



**Reaching Out To Grow
Hope-Filled
Followers of Jesus**

Cross of Hope Church and Schools

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Annual Report
May 2013—May 2014

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Cross of Hope Unapproved Congregational Meeting Minutes November 17, 2013

Calling & Educating into Christ

Call to Order: Bill Hicks, president, called the meeting to order at 12:15pm

Opening Prayer: Pastor Russ Sorensen

Approval of Agenda: Bill Hicks, president, asked that the agenda be reviewed. A motion was made to add the reading of the September 8, 2013 special congregational meeting minutes was made by Allen Ihlefeld, and seconded by Sherri Phillips. Motion passes. A motion to approve the amended agenda made by Karen Schwartz was seconded by Sheri Phillips and passed unanimously.

Reading and Approval of May 2013 Meeting Minutes: Jeanette McNealy, secretary, read the minutes. Bill Hicks, President, asked for a motion to approval the minutes; motion made by Bill Wooten, seconded by Sheri Phillips, and passed unanimously.

Reading and Approval of September 8, 2013 Meeting Minutes: Jeanette McNealy, secretary read the minutes. Bill Hicks, president, asked for a motion of approval. It was made by Bill Wooten; seconded by Sheri Phillips and accepted unanimously.

Treasurer's Report: Geoff Bokan, Treasurer, presented the financial report as of November 2013. Announced YTD: General giving at 95% of budget, as of October looks better. There has been some major expenses; maintenance of roof/air conditioning, parking lot lights and bulbs.

Approval of Treasurer's Report: David Pressel made a motion to accept the treasurer's report. It was seconded by Connie Orbinati and passed unanimously.

Old Business:

Report of the Transition Team and Call Committee – Bill Wooten noted that vision and staffing information were missing from the ministry profile. Once Vision is finished (next 6 months) the MSP will be approved and the Call Committee will reconvene. Pastor Russ thanked everyone for the sense of openness and for being together in this task.

New Business:

Report from the Synod Delegates – Report was given in May's meeting, and were included in the May minutes.

Nominating Committee Report and Approval - Allen Ihlefeld gave the Nominating Committee Report and introduced the Candidates.

Nominations For the 2014 Congregational Council:

Four Council members were nominated for a second two year term: Geoff Bokan, Curtis Case, Ruth Hinkle, and Chris Morgan.

Two persons were nominees for 2-year terms: Daniel Marcum and Andrew Mattern.

Laurie Weiss was nominated for a one- year term.

There are (2) members whose terms end December 2013: Ken Harrington and Jeanette McNealy.

Nominations for 2014 Synod Delegates:

Nominees were Brian and Rosalie Hipple.

2014 Nominating Committee:

Ken Harrington, Jeanette McNealy, Karen Schwartz, Janet Wormwood, Pete Wormwood, Kevin Perkins (only out-going Council Member)

Motion to accept the Nominating Committees Report was made by Bill Wooten and was seconded by Sheri Phillips.

Bill Hicks made a request for nominations from the floor. None were presented.

A motion for a Vote of Acclimation was made for acceptance of all nominees by Sheri Philips and was seconded by Karen Schwartz. It was passed unanimously

Open Forum for Questions- Norm Sabrowsky commented “we’re growing and need expansion”. Norm asked if there is something to knock down the principal on the loan, requested fundraisers to help towards loan. Suggested those that fundraise could contribute 10% of what they bring in. One suggestion was to get ideas from University of Financial Peace.

Closing prayer: Pastor Russ

Adjournment: Bill Hicks, president, asked for a motion to adjourn. It was made by Allen Ihlefeld; seconded by Sheri Phillips. The meeting adjourned at 12:50pm

Respectfully submitted,
Jeanette McNealy
Secretary, COH Council



Steps for a Hope-Filled Future! Interim Pastor Russ Sorensen

The “Great Commission” of Jesus comes to us as the people of God, following in the footsteps of the earliest disciples. “Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you....” Along with that commission comes a promise... “And remember, I am with you always, to the end of the age!” Matthew 28:18-20

During the past two years of the Intentional Interim time of Cross of Hope Lutheran Church and Schools we have been challenged by Jesus’ commission and reassured by that promise, “And remember, I am with you always, to the end of the age!” A lot has happened in these transition times, in addition to the regular day to day work of doing ministry in this place! It has been fun to work together!

I will complete my work as Intentional Interim Senior Pastor at Cross of Hope by the end of June, 2014 with my last Sunday being June 29, 2014. I have been asked to begin serving as the new Intentional Interim Senior Pastor at St Luke Lutheran Church in Albuquerque by August 1, 2014. They are beginning where you were two years ago in the interim process. Please keep them in prayer as well! Cheri and I have been greatly honored and blessed to be here with you at Cross of Hope during these transformational times! We thank you for your special care and welcome! Our Lord will continue to guide all of our steps during this next stage of the journey.

Important Steps You Have Taken in the Interim Time:

- **You have...**Celebrated the ministry of Pastor Dale and Edee Bauer, examined the history of Cross of Hope, gained input through forums, surveys, etc., meetings with groups, and general conversations about the special gifts and challenges of Cross of Hope Lutheran Church and School ministries.
- **You have...**Clarified the identity and mission of Cross of Hope Lutheran Church and Schools in this time of transition and transformation, claimed a new self-awareness in preparation for calling new pastoral leadership, and completed the Ministry Site Profile to describe to future candidates the perspective and mission of this ministry effort of Church and Schools.
- **You have...**Responded positively to changes in leadership, supported and nurtured growth in old and new leadership, experimented with ministry and worship styles, explored pastoral staffing models by adding a term call one quarter time associate pastor position, and trained eleven new care giving BeFriends and four BeFrienders leaders.
- **You have...**Affirmed connections with the work of the whole church in our community and world. This has happened through greater partnership with the churches in town and with our connection through the ministries of the Rocky Mountain Synod and the Evangelical Lutheran Church in America.

- **You have...**Opened your lives and hearts up to the work of God's Spirit in these days for a renewed commitment for new pastoral leadership and a renewed vision for the future by "Reaching Out to Grow Hope-Filled Followers of Jesus!"

Next Steps?

- Cross of Hope Call Committee is making contacts, reviewing names and backgrounds of potential candidates. It is an exciting time, where prayers and patience are still needed to prepare for the recommendation of a match for pastoral leadership for the future. This can still take some time as the Call Committee takes the appropriate, prayerful steps of discernment and direct contact with candidates. The candidates are also examining their own sense of call and potential fit with Cross of Hope. When the Call Committee feels confident in God's guidance for the recommendation, it will be shared with Church Council. At that point a special congregational meeting will be held for a vote from the voting members of the congregation. As you can see, prayer and patience are still essential to complete this process!
- Council leadership is preparing for additional pastoral support that will be needed to work with Pastor Matt for the ongoing "Bridge Interim" time as the Call Committee finishes their work of discernment of pastoral candidates for the Senior Pastor position for Cross of Hope Lutheran Church and Schools.

Concluding these reflections on our work together for the past two years, there is certainly much more that can be said. But above all, I give thanks to God for the wonderful blessings we share together! I am greatly blessed by the adventurous spirit of my wife Cheri, my loving partner in life and ministry for almost 42 years! And I thank you for welcoming my mom, Marie as a young 90+ year old adventurer as well. I have been greatly blessed and honored to work with the wonderful staff, leaders and people of Cross of Hope Lutheran Church and Schools. I am thankful for Pastor Matt for his spirit of flexibility as he joined us last fall. There are so many people who work with passion and joy behind the scenes at Cross of Hope to make things happen. Ministry is about all of you stepping forward to share the gifts that God has given you to use to God's glory. It is not a spectator sport! You are all greatly blessed here to be a blessing in mission and ministry as God calls you in these times, "Reaching Out to Grow Hope-Filled Followers of Jesus!" God has prepared you well to welcome a new Senior Pastor into your life and partnership in ministry. I am excited to see you get ready for this next mission step! We trust in God's guidance for each new step for a Hope-Filled Future. And we all continue to rely on the promise given by our risen Lord Jesus, "And remember, I am with you always, to the end of the age!"

"Peace be with you!"



Pastor Russ Sorensen



Part-time Associate Pastor (one year term), Matt Powell

*I thank my God every time I remember you, constantly praying with joy in every one of my prayers for all of you, because of your sharing in the gospel from the first day until now. **Philippians 1:3***

These words of Paul to the people of Philippi reflect my deep joy and gratitude for the honor of partnering in ministry with *all* the people of Cross of Hope Lutheran Church and Schools. Serving in a part-time capacity at Cross of Hope allows me to be bi-vocational—answering the call to serve as an ELCA pastor as well as serving in the ministry of family as an active father to my six year old son and supportive husband to my wife who is a full-time ELCA pastor. I began a one-year term call as part-time Associate Pastor in a quarter-time capacity (approximately 15 hours per week) on September 15, 2013.

Pastoral Team

It has been a joy to partner in ministry with Pastor Russ Sorensen, Intentional Interim Senior Pastor. Pastor Russ has been providing the intentional interim pastoral leadership to Cross of Hope during this time of pastoral transition, while I have provided additional pastoral leadership to the congregation as well as served in a supportive role to Pastor Russ. I am scheduled to be at Cross of Hope two Sundays a month; most of those months I have preached the sermon each time I have been at worship. On weeks that I am scheduled to preach the sermon I also provide pastoral leadership to the weekly elementary school and preschool chapels. I attend the weekly staff meeting, a weekly pastor's meeting, the bi-weekly worship planning meeting, and have attended many of the monthly executive committee and monthly congregational council meetings all as a part of this pastoral team. In order to manage my time I have not yet done any home-bound visitation; I have made several hospital visits and provided pastoral care as an expression of our shared pastoral ministry. I hope we have modeled well the joyful energy of a pastoral team as well as the benefit a congregation can receive from two different pastors with different experiences and styles.

Faith Formation

I have a few items in my portfolio of responsibilities that I give primary leadership to. During *Walking in the Way Wednesdays*, or *W3*, I have provided the pastoral leadership during the worship time of the evening. Also on Wednesdays I have taught Confirmation, alongside Deney and Kevin Perkins, for youth ages 6th through 8th grade. I have provided pastoral leadership to Cross of Hope's faith formation initiative, having assessed what ministries are currently happening and mapping out the next steps to the staff and congregational council to expand our ministry of *Reaching out to Grow Hope-Filled Followers of Jesus*. This initiative will continue to unfold in the coming months.

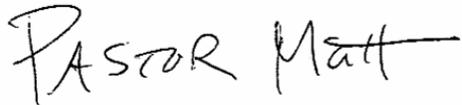
Continuing Education

I am thankful to the congregation for the time and resources to attend two continuing education events during my time here. In November congregational member Ruth Hinkel and I attended *Foundations for BeFrienders Ministry*, a four day training session in Santa Fe to become a BeFriender facilitator. Cross of Hope has 11 trained BeFrienders, including four leaders, that provide a one-on-one listening presence to people going through a time of transition in their lives. In March Pastor Russ and I attended *21st Century Faith Formation Training*, a three-day event in Phoenix aimed at helping us grow in our skill to develop faith formation for all ages and generations in a digital, connected world.

Moving into God's Promised Future

God promises a bold and abundant future for us all! I will continue to serve as part-time Associate Pastor until my term call expires on September 15. However, if the next pastor/pastoral team is called by the congregation before September 15 and if that new pastor/pastoral team and the congregation discern that it is best to move forward without additional pastoral leadership I would conclude my ministry with COH at that time. Although much is unknown at this time one thing is for sure—God will provide the right pastor/pastoral team for COH to live out our call of *Reaching Out to Grow Hope-Filled Followers of Jesus!*

Joyfully and Respectfully Submitted,

A handwritten signature in black ink that reads "PASTOR Matt". The word "PASTOR" is in all caps and "Matt" is in title case. The signature is written in a cursive, slightly slanted style.

Pastor Matt Powell

Church Administrator

I work directly with the staff and volunteers at Cross of Hope Church and Schools. Below is a description of some of the things I do to assist with in coordinating projects to keep a steady flow of communication within the church community. (Work hours are 30 hours per week.)

I report directly to Pastor Russ Sorensen, Part-time Associate Pastor Matt Powell and to Carolyn Bye, Executive Officer for the Executive Committee and Church Council.

Administrative Officer for the Executive Committee, (20 plus hours per week)

Carolyn Bye – collaborative communication with Council President, post Council President to help assist the many functions of the church and schools. The Church Administrator meets with or discusses by phone weekly with pressing items that need to be addressed or communicated with the core staff or congregation.

Church and School Staff, Pastor Sorensen (40 plus) – Supervisor, Nancy Morrison - Administrative Assistant (25 hours per week), Richard Hielkema – Music and Youth (40 plus), Connie Orbinati – Worship (12 hours per week), Mary Sue – Preschool Director (40 plus – off in the summer), Tamie A. Pargas – School Principal (40 plus- off in the summer); Matt Powell, Part-Time Associate Pastor– Faith Formation (15 hours per week), Carolyn Bye - Administrative Officer for the Executive Committee (20 plus hours per week). We hold weekly staff meetings: beginning in devotions and prayer, each staff person shares calendar agenda items and upcoming projection of events.

Computer backups for the Church and Schools: (Approximately 10 hours per month). Volunteer David Pressel provides a monthly backup of computers for the church and schools. He also backsup the church information system which is called, The Shepherd's Staff.

Web Master – Brian Hipple – Maintains the Cross of Hope.org website. He gives other users such as Core staff, designated volunteers, school and preschool staff privilege rights to maintain their section of the website. (Approximately 6 hours per week.) Office volunteers, Jan Wormwood and Chuck Oelsner assist with the church material. Chuck has helped out with creating the online forms and has also helps Linda with church portion of the layout view of the website . (Approximately 6 hours per week)

Contribution Maintenance – (Approximately 6 – 9 hours per week) Office Volunteer Diane Carrico enters the contributions into the Shepherd's Staff every other week when she volunteers in the office. John Lacher is the Contribution Secretary and he enters pledges, provides reports to the Council and contribution statements to the congregation.

Fire Sprinklers, Fire Extinguishers and Building Inspections of the Church and Schools: Administrator schedules for these to be done in July.

Office Volunteers: (There are a total of 11 office volunteers). The office volunteers provide 34 plus hours per week combined. Office volunteers answer telephones, assist with inquiries, copy or print material, input data entry, update ministry profiles, fold bulletins, assist with property inventory, distribute mail, and take special assigned projects. Special projects include – printing and assembling New Member manuals, updating and printing brochures, taking photos, updating the Photo Directory; bulletin boards, assembling and printing Annual Reports, assisting with the preparation packets for Fiesta de la Esperanza, cards such as Communication Cards, Las Posadas

Electronic Marquee Sign: (Approximately 2-3 hours per week). Volunteer, David Pressel, maintains the electronic Marquee Sign. Office Administrator will take care of it if David is out of office. People ask, “How do we get something on there?” There is an online form which goes directly to the office or printed form to be filled out and take to the office.

Fire Drills and Lock Down Tests: (Approximately 3-4 hours per week). Volunteer, David Pressel, schedules and provides the fire drills and lock down tests with the schools and church.

Printers and Copiers – (8-10 hours per week). Volunteer, John Lacher, provides maintenance and assists with troubleshooting and repairing printers and copiers. He also helps with complicated print jobs to get the best results. John provides monthly copier count reports for the church and schools.

Rays of Hope Team – (Approximate 40 hours combined per month). There are seven folks on the Rays of Hope Editorial staff (Karen Erickson (replaced Mary Bresnahan), David Pressel (replaced Mabel Finney), Nancy Morrison, Carol Russell, Linda Willoughby, and Pat Woldt). The team meets once a month to plan for the next month’s journal. We discuss and schedule current events, articles, deadlines. During the month before release we review the layout, edit drafts, and try to remain with the scheduled printing dates. The Rays of Hope is put on the website and emailed to the congregation and schools with an attached link. Printed copies are mailed to the homebound, additional prints are made for those without email for pickup and for visitors. We give a special thank you to Mary Bresnahan (ROH article caller) and Mabel Finney (ROH set-up).

At Cross of Hope there are many ministry opportunities. Cross of Hope is a wonderful place to build relationships and to grow in Christ. It is a rich blessing to serve here amongst the many resources people offer.

May 18, 2014 is the anniversary date of my being employed as the Church Administrator with Cross of Hope.

We are a blessed congregation and have much to be thankful for.

Continuing In His Service, Linda Willoughby, Church Administrator

Administrative Assistant

The Administrative Assistant position is part-time (25 hours/week, Tuesday-Friday). My duties include, but not limited to: preparing the bulletins, inserts and PowerPoint slides for services; work with the Pastor, Associate Pastor, Music Director, and Worship Director in worship planning; scheduling Ministry Moments; compiling the Worship Ministry Schedule to post on the website and email out; track and report the usage of copyrighted songs and liturgy; maintain the main church calendars and schedule use of the building; participate in staff meetings; work with the Safety Committee for the schools; maintain the list for the mailing of the giving envelopes, work with the Rays of Hope Editorial Staff; coordinate the folding of the bulletins with Julie Thompson; and coordinate and/or assist on any special projects with Linda Willoughby. We are always on the lookout for additional volunteers to fill in when I am on vacation to do the bulletins and PowerPoint. If interested, let me know. Working at Cross of Hope has challenged me in many ways personally and spiritually. This is a wonderful congregation and staff with an amazing future.

Nancy Morrison, Church Administrative Assistant

Church Council President

Cross of Hope continues to progress toward the calling of a new pastor in 2013. With Pastor Russ Sorenson at the helm the Council reworked and adopted a Ministry Site Profile which was sent to the Synod to aid in the call process. The Call Committee convened as a formal body and has been busy readying itself for reviewing potential candidates. Please continue your prayers for these folks (John McWilliam, Nancy Lacher, Denev Perkins, Kay Hendrickson, Rosalie Hipple, Kelly Moser and Carolyn Bye) as they work on our behalf.

2013 saw the Church's finances steady a bit as we worked with a bare bones budget to position ourselves for 2014. Thanks to your generosity, the proper budget and the fine money management of the staff we were able to achieve that goal. Unfortunately our facilities are beginning to show their age so we have planned for more maintenance costs in 2014 to keep up with the buildings and grounds.

Our ministries continue to thrive. We saw the establishment of BeFriends in our congregation and that ministry will pick up where the Stephen Ministry left off a few years ago. Our schools are strong evangelical tools for the children and parents of the greater Westside community. **W³** (Walking in the Way Wednesdays) is just a magnet for mid-week participation and our Sunday education classes are full. Please keep them in your prayers as well.

The Council is a strong one. It meets monthly to review the business of the church and schools and provide policy direction for the staff. It has approved human resource and financial tweaks which enable the church to comply with the applicable laws and allow the staff to do their jobs more easily. The members are Jan Anderson, Geoff Bokan, Curtis Case, Bill Hicks, Ruth Hinkel, Daniel Marcum, Andrew Mattern, Chris Morgan, Kevin Perkins, Forrest Uppendahl, Laurie Wiess and Bill Wooten, stewarded by Pastor Russ and Pastor Matt and ably assisted by Carolyn Bye and the financial acumen of Allen Ihlfeld.

Our Pastoral staff is superb. We are blessed with Pastor Russ Sorenson as our interim Pastor and you made a fine choice in extending a one year part time interim call to Pastor Matt Powell to assist Pastor Russ in the work of the Church. Together this team has guided us through our second year of interim staff with grace and peace.

As we ease into our third year of the interim process, please pray for discernment on behalf of the synod staff and our call committee members. Together, they will find a candidate that will be our new leader. That is the focus of this coming year and I look forward to riding it with you.

Thanks for reading.

Bill Wooten, Church Council President

Executive Committee and Council

Council and Executive Committee

Council lead the **Stewardship** program this year through the leadership of Geoff Bokan – please see his report under Stewardship.

Our Call Committee is working diligently through the process of Calling a new Pastor for our congregation. As we as a Congregation pray with them and for them we know that God is leading this process.

Pastor Russ has nearly completed his Interim time with us and at the end of June we will send him on to assist St. Luke's. He has been a blessing to us and has provided us with assurance that we are ready and excited to begin our journey with the new pastor God will call for us.

We are blessed to have Pastor Matt with us during this remaining transition time and know that he will continue the good work that has been done.

The Executive Committee & Administrative Officer currently serve as leader for the Building Maintenance Ministry and the Grounds Maintenance Ministry as well as the Reception/Host Ministry.

Several major maintenance items were required this year including replacing of one air condition unit on the roof, replacing many bulbs and ballasts in the parking lot lights, repairs to the roof (most of the roof is now under warranty resulting from the last several repairs needed), several repairs to door locks, stripping and waxing of the floors, and several small maintenance items.

The Elementary School installed artificial turf to improve the school outdoor areas and reduce the cost of maintenance.

The outdoor worship area is receiving some reseeding and some work may be done to remove the large tree that is dying and replace it with a pole to assure continued use of the worship area. This is a work in progress.

Substantial work has been done on the sprinkler system following a major break in the line (caused by the big tree's roots!). John Lacher has completed those repairs and maintenance of sprinkler system.

New members Jerry and Judy Pekarek are working on trimming and maintaining the shrubs and trees; they have also done extra during pulling weeds and cleaning debris from behind the sheds at the back of our property. Many volunteers lead by Steve and Laurie Weiss cleaned the grounds early in April.

The Executive Committee meets on the first Tuesday of each month and prepares the agenda for the Council meeting.

Council meets on the second Tuesday of each month to conduct for business, ministry and long range planning.

Between monthly Council and Executive Committee meetings, the President and Vice President are consulted as needed for questions or actions about business operations. The Executive Committee's Administrative Officer coordinates and provides day-to-day contacts with staff members and Pastor.

Staff meetings are held weekly with the Pastors, the Administrative Officer, Elementary School Principal, Preschool Director, Worship Director, Music & Youth and Families Ministry Director, Church Administrator and the Administrative Assistant to coordinate the business of the three units and to coordinate volunteer needs for ministry.

The Master Calendar for events is maintained by Nancy Morrison to assure that space conflicts do not occur during the days or evenings—there are few days or evenings when most of the space is not in use. Even summer has only two weeks when space is not in use and/or is not available so that cleaning and waxing can occur.

Constitution and By-Laws

In May 2013, our Constitution was approved and forwarded to the Synod.

The Synod has asked for "language revisions" to bring our updated Constitution into line with the ELCA approved constitutions.

Those revisions have been made and have been available on the website since early April.

The congregation will vote on approving those revision at this May 2014 Congregational Meeting.

By-Laws are in the process of being updated and will be presented to the Congregation by the Fall of 2014. Allen Ihlefeld has led this revision effort and has put more than a hundred hours into the various readings, research, and revisions as well as presentations to the council and congregation.

Ministry Leadership Opportunities

There are many opportunities available for new volunteers to assist with ministry where individual passions for service can be fulfilled.

Our Building Maintenance and Grounds Maintenance (two positions) are currently being lead by the Council/Administrative Officer until God leads one of you to become the Volunteer Leader of either of these important ministries

Volunteers who are interested in leading either of these ministries may sign up through the Council at council@crossofhope.org or the church office.

Church Reception Area is also looking for a leader and volunteers:

Our reception area is our “**Welcome to Cross of Hope Church and Schools**” and the opportunity for us to make a great first impression!

- Morning hosting times are from 9:00 to Noon.
- Afternoon hosting times are from Noon to 3:00p.m.
- Hosts admit and greet visitors and members and get them connected to the correct staff person or unit.
- Year-round ministry is needed for both church year and school. Volunteers may sign up by contacting the Church Office.

Please pray about being involved in this most important welcoming ministry for our church.

Questions about volunteer and leadership opportunities or Council activities can be sent to council@crossofhope.org or you may call any member of the Council or Executive Committee.

Peace and grace,

Bill Wooten
President

Bill Hicks
Vice President

Jan Anderson
Secretary

Geoff Bokan
Treasurer

Carolyn Bye, Administrative Officer to Executive Committee

Stewardship

Unlike previous years, we approached Stewardship a little differently this year. Instead of a “Fiesta de la Esperanza”, we conducted “Cottage Meetings”. This was a much more personal and intimate opportunity for the clergy and the council to meet with groups individually and enable everyone to ask questions of the group leaders regarding future plans, where we are with the Call Committee, what is a “zero based budget”, and get to know each other better. All of the ministries, the schools, and the administration were asked to submit a detailed list of their expense requirements for the upcoming year, and they all were very, very diligent in submitting what they “needed”, not what they “wanted”. This has enabled us to submit a budget that is both accurate and prayerful. We have some challenging time ahead with the selection of a senior pastor, and I pray and hope that all members continue to fulfill their obligations so we as a church family can accomplish what God has given us to do.

Geoff Bokan, Council Treasurer

Spiritual Gifts Team

You might say that you don’t have any gifts but God knows differently. All Believers do have Spiritual gifts and it is in obedience to Him that we each learn what they are. Then God can use us to do His work--fulfilling His plan for our lives.

Using the work of C. Peter Wagner, the team will help you identify what your strengths are and how they can be applied in your lives and in your church community. We’ve met with groups such as Koinonia, New Members and Council, as well as individuals. The user-friendly sessions last about two hours; there is no fee and all materials are provided. We are available to meet anywhere or anytime that is convenient for you. We view the sessions as informal, relaxed and enjoyable but critically important to the faith walk of all.

As in all Truth, the Bible makes references to Spiritual Gifts in Ephesians 4:11, Romans 12:6-8, 1 Corinthians 12: 8-10 and 12:28-30.

Please contact Jan Paris: 898-8200, jparis@swcp.com or Pat Woldt: 892-2524, patwoldt@yahoo.com if you have any questions about this ministry, are considering possibly joining the team or want to set up an appointment for a session.

Submitted Respectfully, Pat and Jan

Finance and Business Operations

FINANCE

Shirley McCan, Payroll Clerk (paid employee) – about 8 hours a month processing payroll for the church, elementary school, pre-school and MOPs.

Dita Dow, Accounts Payable Clerk (volunteer) – about 2 hours a week cutting checks as part of the Accounts Payables process.

Erin Myers, Bookkeeper Accounting Assistant (volunteer) – Erin began in Mid-March and is in training to serve as primary in weekly accounts receivables, payable and bi-weekly payroll processing previously performed by Karen Schwartz. 20 hours or less per week.

Allen Ihlefeld, Assistant Director, Finance and Business Operations (volunteer) – about 8 hours a week performing miscellaneous financial analysis including answering questions for the council, attending the executive and council meetings and budgeting.

Karen Schwartz, Director Finance and Business Operations (volunteer) – Until mid-March about 25 hours a week approving payables, setting up payment forms, processing journal entries, booking receipts, reconciling bank accounts, updating policies and procedures, performing risk assessments, managing investments, cash management, signing checks and organizing and filing paperwork and audit trails, performing month end processing, creating financial reports, updating and maintaining Peachtree system, maintaining employee records, managing insurance policies and agency relations and other miscellaneous financial procedures as needed. Beginning in mid-March, Erin will perform duties as listed above under her name and Allen will back up Karen during her absence for four months.

Human Resource –

Mike Sakelaris, Human Resource Director (volunteer) – about four hours a week working on Job Descriptions, Job Offer Letters, Teacher Contract Of Employment, Human Resource Policy and Procedures Manual, updating Employee Handbook Policies, adding a No Smoking Policy. There is more to come. I will be Introducing a Drug and Alcohol Testing Policy, etc.

Nancy Morrison performs some human resources and finance functions as back-up to the volunteer staff.

Technical Communications

Achievements

Network Improvements

Internet speed for church and schools brought up to a 6 MBS system through Lobo-net.

Lines were run to the Preschool to give them direct connection.

Wireless was installed throughout main building.

A switch over to Century Link through a 3 year contract was obtained for Email & Web hosting site for Crossofhope.org to be implemented the first week of May 2014.

Future Projects for 2014 - 2015

Church-wide software upgrade. Anti-Virus, Office products.

Install security cameras in church, elementary school, and preschool.

Install electronic locks on all building access doors.

Replacement of aging systems 5-10 years old in school and church.

Submitted by Kel Orbinati

Cross of Hope Elementary School

We look back with pride for the last ten years since we started COHES with a kindergarten class. And we look forward with the same vision and excitement that has carried us through these wonderful years.

Current enrollment at Cross of Hope Elementary School is 81 students (k-20; 1st-18; 2nd-13; 3rd-15; 4th-9; 5th-6). Our current enrollment number for next year is currently 83 and 2 students that will be enrolling the next two weeks. Although the economy has hit our school hard these past few years, we are experiencing a gradual increase in our enrollment. This year we awarded \$36,916 in financial assistance and tuition offsets. This coming year we anticipate the need for financial assistance will be about the same. We continue to maintain our self-sustaining status, and we have increased our annual stipend in support of the church to \$24,250 this year. COHES is solely funded through student tuition and donations, so it is imperative that we maintain our school growth. We continue to seek and pray for resources to help us meet all the needs.

Our current staffing is 19 individuals, 17 of whom are on the payroll. We also have 7 substitute teachers we can call on. Our principal, Tamie Pargas, has accomplished much in her one year at COHES. Sadly, she has decided to move from Albuquerque. Others that will leave us at the end of the school year are our 5th grade teacher, Cheri Sorensen and our Spanish teacher, Amy Saucer, who is moving to Ohio. We will miss each of them. Our two volunteer librarians are also leaving at the end of the school year, Pam Thieme and Debbie Lambers. Our Office manager has also left for new horizons, and she has been replaced by Mrs. Kay Hendrickson who will be resigning from the Board of Education at the end of May. We are praying that God will provide individuals to replace those that we are losing, who are as exceptional as they have been.

We will hire a new full-time 5th grade teacher and a part-time Spanish teacher for the 2014/2015 school year. Our kindergarten teacher, Tricia McClain will return for the 2014/2015 school year along with T. J. Perry as the EA. Tina Ivey will be back to teach the 1st grade along with her E.A., Carla Rael. Rosalie Hipple will teach 2nd grade; Amanda Gonzales will teach 3rd grade and Elaine Pratt will teach 4th grade. Most of our teachers have been with the school for several years. Richard Hielkema will return as our music teacher and Martha Montano will continue as the PE teacher.

Our curricular programs remain strong. Students at COHES receive 3 days of Spanish instruction; 1 day of PE instruction; and 1 day of music and art instruction. In addition, they receive 1 day of library arts instruction; and daily Christian Studies instruction. These are all in addition to the daily core studies.

Our students continue to score well on the annual testing with the ranking consistently above that of the public schools. Programs such as tutoring/RTI/SAT and counseling as

well as activities such as student council, homework club, and girl scouts continue to thrive.

The After-School Program continues to be successful and is fully self-supporting. This program provides curricular activities in science, art and cooking, as well as homework assistance. Our After-School Care is available Monday through Friday until 5:30 p.m.

The parents association called Parents of Hope is a large part of COHES success. They organize and host numerous fundraisers throughout the year. The funds they raise directly support our students. This year they have raised over \$11,000. In addition to funds, they contribute many hours of volunteer time. We are very fortunate to have a group of parents who are so interested in their children's school.

One major project we accomplished this year was installing artificial turf in the play area. The donations from the congregation of Cross of Hope and from Parents of Hope really helped in paying for this project.

This year we continued to offer a flu immunization service as well as vision and hearing testing for all our students thanks to volunteer nurse, Mary Hughes. We continue to receive amazing support from our congregation both in gifts and talents. We would like to thank all those who have gifted their time, service, and money to Cross of Hope Elementary School this year. Your support tremendously impacts the lives of our students and ensures that an education based on Christian values continues to be available to those who seek it.

The principal of COHES and the Board of Management are extremely grateful to all who have contributed to the school this year. The list is too long to include, but you know who you are, and we thank you from the bottom of our hearts. You are contributing to children who will be tomorrow's leaders.

CROSS OF HOPE ELEMENTARY SCHOOL
BOARD OF MANAGEMENT

Rev. Russ Sorenson, Pastor
Leeon Carrico, President
Robert Bye, Finance Chair
David Pressel, Secretary

Tamie Pargas, Principal
Kay Hendrickson, Vice President
Bill Hicks
Forrest Uppendahl

Cross of Hope Preschool

The Cross of Hope Preschool ministry continues to give praise, honor, and glory to the Lord and will continue to pray for His will and guidance.

“Train a child in the way he should go, and when he is old he will not turn from it.”
Proverbs 22:6

Goals: Christian nurture, quality education, mission outreach, and community service.

Achievements 2013-2014:

- Enrollment of 83 children in our preschool program, including 4 children of Cross of Hope church members. Full enrollment is 86 children; enrollment fluctuated from full to 83 over the year. This is the first year that the preschool has worked with a new class schedule with longer class times. This reduced enrollment space available from 104 in 2012/2013 to 86 in 2013/2014.
- Enrolled 9 preschool students into Cross of Hope Kindergarten.
- Provided mission outreach through enrolling 79 children outside our own church community.
- Completed re-accreditation through the Association of Christian Schools International (ACSI). Commendations have been made by the accreditation team which include the following: Biblical basis for philosophy, goals and mission; passion and commitment of the director; long history of an effective preschool program where Christ is central; cultivation of a school community that engages staff, parents, children, the board and the church; well organized and consistently implemented routines and classroom management plans; sound stewardship of finances; depth of staff's experience with early education; longevity of the staff; the overt love, care and concern expressed by the teachers and staff toward the children; the development and incorporation of the varied and many supplemental curricular activities offered; the ample and well maintained materials and equipment and the development of the attractive preschool building and child play space.
- Maintained membership in the National Evangelical Lutheran Education Association, ACSI, National Association for the Education of Young Children, and the National Child Care and Education Association.
- Maintained all required licenses, including a 5-star license with the state of New Mexico (the highest license available).
- Provided the staff with professional development opportunities and financial support to continue early childhood development education.
- Implemented safety policies in conjunction with the elementary school.
- Maintained regular contributions to Cross of Hope annual budget for maintenance of facilities.
- Maintained benevolence to All Faiths Receiving Home.
- Welcomed 2 new board members to the preschool board.
- Improved the interior of the preschool with the installation new window blinds.
- Instituted a successful enriched pre-k preschool program.

Objectives for 2014-2015:

- Maintain open lines of communication with the church and elementary school.
- Encourage staff members to continue professional development training opportunities.
- Continuing to provide financial aid to qualifying families
- Improve the preschool fence to control wood chips and grass waste material from blowing into the preschool play area.
- Fill open board positions to have full board membership.
- Begin a Parent Education/Outreach Program. We strive to develop a partnership with families that results in families' active, engaged involvement in their child's education and mutual respect between parents and teachers that support the child's growth and development. To help meet that objective we will host several Parent Programs throughout the school year to provide parents information on pertinent parenting topics as well as to give them an opportunity to connect with other parents. We plan to begin the school year with an Ice Cream Social for all the families and children enrolled in the preschool.
- Formulate a Continuous School Improvement Plan in accordance with recommendations for improvement contained in the ACSI Accreditation Report.
- Make improvements to preschool building to include:
 - Painting interior of building
 - Replacing tile floor
 - Replacing metal storage cabinets with wood cabinets
 - Installing a new storage shed

Please continue to pray that the Lord's work continues in His preschool.

In His Name,

Board members: Pastor Russ Sorenson, Robert Bye, Esperanza Manning, Erin Myers, Jill Foster and Mary Sue Hale, Preschool Director

4/29/2014

Caring Ministry

BeFrienders Ministry

What is BeFriender Ministry? It is a ministry of volunteers where BeFrienders offer one to one Christian caregiving listening to others. Eleven wonderful Cross of Hope friends have recently completed over twenty hours of volunteer training for this new ministry. The Foundation Principles of BeFriender Ministry are: God is present, caring, not curing, nonjudgmental presence and active listening. Cross of Hope has transitioned from Stephen Ministry to BeFriender Ministry. This is care giving in a new way!

Who can receive care from a BeFriender? Anyone may benefit from this ministry. It is designed to be especially helpful to those going through transitions or just in need of some extra support. For example, it can be for those experiencing grief, loss, divorce or separation, job loss, dealing with the stress of care giving, financial concerns, life transitions, etc. The possibilities are many.

What does it cost? There is no cost for time spent with a BeFriender. Typically there will be the offer to spend one hour of time together once a week or every other week. The choice is left up to the person receiving the visit in agreement with the BeFriender.

What does a BeFriender do? A BeFriender does not focus on “doing” but rather “being” present as a caring, active listening friend. The idea is to give support to you in this time in your life.

Who are these BeFrienders? Nancy Brunson, Richard Brunson, Ruth Hinkel, Shirley McCan, Evelyn Osborne, Vernon Osborne, Deney Perkins, Sheri Phillips, Bob Slagle, Jan Wormwood, and Pete Wormwood. The training leaders for this effort are Jan Paris, Pat Woldt, Pastor Russ and Cheri Sorensen. These new volunteers were commissioned July 21, 2013 during worship at Cross of Hope.

How do I get connected with a BeFriender? You or someone you know might really appreciate this kind of ministry. This is not just for Cross of Hope members. Please contact Pastor Russ by phone through Cross of Hope office at 505-897-0047 or directly by email at pastor@crossofhope.org. And please pray for the introduction of this great new ministry!

Crises Care Ministry

Our ministry provides meals for families within our congregation, during a difficult time such as an illness or death in their family. We also host receptions following memorial services with dessert items or a luncheon. Sometime we host special events as requested by our Church Staff.

In our last year of service, we provided meals for two of our families. In July, we enjoyed the privilege of hosting our first 90 Plus Birthday Celebration with eight recipients being honored. In September, we welcomed Pastor Matt with a reception following his Installation.

Our thanks to so many Cross of Hope members who volunteer their time and talents in cooking and/or baking, setting up, serving and cleaning up for this ministry. We always

welcome more volunteers, so please contact Ruth Hinkel at 898-0827 or ruthinkel@gmail.com or Linda Molde at 294-8166 or lmolde@comcast.net

Respectfully submitted,
Ruth Hinkel and Linda Molde

Christian Education

Financial Peace University - The 9th class of Financial Peace University met in January for 9 weeks. Of the 8 people in attendance, 4 were repeat members of the class. We welcomed Hans Zimmer on board as the class coordinator, and look forward to working with him for future classes. As always, we are committed to offering this life-changing course where church members as well as the community can learn what God has to say about money and how to manage it - so it doesn't manage us. How much more would we be able to do and give in His name if we had no debt?!

In His Service,

TJ & Doug Perry

WOMEN ON WEDNESDAY (WOW)

Discovering Joy in Your Creativity

You Are Made in the Image of a Creative God.

How would you express yourself if you had all the time in the world? Would you write a poem? Try a new recipe? Sing a song?

Everyone likes the feeling that comes with being creative. Whether it's a warm apple pie you baked from scratch, a craft you designed out of plywood and magic marker, or even an Excel spreadsheet that wouldn't have existed if you hadn't made it. That feeling of accomplishment is unparalleled. But more often than not, we get caught up in the demands of life and let creative ventures be sacrificed in the pursuit of productivity. It's so easy to forget that creativity is one of our God-given attributes. God Himself is the original Creator, and we were designed in His image, so to deny or ignore our creativity is to ignore part of ourselves.

The initial splash of creativity is displayed in the first words of the Bible: "*In the beginning God created. . .*" With those words, God took the plunge into designing the cosmos and the earth. As the first chapters of Genesis reveal, God did not hold back! He created a spectrum of colors, tastes, smells, and sounds. Today we still enjoy the bounty of all God has made and formed.

Beginning in September 2013, we learned about *Our Wildly Artistic God*, by taking a good look at our palms and fingers. We flipped our hands over and saw the wonder of our fingernails, what magnificent works of art by a God who designed us inside and out!

Another lesson learned was that *Creativity Can Make a Big Difference*, demonstrated by Blake Mycoskie, a young designer from California. On a trip to Argentina, Mycoskie couldn't help but notice the number of children he saw without shoes. This lack of shoes caused children to receive cuts and scrapes on their feet from the roads. These wounds allowed soil-transmitted parasites into their skin, which led to infections, and in

some cases, amputation. He also learned that children were required to wear shoes to attend school. Unfortunately, many children's families were too poor to buy shoes, a fact that closed the door to an education that could have broken the cycle of poverty.

Mycoskie knew he had to do something. He decided to create the company TOMS. This company has a unique business model: whenever someone who can afford TOMS shoes buys a pair, one pair is purchased for a child in a third world country. Through Mycoskie's dream, more than 150,000 impoverished children across the world now have shoes on their feet.

In addition to shoes, TOMS *One for One* provides the gift of sight and the gift of water: one pair of TOMS prescription glasses gives sight-saving surgery or medical treatment; TOMS Roasting Co. offers six premium coffee varieties with beans sourced across the globe. For every bag of coffee purchased, TOMS Roasting Co. works with Water for People to provide sustainable water systems to the countries from which the beans are sourced – Rwanda, Honduras, Peru, Guatemala, and Malawi.

One man's passion for helping people has led to a fresh, creative, business model that's making a tangible difference in the world. When we recognize the ability to worship God through our creativity, we can fully begin to understand His wondrous creativity.

In early spring, WOW celebrated *Community Creativity* by choosing three of Cross of Hope's faithful women, whom we thought needed a little boost of TLC. As we prayed for them, God led us on a sweet journey that showed our love and appreciation for the testimony of these Godly women. By choosing to do things that are pleasing to God, we learned that we could more fully and deeply grow in faith and creativity. Just before Easter, our focus was *Growing More Amazing Every Day*, and we shared our best culinary efforts with a brunch followed by creating beautiful ribbon and charms bookmarks.

An added *Bonus Activity* -- This year anyone who has time and is hungry has been meeting after Bible study at the Village Inn restaurant for a Dutch treat lunch. It's another way to enjoy fellowship with the creative and funny ladies of Women on Wednesday.

Twenty ladies are on the WOW roster and average attendance this year was 12-16 ladies. WOW is an opportunity for all women and meets September through May on the first and third Wednesdays of the month. For more information about this exciting gathering of women interacting with God's Word, please contact Sheri Phillips.

Evangelism / Hospitality

Alpha Course Fall 2013

The Alpha Course was integrated into the multigenerational Walking in the Way Wednesday (W3) program. This provided support from the group for meals, worship time and childcare.

There were eight adults in attendance for most of the course though three switched to the Recovering from Losses class. Sharing faith stories and challenges is the most delightful part of each Alpha class.

There will be another offering in September 2014 beginning the second week of W3.

Respectfully submitted, Jan Anderson

MUSIC MINISTRY

Our Voices of Hope choir, which sings in the 8:30 service throughout the school year, has grown significantly in size and strength this past year where we now average over 20 people per Sunday performance!

The praise team is always striving to improve and experience new music as we aim to keep the contemporary service contemporary! It is always a wonderful worship experience to add the lively music of this group into our 10:45 a.m. service.

Thank you all, congregation of Cross of Hope, you continue to serve well!

Richard Hielkema, Director of Music

Outreach Ministries

Angel Tree

Angel Tree is a growing ministry to Cross of Hope. This year we had over fifty children that our church sponsored. When I call this a growing ministry, what I mean is that this year, we had more Cross of Hope congregation members involved than ever before – well, at least since I've been coordinator. We had a Koinonia group volunteer, we had people sign up to donate money, to donate time to show, to wrap, and to deliver. This opened the ministry up to a lot more people to get involved. Through Cross of Hope, more than fifty children received gifts from their incarcerated parent. They got to feel the love of Christ through our efforts. God's Work, Our Hands. Thank you Cross of Hope!

Deney Perkins, Angel Tree Coordinator for Cross of Hope

Navajo Evangelical Lutheran Mission

The Navajo Evangelical Lutheran Mission, in Rock Point, Az., exists to connect diverse communities to the needs of the Navajo People by creating a safe environment where the values of education, culture, and spiritual formation are accessible to all people.

Cross of Hope supports this program by collecting Box Tops for Education and Campbell's Soup Labels. Our donations were among those from over 30 different states. The Navajo Mission School has used the box tops & labels for such things as vans, playground equipment, computers and other supplies.

The labels are collected in a basket on the Connection Center. They are collected and sorted and mailed to The Mission as well as Solheim Lutheran Home where they are processed. This is done on a quarterly basis and takes a few hours every 3 months.

Other ways we could support the mission in the future might be:

If you are a member of Thrivent Financial for Lutherans, you can contribute to the mission through the Thrivent Choice giving program.

Scholarship sponsors play a large role in giving Navajo children the opportunity to attend religious education at the House of Prayer, participate in sports and other after school activities, as well as providing transportation to the Charter School and Mission.

The House of Prayer has designed a program to provide each child with a personal sponsor, who writes to the child and sends special gifts when appropriate. The children also write to the sponsor, and often are able to meet their sponsors at Chapel time as they visit the Mission. If you are interested in sponsoring a child, you can contact the mission at:

www.nelm.org for additional information or contact Mary Herrmann Hughes: herman2shiprock@yahoo.com

Prison Ministry

At this time Cross of Hope is not going into the Central New Mexico Correctional Facility. There will be a training class in June 2014, this will allow interested members to attend monthly meetings at the facility. If you are interested please let me know. Any members who still have a yellow badge would have to update their badges before entering the facility.

The Prison Ministry is a great ministry and we need support. If you are interested in being involved, or feel called to become the Prison Ministry Coordinator for Cross of Hope, please call me and we can further discuss the issue.

Thanks for your support,

Cross of Hope Prison Ministry Coordinator, Elisa McLellan
(505) 554-1311 or parrotonawire@msn.com

Small Group Ministries

Banner Babes

The Banner Babes have had a very successful year. First of all, we have added several new members which brings our membership to 13. This makes it so much easier to carry out our ministry. Here at Cross of Hope we have completed baby quilts for all the babies that were baptized this year. We feel that this is a good way to tell our new babies and their parents that they are "wrapped in Christ's love." Our second project at COH is our graduation quilts. This year we made 3 and we hope that this sends our graduates into the next step of their lives with all of us behind them. With the extra funds we made from our Friendship Tea we were able to purchase new communion chalices and plate, plus donating to several charities here in Albuquerque and one charity in Africa.

Diane Carrico, Banner Babes Coordinator

Hope Gardeners

*The kiss of the sun for pardon.
The song of the birds for mirth.
One is nearer to God's heart in a garden
Than anywhere else on earth.*

By Dorothy Frances Gurney

The HOPE Gardeners try to keep our church entrance area friendly and inviting through plants and flowers. We also attempt to maintain the landscape around the building by pruning, tidying up and keeping it relatively weed-free. Our season runs from March/April through October. We meet every Friday morning from 9:00 until 11:00 or so, when we break for devotion and fellowship.

The gardeners are: Carol Russell, Ruth Hinkel, Barb Ostby, John Lacher, and joining us this year, Mike Young. The meticulously-laid "river of rocks" in front, facing Taylor Ranch Road, is John's handiwork.

Our much-troubled sprinkling system is lovingly maintained by the so capable and willing gents, Bob Slagle and John Lacher.

A hearty THANKS to all!

KOINONIA MINISTRY

ACHIEVEMENTS/CHANGES

There are currently 7 Koinonia Groups at COH.

Koinonia Delta has disbanded. Some members have found other groups.

Koinonia Tapestry has disbanded.

A new member class has been completed in December 2013 and a new group has formed – Koinonia Partners.

An “all-group” Koinonia lunch was held in July 2013. About 20 group members attended and suggestions were gathered.

SERVICE PROJECTS

Collecting food for Joy Junction, support of Wings Ministry, participating in congregational cleaning events, and collecting food for Animal Humane Society.

GOALS FOR 2014-2015

Formation of 2 new groups.

Call former members of Koinonia groups to find out if they are looking for a new spot.

Submitted by Martha Montano, Koinonia Coordinator

Lunch Bunch

Hi! My name is Stanley Socha the administrator of the Cross of Hope Senior Lunch Bunch.

We meet for lunch once a month on the 4th Wednesday, at 1 p.m. The only time I change the date is when a holiday falls in the same week, then I move it up one week.

All we do is meet for lunch at 1 p.m., so the restaurant can clear the lunch trade.

All you have to do is call me at 839-7416 and tell me you will be there, so I can have a place for you. If you don't so be it. You do have to buy your lunch.

We have a good time talking and eating. I usually set up the restaurant and make arrangements.

Don't forget to call me or leave a message on the tape.

Sincerely
Stanley Socha

Mothers of Preschoolers (MOPS)

Cross of Hope MOPS had a year of stretching to reach new moms in the group. We served a total of 24 women in our group and approximately 30 children five years old and under.

We had seven women on our steering team this year: Jen Bogart (coordinator), Rebecca Bodily, Tiffany Clark, Linda Copeland, Rachel Sanders, Francine Sedillo, and Kalen Sternquist. We were mentored by Debbie Lambers and Pam Thieme. The steering team met the first Friday each month for planning and discussion, for approximately 2.5 hours. In addition we set up and broke down for each meeting, for an additional 3 hours. MOPS meetings occurred every first and third Tuesday for 2.5 hours. Additional planning and prep time from individual steering team members varied according to their positions and duties, from 2 hours to 10+ hours per month.

This year our group was blessed to have some very dedicated and consistent childcare workers; for each meeting we had roughly eight workers in our five classrooms for 3 hours each meeting day. MOPS is currently in great need of new childcare workers to fill openings for next year's classrooms.

On the second and fourth Tuesday each month, a smaller group of moms meets for Bible study for about two hours, with childcare provided during that time as well.

The theme for MOPS International this year was "A Beautiful Mess". We dedicated one meeting to each room of our "house" and based discussion and speakers on that room. For the living room, Ms. Mary Sue Hale, Director from Cross Of Hope Preschool spoke about preschool readiness and engaging children in learning; for the kids' rooms, Ms. Lori Braunhardt from COHP spoke about discipline, specifically the effects that our tone of voice has on our children's psychological and emotional development; for the medicine cabinet, Pediatrician, Dr. Holly Nelson spoke about household safety, including chemical storage, essential first aid items, and proper dosage of over the counter medications. We spent one meeting in December pampering the moms in our group with Mary Kay facials, makeovers from Lorenzo's Salon, a massage chair, a craft, and a pre-prepped meal for everyone to take home.

Mrs. Hipple from COHES gave a fantastic presentation at one meeting about the importance of friendships as tools in our motherhood "garage". And we had an amazing

“Favorite Things” meeting at the beginning of May, sending everyone home with a variety of favorite household products - food, free meals, and much more. The programming coordinators put a huge effort into making sure each of our meetings was relevant and enjoyable to the group.

Our MOPS group has struggled to achieve a balance between fundraising and self-funding, as we have our childcare workers on payroll through the church. At the beginning of this year we increased our annual fee from \$35 to \$100 per mom, payable in two installments (fall and spring), and as a result lost about 30% of our members. We raised enough money to negate the need for spring dues, for which we are very thankful. We are losing a few members for the 2014-2015 year due to changing family circumstances. We’re slowly building back our attendance and working to grow our group and maintain a core steering team.

We feel blessed to have made it through this challenging season and pray for a successful future for our group.

Linda Copeland, MOPS Publicity Coordinator

Worship Ministry Annual Report 2013-2014

It has been another joyous year at Cross of Hope being lead by God, our shepherd.

Altar Guild: This year we welcomed Nicole Bencomo as the new Ministry Coordinator of the Altar Guild. She jumped right in by organizing and also decorating the church for Christmas and is doing a wonderful job keeping up with all of the Altar Guild needs. Thank you, Nicole, for all of your hard work and tasks associated with this ministry. Also, thank you for helping with the inventory and for researching prices for this year's zero-based budget. We are so very happy and blessed to have you.

Sheri Phillips, thank you so much for your many, many years of dedication and service as the Altar Guild Ministry Coordinator. I have enjoyed serving with you. I have always admired your attention to detail and your superb organization.

The Banner Babes gifted Cross of Hope with handmade communion chalices and communion plates. They were made by a local artist and are beautiful works of art. They reflect the fact that we are clay in The Potter's hands, here to be molded by his love.

Acolyte: Genie Rossetti is the new Acolyte Coordinator. This ministry involves working with families to schedule acolytes throughout the year, sending out the schedule and keeping all families and the church updated with the latest schedule. Thanks to Genie for saving me so much time.

Kitchen: The kitchen of Cross of Hope continues to serve the many culinary needs of the congregation and the schools on a daily basis. The kitchen is in good order and thankfully, the major appliances are still functioning well.

In September 2013, COH had a "Spruce Up our Kitchen" Fundraiser. The congregation generously donated to the kitchen fund which allowed for the purchase of new roasters, tablecloths, coffee airpots, serving bowls, platters and other much needed items.

In February 2014 a thorough inventory of all kitchen supplies was done for the church records. All newly purchased kitchen items were added to the inventory as well as the deletions of old, non-functioning kitchen tools.

Many thanks to Linda Molde who assisted with, and donated her time for, both the kitchen fundraiser and the 2014 inventory. Also, thank you to everyone who, in any small way, helps take care of "The Little Kitchen that Could".

-Sincerely, Karen Erickson, Kitchen Coordinator

Usher: COH is extremely blessed to have dedicated usher resources for preparing our house of worship for Sunday services. I would like to thank Sam Jones, Kevin and

Deney Perkins, David Gibbs, Brian Hipple (special services) Nancy Umbreit and John Stewart for their unending dedication and reliability to this important ministry. With limited resources we have prepared our house for worship for our COH church family. This ministry has allowed us to use our time and talents in serving our Lord and savior and give thanks for the many blessings brought to us through COH. The Usher Ministry welcomes interest in this ministry and provides formal training for those interested. -Ron Cordova, Head Usher.

Lector: This past year we have received a lot of new volunteer lectors for the 8:30 service, which makes it so much easier. If it is easier to schedule lectors for two weeks instead of a month, we can do that. We just appreciate that we have had some wonderful volunteers do the readings for us. Let Mary Hughes (8:30) or Connie Orbinati (10:45) know if you would like to serve in this ministry. Nancy Morrison sends the lectors the readings via email each week; which is very much appreciated. – Mary Hughes, 8:30 Coordinator for Lectors.

Greeters at the 8:30 a.m. Sunday Service 2013 – 2014

Ruth Hinkel extends a hearty thank you to the following for giving their time and their hearts to welcome all worshippers:

Richard & Nancy Brunson
David & LeeAnn Gibbs
Pat & Jeanette McNealy, Miranda, Mikayla
Charlie & Gini Murphy
Carol Russell
Pat Woldt
Steve & Laurie Weiss (alternates)

Many thanks, as well, to the Frazer family and all of the families who have stepped up to serve as Greeters for the 10:45 service.

Assisting Minister: Assisting Ministers are a quiet group of individuals that aide in the church services. We are there to assist the Pastor with performing the task of putting God's word in front of the congregation. We assist with prayers, communion, chanting, baptisms and anything that helps the Pastor in his Sunday ritual. Please consider this ministry in your next step out in faith. It is a different perspective that I know many of you would enjoy being a part of.

God Bless, Gregg Halstead, Assisting Minister Coordinator

Visitor Follow Up: Karen Adams does follow up with those visitors who fill out a communication card. This year she has delivered 16 home visitation packets. One of those families attended the Financial Peace University class held here at COH, and they also have a child who attends our elementary school. A couple of these visitors continue to attend Cross of Hope. Thanks to Karen for taking on this very important ministry.

We do also have a position open for someone to follow up with members who have been absent for several weeks. It is very important that those folks know that we notice when they're not here and that we miss them when they are away. If you notice a family has been absent for awhile, feel free to let Pastor know, or if you know them well enough, give them a call and let them know you miss seeing them.

Many thanks to each and every Worship Ministry Leader for the care, effort and love you share with this congregation as you serve in your ministry here at Cross of Hope.

We gratefully welcome new volunteers throughout the year to serve as hosts/greeters, outdoor worship service set-up team members, and all of our Worship ministries. Please let me know if you would like to volunteer. Even if you only have a few hours a week, we could definitely use and would appreciate your time and talent. We would love to train you in any of our Worship Ministries, so please join us.

One area that is in need of some extra hands is the Outdoor Service ministry. Brian Hipple has been excellent in his ability to get everything set up for this service, and is grateful for the help he has gotten in the past, but he very much needs more help. Please let Brian know if you can offer help on a couple of Sunday mornings this summer, or maybe your Koinonia group would like to take this on as a service project. We could use help from the 8:30 service if members could help set up before they go home, and we always appreciate the help we get from the 10:45 service in picking up the chairs after the service. It only requires 15 or 20 minutes of your time. Thanks to the crew that faithfully shows up every year to put the tarps up so that we can enjoy some shade during the service.

Worship Ministry Task Coordinators/Leaders April 2014

Acolyte Coordinator	Genie Rossetti
Assisting Minister Coordinator	Gregg Halstead
Host Coordinator	Barbara Ostby/Ruth Hinkel
Lector Coordinator	Mary Hughes / Connie Orbinati
Outdoor Worship Setup Team Leader	Brian Hipple
Ushers – Head Usher	Ron Cordova
Altar Guild Leader	Nicole Bencomo
Banner Babes Team Leader	Diane Carrico
Drama Team Leader	Diane Pressel
<i>Faith Journey Coordinator</i>	<i>***Not filled</i>
Flowers for the Sanctuary - Orders & Caregivers Leader	Barbara Ostby
Ministry Moments/Ministry Announcements Coordinator	Nancy Morrison
Nursery Manager	Alyssa Girard
Outreach Patio Storage Boxes Coordinator	Connie Orbinati
Visitor Follow up Coordinator	Karen Adams
Wedding Coordinator	Genie Rossetti / TJ Perry
Coffee—Sunday Morning Coordinator	Elisa McLellan
Kitchen Coordinator	Karen Erickson
<i>Member Follow-Up</i>	<i>***Not filled</i>

Please pray about the worship ministries here at Cross of Hope and your future in them!

Pastor Russ Sorensen, it has been my pleasure and honor to serve with you. Thank you for your support and guidance. I wish you and Cheri the best as you serve in your next interim position.

Sincerely,
Connie Orbinati
Worship Ministry Director
cohworship@crossofhope.org

Youth and Families

This year our MHY and SHY groups have remained very active in our Walking in the Way, Wednesday program. These groups have even reached out to their friends who do not have a church and have welcomed them into our Wednesday night faith formation and worship time.

This is now the fifth year that **W³** has expanded to include all members of our church and to allow everyone an opportunity for fellowship, recreation, bible education and a time for worship skill development. Throughout the year we averaged between 80 and 100 people per week. This has been a very smooth year for us and we are so lucky to have so many wonderful volunteers to help make this a great time for all. A highlight this year was the growth of our adult faith formation classes.

The worship skill development time included children's choir, service projects, hand chimes, prayer group, and youth praise team. The Bible education time consisted of classes for nursery, K-5, confirmation students grades 6-8, SHY and adults. The teaching staff this year consisted of over 15 adults who committed to a full year of instruction.

We are looking for help in the following areas for next year:

Kitchen/Great Hall clean-up (about 30 minutes a week)

Extra adults to teach or assist with teaching younger classes (about 45-one hour per week)

Adults to lead adult Bible Studies (about one hour per week)

Please let me know if you might be available to help with these areas.

Rainbow Trail Day Camp-

This is the second year the RTALC Day Camp at Cross of Hope is shifting into true ministry mode as we have again decided to not charge any registration fee, but to serve all those who are able to have their children in our church by blessing them with the gift of God's word via the fun and fellowship of Day Camp! This will take support from our congregation both volunteering time and supplies as well as stepping up to offset the cost of the week. If you are able to help with this ministry please contact me, Richard Hielkema.

Special Needs VBS is another wonderful service Cross of Hope provides during the summer. As we get nearer to this event, Patty Westerfield will be doing ministry moments to let you all know how you can be involved.

In addition to these events that happen regularly here at Cross of Hope, we also have relationships with many other organizations that are youth and family oriented including: MOPS, Boy Scouts, Cub Scouts and Girl Scouts.

Submitted by: Richard Hielkema, Director of Youth and Families

Prayer Buddy Ministry

At Cross of Hope, each confirmation student is assigned a prayer buddy. Someone who agrees to pray for them on a regular basis. It is completely anonymous until the confirmation student finishes 8th grade. For three years, all they know is that someone cares enough about them to pray for them. They don't know who it is, but through cards and short letters, they are reassured that they are loved. This is a big deal to a middle school student. Try to remember what it felt like at that age, and then imagine getting a random card from someone you know is praying for you without knowing much about you at all. How would that have made you feel at that age? In the fall of 2014, we will be adding another nine students to that list. If you would like to be a prayer buddy, now's your chance to sign up!

Deney Perkins, Prayer Buddy Ministry Coordinator

Cross of Hope Church and Schools proposed 2013 – 2014 Budget

Proposed 2014/2015 Budget for Congregational Meeting 5/13/14

Church Revenues		Church Expenses	
General Fund	\$427,630	Worship Supplies	\$3,050
Misc. Donations & Income	\$35,000	Substitute Pastor	\$0
Preschool cost share	\$13,500	Spiritual Gifts	\$50
School cost share	\$26,000	Performers / Substitutes	\$1,200
Interest Income	\$0	Music	\$946
Newsletter Ad Sales	\$750	Rainbow Trail	\$600
HEBREWS	\$6,500	RMS / ELCA	\$20,000
Total Church Revenues	\$509,380	Called Ministries	\$0
		Fiesta de la Esperanza	\$0
		Giving Envelopes	\$550
		Adult/Youth Curriculum	\$985
		Small Groups/Adult Education	\$0
		New Members	\$0
		Misc. Evangelism	\$0
		Las Posadas	\$0
		MOPS	\$300
		VBS - Special Needs	\$0
		VBS - Day Camp	\$3,000
		Alpha	\$100
		Confirmation	\$650
		Mid High Youth	\$75
		SHY Programs	\$75
		Personnel Salaries & Benefits	\$252,542
		Other Personnel Exp	\$7,150
		Continuing Education/Training	\$350
		Postage	\$900
		Paper	\$1,700
		Administrative Supplies	\$1,700
		Advertising & Public Relations	\$0
		Newsletter Costs	\$0
		Copier Maintenance	\$900
		Toner & Copier Supplies	\$900
		Bank Charges and Fees	\$102
		Direct Deposit Fees	\$260
		Business Admin - General	\$3,510
		Council Discretionary	\$0
		Utilities	\$25,660
		Telephone	\$5,160
		Insurance	\$21,143
		Debt - Interest	\$33,000
		Taxes	\$192
		Depreciation - Building	\$38,313
		A/V Equip Repair & Replacement	\$10,000
		Computer Maintance & Support	\$0
		Computer Hardware/Software	\$2,200
		Custodial Supplies	\$4,380
		Property Supplies	\$200
		Maintenance	\$8,740
		Custodial Service	\$21,808
		HEBREWS	\$4,000
		Synod Assembly	\$1,500
		Savings - Youth Convention	\$0
		Total Church Expenses	\$477,891
		Mortgage Principle Payment (net of Depr)	\$31,488
		Total Anticipated Outflows	\$509,380

Pre School Revenues	
Tuition/Registration/Fees	\$172,210
Fundraisers/Misc Donations/Scholarships	\$100
Pre-School Revenues	\$172,310

Pre-School Expenses	
Books/Supplies/Curriculum	\$5,800
Benevolence	\$1,200
Personnel	\$135,710
Business Administration	\$6,700
Cost Share	\$13,500
Computer/Furniture/Maintenance	\$9,400
Pre-School Expenses	172,310

Elementary School Revenues	
Tuition/Registration/Fees	\$402,900
Fundraisers/Misc Donations/Scholarships	\$23,800
Lunch/After School Programs	\$29,000
Elementary School Revenues	\$455,700

Elementary School Expenses	
Books/Supplies/Curriculum	\$14,400
Lunch/After School/Programs (excl Salar	\$7,000
Belevolence	\$800
Personnel	\$370,430
Business Administration	\$16,600
Cost Share	\$26,000
Computer/Furniture/Maintenance	\$20,500
Elementary School Expenses	\$455,730

