.93
		Net Income			-2,032.96
	Total Equity				8,396.97
TOTAL LIABILITIES & EQUITY					10,948.95

Cross of Christ Music School

Profit Loss

For the Year Ended December 31, 2023

				Jan - Dec 23
			Income	
			CCMS Tuition	14,310.15
			Total Income	14,310.15
			Gross Profit	14,310.15
			Expense	
			Background Checks	109.00
			Bank Service Charges	11.95
			Computer and Internet Expenses	327.80
			Music Ministry	97.99
			Payroll Expenses	
			Wages	13,474.18
			Taxes	1,091.08
			Payroll Expenses - Other	783.26
			Total Payroll Expenses	15,348.52
			Promotion & Advertising	72.00
			Recital	50.85
			Utilities	325.00
			Total Expense	16,343.11
			Net Income (Loss)	(2,032.96)

MMM Inc and Exp / 1

Cross of Christ Lutheran Church

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MMM Inc and Exp / 2

Cross of Christ Lutheran Church

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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

Stmt Fin Pos / 1

As of December 31, 2023
Cross of Christ Lutheran Church

					Dec 31, 23
ASSETS					
	Current Assets				
		Checking/Savings			
		Cash and Marketable Securities			
			Certificates of Deposit		346,345.89
			First Bank MMM Fund Checking		73,412.89
			First Bank MMM Savings		103,884.39
			First Bank Payroll Clearing		1,000.00
			First Bank Youth Funds		53,498.64
			Charles Schwab Brokerage Acct		10,388.48
			Total Cash and Marketable Securities		588,530.29
			Total Checking/Savings		588,530.29
		Other Current Assets			
			Other Current Receivables		4,372.93
			Undeposited Funds		13,730.82
			Total Other Current Assets		18,103.75
			Total Current Assets		606,634.04
		Fixed Assets			
			Property, Building & Equipment		4,322,922.42
			Total Fixed Assets		4,322,922.42
			TOTAL ASSETS		4,929,556.46
LIABILITIES & EQUITY					
	Liabilities				
		Current Liabilities			
			Accounts Payable		
			Accounts Payable		2,042.61
			Total Accounts Payable		2,042.61
			Credit Cards		
			Credit Cards		
			Citibank Visa		1,254.87
			FirstBank Visa		145.53
			Total Credit Cards		1,400.40
			Total Credit Cards		1,400.40
			Other Current Liabilities		
			Payroll Liabilities		
			Music School Employer Taxes		22.68
			Preschool Employer Taxes		424.46
			Church Employer Taxes		633.50
			Total Payroll Liabilities		1,080.64
			Other Current Liabilities		3,619.16
			Funds Designated - Specific Use		
			Altar Flowers		100.00
			Community Meals		401.00
			Community Relief Fund		3,857.45

Statement of Financial Position

Stmnt Fin Pos / 2

As of December 31, 2023
Cross of Christ Lutheran Church

					Dec 31, 23
				Eagle Scout Project Donations	117.02
				Faith Chests	0.56
				Fellowship Designated Giving	2,519.53
				Funeral Lunch Exp/Donations	1,119.80
				Golden Oldies	621.30
				Quilting Group	310.13
				Rainbow Trail Scholarships	935.00
				Service Projects	500.00
				Technology Dedicated Giving	2,970.69
				VBS Scholarships	631.88
				Total Funds Designated - Specific Use	14,084.36
				Total Other Current Liabilities	18,784.16
				Total Current Liabilities	22,227.17
				Long Term Liabilities	
				Mortgage Payable	1,735,997.00
				Total Long Term Liabilities	1,735,997.00
				Total Liabilities	1,758,224.17
				Equity	
				Unrestricted Net Assets	
				Mission, Ministry, Mortgage Fund	2,853,219.09
				Total Unrestricted Net Assets	2,853,219.09
				Temp. Restricted Net Assets	
				Capital Improvements	205,408.86
				Funds Designated for Specific Use	18,784.16
				Memorial Gifts Fund	23,533.89
				Music Ministry Gifts Fund	3,831.91
				Time Restricted Donations	13,040.00
				Youth Service Ministry	53,514.38
				Total Temporarily Restricted Net Assets	318,113.20
				Total Equity	3,171,332.29
				TOTAL LIABILITIES & EQUITY	4,929,556.46

Cross of Christ Lutheran Church

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Youth Ministry Statement of Activities

For the Year Ended December 31, 2023

Cross of Christ Lutheran Church

						Jan - Dec 23
Ordinary Income/Expense						
Income						
Contributions						
Contributions to Youth Group						
Donations to Support Youth Act						12,167.87
Total Contributions to Youth Group						12,167.87
Total Contributions						12,167.87
Fundraising Income						
Chili Cookoff Fundraiser						1,426.05
Gift Card Fundraiser						22.70
King Soopers Community Rewards						2,924.47
Palm Sunday Brkfst Fundraiser						1,814.00
Rent A Kid Fundraiser						540.00
Restaurant Dine Out Fundraisers						418.67
Sponsor A Mile Fundraiser						1,189.00
Total Fundraising Income						8,334.89
Investment Income						
Interest Income						15.47
Total Investment Income						15.47
Total Income						20,518.23
Gross Profit						20,518.23
Expense						
Office Administration						
Bank Service Charges						44.00
Total Office Administration						44.00
Youth Ministry						
Sr High Summer Trip						
Summer Trip Travel Expenses						3,483.12
Summer Trip Lodging Expenses						527.00
Summer Trip Registration Fee						3,547.85
Summer Trip Food Expenses						2,459.62
Summer Trip Activity Expenses						513.80
Summer Trip Supplies						482.16
Summer Trip Planning Expenses						396.47
Summer Trip Participant Pmts						-7,750.00
Total Sr High Summer Trip						3,660.02
Total Youth Ministry						3,660.02
Total Expense						3,704.02
Net Ordinary Income						16,814.21
Net Income						16,814.21
Prior Year Carryover						36,700.17
Youth Service Ministry Fund Balance						53,514.38

Cross of Christ Lutheran Church

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Cross of Christ Lutheran Church

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MMM Mission Spending Plan 2024 / 1 of 4

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MMM Mission Spending Plan 2024 / 2 of 4

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MMM Mission Spending Plan 2024 / 3 of 4

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MMM Mission Spending Plan 2024 / 4 of 4

NOTES:									
(1)	Proposed salary and housing allowance for both pastors is at 93% of ELCA guidelines for 2024.								
(2)	Theological Conference will be held in New Mexico in 2024.								
(3)	Proposal includes a 3% wage rate increase for all hourly staff. Director of Children's Ministry position is budgeted for 51 weeks as the remaining week is included in the VBS Staff line item. Financial Secretary hours were increased by 1 hour per week for 2024.								
(4)	Background checks have moved to a subscription based model for 2024.								
(5)	As the building has returned to pre-pandemic usage levels, the need to purchase kitchen supplies has increased.								
(6)	Lawn care expenses are cyclical and include treatment of some of our trees to prevent disease. In 2023, we received a donation to specifically cover some of our lawn care costs.								