



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

Cross of Hope Church and Schools

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Annual Report

May 2015—May 2016

Agenda

Cross of Hope Lutheran Church and Schools

Reaching out to Grow Hope-Filled Followers of Jesus!

Congregational Meeting
May 22, 2016 at 10:30 am

Agenda

- Call to Order
- Opening Prayer
- Approval of Agenda
- Approval of November 2015 minutes
- Treasurer's Report

Old Business

New Business

- 2016-2017 Budget Approval
- Report about the Synod Assembly
- Election of Nominating Team
- Constitutional Change for Council Terms

Closing prayer

Adjournment

April 20, 2016

Dear Cross of Hope Members,

Pursuant to C17.01 in the Church Constitution, please find the below proposed amendments to the Constitution ahead of the Annual Meeting of the Congregation on Sunday, May 22, 2015 at 10:30am. Please find this information also in the upcoming Hope-Filled Happenings along with opportunities to discuss the proposed amendments and forthcoming Annual Report of the Congregation.

Summary Rational: In observation of the leadership structure and operational needs of the Church and Schools, it has been discerned by leadership to be beneficial to bring our Church Council and School Boards in sync regarding term transitions. Thank you for your conversation and consideration in this matter.

Peace,

Pr. Adam Berndt on behalf of the Church Council.

Chapter 10. CONGREGATION MEETING

C10.01. The ~~semi~~-annual meeting of this congregation shall be held in the Spring ~~and the Fall~~ at a time specified in the bylaws

C12.01. The voting membership of the Congregation Council shall consist of the pastor (s) and eight (8) to twelve (12) members of the congregation. Any voting members of the congregation may be elected, subject only to the limitation on the length of continuous service permitted in that office. A member's place on the Congregation Council shall be declared vacant if the member a) ceases to be a voting member of this congregation or b) is absent from four successive regular meetings of the Congregation Council without cause. Consistent with the laws of the state in which this congregation is incorporated, the congregation may adopt procedures for the removal of a member of the Congregation Council in other circumstances.

C12.02. The members of the Congregation Council except the pastor(s) shall be elected by written ballot to serve for two (2) years or until their successors are elected. Such members shall be eligible to serve no more than two full terms consecutively. Their terms shall begin at the first regular Congregation Council meeting in ~~January~~- July.

C12.03. Should a member's place on the Congregation Council be declared vacant, the Congregation Council shall elect, by majority vote, a successor until the next ~~Fall~~-semi-annual meeting.

R. Adam Berndt, Lead Pastor

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Church Leadership

Unapproved November 2015 Congregation Meeting Minutes Reaching Out to Grow Hope-filled Followers of Jesus!

Cross of Hope Lutheran Church and Schools

Congregational Meeting

November 15, 2015 at 11:00 .am. - Unapproved

The meeting was **called to order** at 11:22 a.m. by President Bill Wooten.

Opening Prayer given by Pastor Adam Berndt.

Approval of Agenda given by acclamation.

The May 17, 2015 Congregational Meeting Minutes and the Minutes for the Special Meeting September 13, 2015 were read by the Acting Secretary Carolyn Bye. Motion to **approve both Minutes** was made by Allen Ihlefeld, seconded by Ruth Hinkel and passed on voice vote.

The **Treasurer's Report** was given by Allen Ihlefeld, Assistant Director of Business and Financial Operations. Allen reviewed charts for the Year Ending Closing for July 2014-June 2015 Fiscal year which showed that expenses for the total organization experienced more expenses than income. For the first 4 months of the current Fiscal year, expenses are running 2% over budget and income from pledged giving is at 92% of budget. There is a team looking at the high cost of utilities, personnel expenses are up with addition of a full-time lead pastor. The Church is borrowing from Ministry Funds and from the Building Fund as authorized by the Congregation to pay monthly expenses. Allen noted the sources of income for the church, elementary school, and preschool. The concerns for giving and growing income will be addressed with the Congregation again during Stewardship activities and the budget building process. Copies of the charts are attached. Motion go approve Treasurer's Report made by John McWilliam, seconded by Charlie Murphy, and approved on voice vote.

New Business: Report of the Nominating Committee given by Pastor Adam Berndt and Elisa McClellan for the team of McClellan, Ruth Hinkel, and Linda Molde. Pastor noted that the process of seeking nominees was done through discernment and prayer with great dedication to the process by both team members and those invited to be nominated. Elisa's report stated that nine people were contacted and that one person accepted the invitation to be nominated: Johanna Ruddy. Johanna's biographical sketch was available to the Congregation. Bill Wooten asked for nominations from the floor and Francine Sedillo was nominated. Bill asked if she accepted nomination and been asked in advance; she responded yes and then gave brief presentation on why she would like to serve. Nominations for Synod Representatives are Elisa McClellan and Bill Wooten. Motion to suspend the rules to vote by acclamation rather than secret ballot made by John McWilliam and seconded by Charlie Murphy; motion passed.

Motion by Allen Ihlefeld, seconded by Greg Kymes to elect Ruddy and Sedillo to the Council and McClellan and Wooten as Synod Representatives; motion passed.

Question from the floor asked how many Council member would be serving for 2016; Pastor Adam responded that there would be eight and that a lesser number is really okay and being recommended by the Synod and Albin Institute.

Pastor Matt gave the **closing prayer**, the Doxology was sung.

Motion to **adjourn** made by Shirley McCann, seconded by Jan Anderson, passed. Meeting adjourned at 11:49 a.m.

Respectfully submitted,

Carolyn A. Bye
Acting Secretary

R. Adam Berndt, Lead Pastor



Blessings on the Journey

Friends, blessings on our continued journey with God as we gather in Jesus' name at Cross of Hope Lutheran Church and Schools. As we report on the many good things that have shaped our life together, we continue to discern God's call for our future as we are Reaching Out to Grow Hope-filled Followers of Jesus. Throughout these pages, you will read of the work God is doing through our church, schools, and partner ministries. As many lives are touched by this place as God works through us, might we always be mindful of the reason we gather, wash, eat, teach, and share: to know the love of God in Christ.

It has now been over a year since we discerned together God's call for us as people and pastor. What a blessing it has been to journey with you in faith! I have greatly enjoyed getting to know you and your families, gathering in worship around Word and Sacrament, sharing in respectful dialogue, and growing together in life and faith. As we continue to ground our daily lives in prayer and devotion, we continue the work God has called us to in Reaching Out to Grow Hope-filled Followers of Jesus. I celebrate and give thanks to God for you as we reflect back on a year of ministry together and as we look forward to all God has in store for us this year.

Pastor Matt Powell was called by this congregation to serve as a Pastor in a part time roll. It continues to be a blessing both personally and professionally to work on the pastor team with him. As agreed to through the discernment process, Pr. Matt will decrease his hours over the summer and we trust God's guidance as we live into this reality.

I continue to be impressed and grateful for the work and personhood of the staff. We have wonderful teachers, ministers, and administrators who are gracious, faithful, and caring and our lives are blessed because of them. Join me in giving thanks for their ministry and in continuing to support and pray for them in their work.

Our social ministry beyond our walls continues to provide a blessing to many. Our partnership with Crisis Outreach and Support Team (C.O.A.S.T.) continues to enable us to faithfully respond to the needs of our community. The monies we raised for our partners at Compassion Beyond Borders is a clear testimony to God's work through our community. The positive response to the new ministry of hosting partner, Family Promise is a blessing that will show the hope that is the good news of God's love being offered in the face of struggle and homelessness. Thank you to all who are responding to God's call to service.

Blessings abound as the Church Council and School Boards work closely together on a new 'All Boards Night' and as we evaluate how to best structure our leadership for the years to come. Thank you to all who continue in leadership and I invite everyone into discernment in how God is calling you to engage at Cross of Hope Lutheran Church and Schools. Continued blessings on the journey!

Peace,

A handwritten signature in black ink, appearing to read "R. Adam Berndt". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

R. Adam Berndt, Lead Pastor

Matt Powell, Pastor



May 1, 2016

In our prayers for you we always thank God, the Father of our Lord Jesus Christ, for we have heard of your faith in Christ Jesus and of the love that you have for all the saints, because of the hope laid up for you in heaven. You have heard of this hope before in the word of the truth, the gospel, that has come to you. Just as it is bearing fruit and growing in the whole world, so it has been bearing fruit among yourselves from the day you heard it and truly comprehended the grace of God.

Colossians 1:3-6

I served two consecutive one-year term calls as Part-time Associate Pastor from September 2013 to September 2015 during Cross of Hope's time of pastoral transition. During these two years I worked approximately 15 hours per week alongside Intentional Interim Senior Pastor Russ Sorensen September 2013- June 2014. From July 2014 to April 2015, after Pastor Sorensen's departure, I increased my responsibility to work approximately 30 hours per week alongside Pastor Russell Lee who was on call for pastoral visitation as needed as well as preaching approximately two Sundays a month.

Beginning March 2015 I returned to working approximately 15 hours per week alongside newly called full-time Lead Pastor Adam Berndt. In September 2015, as my second term call expired, Cross of Hope extended an open ended call for me to serve as Pastor with an emphasis on evangelism, outreach, and discipleship ministries. With this open ended call came a new and creative work arrangement—I now work an average of 27 hours per week when Albuquerque Public Schools (APS) are in session, and 8 hours per week when APS is on break. What a joy and blessing this is for me and my family! Serving in a part-time capacity enables me to be bi-vocational—answering the call to serve as an ELCA pastor in your midst as well as serving in the ministry of family as an active father to our now eight year old, second grade son and supportive husband to my wife who is a full-time ELCA pastor. Thank you for your openness to and creativity in this arrangement!

I help to lead worship at Cross of Hope at least two Sundays per month, and I preach at least one Sunday a month. I also help to give leadership to *Walking in the Way Wednesdays* each week, leading Adult Bible study and filling in for other Bible studies and/or pastoral care as needed, helping to lead worship, and preaching about every other week. I lead the pastoral portions of both Elementary School and Preschool chapels about once a month. I share other pastoral duties including member visitation and home-bound pastoral care. I help to create and lead new member orientation, develop lay leadership for various outreach opportunities, and plan for new experiences that will help us encounter God and reach beyond the walls of our building. Also, I currently serve as the pastoral connection to BeFriender Ministry.

I have the honor and privilege to serve alongside Pastor Adam Berndt. It has been a joy to see how the Holy Spirit worked through the call process to bring Pastor Adam as our Lead Pastor. I experience his skill and passion for ministry each day we are together. I also have the honor and privilege of working with the rest of the skilled and dedicated staff of Cross of Hope Lutheran Church and Schools. They not only inspire me in my ministry, but also make my part-time call a reality on a daily basis. Thank you to each one of the passionate members of the staff at Cross of Hope Lutheran Church and Schools, you are a joy to partner in ministry with!

And finally, I have the honor and privilege of serving in your midst, the people of Cross of Hope. Your faithfulness, your curiosity with God's word of scripture, your love of serving God's people around our city and the world, your joy and humor, your diversity, and your kindness continue to inspire me each day! Thank you for being one of the many places I encounter God in my daily life.

Respectfully Submitted,

A handwritten signature in black ink that reads "Pastor Matt". The word "Pastor" is written in a cursive style, and "Matt" is written in a simpler, more legible cursive.

Pastor Matt Powell

Nancy Lacher, Council President

The Church Council has been moving forward with the presence of the Rev. R. Adam Berndt as our Lead Pastor. We celebrated the first anniversary of his installation on March 20 with cake and ice cream between services. I can feel the energy of our dynamic duo of Pastor Adam and Pastor Matt every time I am around them. I am very excited for the future of this congregation.

All of our outreach ministries did well during this last year. The Elementary School continues working under the leadership of Harriet Crawford as she leads our school forward. She reported to me that it appears we are keeping all of our teachers for next year, which is a great gift. The Preschool is as robust as ever. Again I sense the energy of the little ones when I'm entering the building during the week. We added a new and exciting mission outreach this year called Family Promise. This summer will be our first time to host the families at our facility. Many members have jumped on this opportunity to serve our homeless families through this ministry.

The Council continues to work together building the communication and team efforts of all our outreach ministries through our meetings together on All Boards nights each month. This will be an evolving effort as we tweak and experiment how to utilize this time most effectively and efficiently.

As I write this report, we are in the middle of our Mission Resource effort and my hope is that we will have a budget that will reflect the growth of our congregation in terms of ministries and outreach. In addition, we are making an increased effort to be good financial stewards in respect toward our current expenses. We are looking at ways we can save money on utilities through a grant with PNM. Please consider what you can do to help this church fulfill our mission of "Reaching Out to Grow Hope-filled followers of Jesus."

It is indeed a privilege and joy to serve on the Council and as your President. I would like to thank all the members of this Council for their work and leadership this year- Jan Anderson-McCabe, Bill Hicks, Carolyn Bye, Bill Wooten, Johannah Ruddy, Francine Sedillo, Todd Bramley, Pastor Matt and Pastor Adam.

In His Service,

Nancy Lacher

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 in coordinating projects of communication within the church community. (My work hours are 30 hours per week.)

I report directly to R. Adam Berndt, Lead Pastor, he is my supervisor. I also work directly with Pastor Matt; Council President, Nancy Lacher; Director of Finance and Business Operations, Director of Human Resource, Karen Schwartz.

Core Church and School Staff: Pastor Adam; Pastor Matt Powell; Linda Willoughby - Church Administrator; Nancy Morrison - Administrative Assistant; Richard Hielkema – Music and Youth and Family Ministry; Connie Orbinati - Worship Director; Mary Sue Hale – Preschool Director; Harriet Crawford – School Principal. We hold weekly staff meetings: beginning with a devotional or praise reports, each staff person shares prayer requests, calendar agenda items and upcoming projection of events, we end the meeting with prayer.

Computer backups for the Church and Schools: Volunteer David Pressel provides a monthly backup the church information system (which is called, The Shepherd's Staff). Our server is backed up to the Cloud, the service company is called Crash Plan. Kel Orbinati helps out with this, along with the guidance of outside consultant source Stephen Moeney.

Web Master – Brian Hipple – Maintains the Cross of Hope.org website. He assigns users such as Core staff, designated volunteers, church, school and preschool staff privilege rights to maintain their section of the website. Office volunteers, Jan Wormwood and Chuck Oelsner assist me (Linda W.) with the church portion. You might have noticed that the website has a new look. Thank you to Brian, who set this up for us.

Contribution Maintenance –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: The church administrator schedules for these inspections to be done in July with Western State Fire Protection.

Office Volunteers: 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 – updating and printing brochures, taking photos, updating and printing the photo directory; assisting with the setup of packets for various things, updating bulletin boards. We currently have nine scheduled weekly Office Volunteers and two floaters.

Reception Desk Volunteers: (There is currently one scheduled Reception Desk Volunteer, John McWilliam – Monday and Wednesday. ***We could use more volunteers to serve in this important position***). The reception volunteer greets guests, has the guest(s) sign in the log book and fill out a name badge to wear while inside the building. The visitor is asked who they are meeting with, the coordinating party is then called to come and meet with them. The Reception Volunteer receives deliveries and has it delivered to the designated location. Our Reception Volunteer also helps out with overflow assistance to the Office Volunteer, such as with data entry, printing labels, cleaning up coffee and kitchen from Sunday, taking boxes to the recycle across the street, emptying the large trash containers out to the dumpster (when needed), screening and transferring phone calls, printing photo directories.

Electronic Marquee Sign: The Church Administrator maintains the electronic Marquee Sign. For those who would like to have a message posted, go to the crossofhope.org website and fill out the online Marquee Sign form which will then go directly to the office or get a printed Marquee Request form, fill out the information and take to the office.

Fire Drills and Lock Down Tests: Volunteer, David Pressel schedules and provides the fire drills and lock down tests with the schools and church quarterly during the school year.

Rays of Hope Team –There are five folks on the Rays of Hope Editorial staff. (Evelyn Osborne - Design Editor, Nancy Morrison, Carol Russell, Forrest Uppendahl and Linda Willoughby). 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 scheduled web posting and 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 to those without email for pickup and for visitors.

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.

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

Continuing In His Service,

Linda Willoughby, Church Administrator

Assistant Church Administrator

The Administrative Assistant position is part-time (25 hours/week, Tuesday-Friday). My duties include, but not limited to: preparing the bulletins, and PowerPoint slides for worship and any other events; working with Pastor Adam and Pastor Matt, Richard Hielkema, Music Director and Connie Orbinati, Worship Director in worship planning; scheduling Ministry Moments; compiling the monthly 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 Rays of Hope Editorial Staff; coordinate the folding of the bulletins with Julie Thompson or other volunteers; and coordinate and/or assist on any special projects with Linda Willoughby.

Grace Abounds,

Nancy Morrison

Organization Leadership

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 2015-2016:

- Enrollment of 84 children in our preschool program, including 3 children of Cross of Hope church members. Full enrollment is 86 children.
- An average of 5 parents per week volunteered in the classrooms.
- Enrolled 10 preschool students into Cross of Hope Kindergarten. To strengthen the connection between the preschool and elementary school, our pre-k students visited our kindergarten.
- Provided mission outreach through enrolling 81 children outside our own church community.
- Provided financial aid to one family to help with enrollment costs.
- Welcomed two new lead teachers.
- Continued to address the two Major Recommendations identified by the ACSI Accrediting team.
 - Curriculum Development-Curriculum consultant met regularly with staff for training.
 - Board Training-Participated in January All Boards Retreat
- Maintained membership in the National Evangelical Lutheran Education Association, Association of Christian Schools International, 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.
- Maintained regular contributions to Cross of Hope annual budget for maintenance of facilities.
- Maintained benevolence to All Faiths Receiving Home.
- Held an Ice Cream Social at the beginning of the school year for all the families and children enrolled in the preschool.
- Implemented the REMIND system for emergency situations.

Objectives for 2016-2017:

- 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.
- Paint the preschool fence.
- Fill open board positions to have full board membership.
- Continue to address recommendations contained the ACSI Accreditation Team Report.
- Continue Parent Education Program.

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

In His Name,

Board members: Pastor Adam Berndt, Robert Bye, Rosemary Neely, Erin Myers, and Mary Sue Hale, Preschool Director

4/20/2016

Cross of Hope Elementary School

Anyone who listens to my teaching and follows it is wise, like a person who builds a house on solid rock. ²⁵ Though the rain comes in torrents and the floodwaters rise and the winds beat against that house, it won't collapse because it is built on a solid foundation. Matthew 7:24-25

The staff at Cross of Hope Elementary School is thankful for the blessings that God has given us this year. We started the year with 90 students, a record number for the school. We lost four students during the year, one of whom returned to India and another moved to Florida.

We welcomed two new teachers to our staff this year: Ms. Lisa Fields, 3rd grade and Ms. Helen Garcia-Chavez, 1st grade. Both are level 3, highly qualified teachers and are a wonderful addition to our staff. We also added Pedro Gonzalez to our staff as the Spanish teacher, Ms. Rachel Smith EA in 1st and 2nd grade, Amanda Boglarski as our tutor, Kallie Macias as After School Care Assistant, and Deanna Brunick as the Lunch Manager. None of these are new positions, but people who replaced those who left us last year. We are blessed to have such an outstanding staff at our school. Our returning staff members are: Ms. Trisha McClain and Ms. T. J. Perry in Kindergarten; Ms. Rosalie Hipple, Second Grade; Ms. Elaine Pratt, Fourth Grade; and Ms Joy Thornhill-Montoya, Fifth Grade, Tara Tegard, After School Care Coordinator and Librarian, Ms. Martha Montoya, part-time PE teacher, and of course we cannot forget Mr. Richard Hielkema our music teacher. The school owes a great deal of thanks to Ms. Kay Hendrickson for all the work she does keeping us on track as our Office Manager.

A bright note this year is that the principal got her own office. And there is a dedicated space for students who are sick. We owe a big "Thank You" to Carolyn Bye for planning and overseeing the project.

Another bright note has been the blessing of more I-Pads. We now have 20 and 10 more are on order. We are ever grateful to Parents of Hope for their help in obtaining the I-Pads. We especially thank the Rotary Club for their contribution of \$3000 toward the I-Pads.

The Parents of Hope are an integral part of our school. Many of the parents volunteer in the classrooms, at lunch, in the library and the list goes on. POH sponsored several fund raising activities this year. The Christmas Gala was especially wonderful with all the special decorations. A new activity this year was the vendor fair which was very successful. The money raised always goes to support COHES. Thank you, Parents of Hope!

We have thirteen 5th graders who will be moving up to Middle School. Seven have been students here since kindergarten and some attended since pre-school. We are sad to see them leave Cross of Hope, but very proud of their accomplishments.

Our After-School Care Director, Tara Tegard, will be leaving us at the end of this school year. However, she promises to come back each Friday to be our Librarian. We are excited to say that everyone else is planning to return to CHOES next school year.

I am very proud to be the principal of COHES. I am especially blessed to be working in such a Christ centered community. I continue to be amazed at how much God blesses the Cross of Hope Schools. My prayer is that what we do here continues to be a part of the school's continual growth as we educate the Christian leaders of tomorrow.

Harriet Crawford
Principal, Cross of Hope Elementary School

CROSS OF HOPE ELEMENTARY SCHOOL BOARD OF MANAGEMENT

R. Adam Berndt, Lead Pastor
Leon Carrico, President
Robert Bye, Treasurer
Mary Bresnahan, Member

Harriet Crawford, Principal
Richard Brunson, Vice-President
Steve Weiss, Member
Bill Wooten, Secretary

MOPS (Mothers of Preschoolers)

Plans for the 2016-2017 Year

Theme: We Are the Starry Eyed

Starry Eyed is...

Seeing the light in the darkness and choosing to live courageously in both.

It is opening our eyes to wonder and choosing hope over fear.

If you long to feel alive, to regain a sense of wonder, to hope a little freer and to be a powerful force of kindness in the world, then we'd love for you to join us in becoming Starry Eyed.

This year we will run wildly toward wonder, hope and kindness because We Are the Starry Eyed and we choose to see the light.

Cross of Hope MOPS (Mothers of Preschoolers) have been blessed by 23 mothers in our group. We would like to invite mothers of children womb-kindergarten to join us.

If you are interested in joining our group or helping our ministry in any way please contact Francine Sedillo or Marie Ihlefeld.

Ministry Leadership

Worship

Thank you to all of the Worship Ministry leaders:

This year the **Acolyte** scheduling has been busy and Leann Frazer has consistently kept our acolytes on the weekly calendar. Thank you to all parents for helping her with this task. Please sign up a month in advance if at all possible.

Shirley McCan has once again been very busy with her **Altar Guild** duties and has a wonderful team of volunteers who sign up to bake bread, contribute wine and set up the altar for each Sunday's communion. This year Shirley and Pastor Adam worked together to decorate our sanctuary for Lent, which really added to the atmosphere, for me, realizing just how much our Lord sacrificed for us. The sanctuary was once again transformed for Easter, with Easter Lilies in the sanctuary and Great Hall. Shirley has added new ideas and creative touches each year.

Assisting Minister coordinator Vern Osborne has done a great job at scheduling the Assistant Ministers and was kind enough to meet a new volunteer at church to show her the ropes. Vern has signed up some new volunteers this year. Thank you, Vern.

Banner Babes have been busy this year, again, making new banners for the sanctuary and quilts for this year's high school graduates. They held their annual fundraising tea and will continue to inspire us with their creativity. Please thank them for their gifts to the congregation.

Ron Cordova, Nancy Umbreit, Toni Kovarik continue to serve as our main **Ushers** and not only seat people, but also prepare the sanctuary, do a head count and help with the children's sermon. Thanks to Nick Garcia for his help and to Nancy Leon who stepped in when Toni was under the weather.

Greeters/Hosts: Ruth Hinkel has consistently provided and worked with this group. She would love to have someone step up to do the scheduling for this ministry. Thanks to all who continue to help in this ministry and always welcome visitors and members with a smile.

An anonymous volunteer is "officially" our **Kitchen Coordinator**, and has kept the kitchen organized and clean this year, along with other tasks volunteering with the elementary school. Thank you for the time you've spent helping with the kitchen duties this past year.

I'm happy to say we have some new **Lectors** for the 10:45 service, as well as returning and substitute lectors who help out as needed. Thanks to the many lectors who read for the 8:30 service. We have a Lector's guideline available for anyone who would like to sign up to do some reading. Pastor Adam put this together last year when he did training and it is very practical and helpful. The readings are sent out every Thursday so you can prepare ahead of time. New lectors are: Gavin Lynch, Bryan Ruddy, Toni Alderette. Thanks to David Kovarik and Johanna Ruddy for jumping in on short notice when there's the need.

The **Nursery** is still in need of nursery staff/paid and volunteers. Duties include child care, as well as reading Bible stories, playtime, music, snack time, and the opportunity to teach God's work to the little ones. Florence Begay is the lead nursery staff person. Sarah and Florence work as a team to keep the nursery in great shape, with scheduled days to thoroughly clean everything in the nursery. (Please keep Lorelei, a nursery staff member on leave from the nursery, in prayer as she cares for her mother who is ill.) Thank you, ladies. Please sign up for a weekend or two to volunteer, all day Sunday or for either service would be much appreciated.

Thank you to all who sign up to contribute beautiful bouquets of **Flowers**, and especially to Ruth who makes sure we always have flowers for the sanctuary. Mary Louise Toledo has helped with the flower arrangements and we look forward to seeing the work they will do as a team.

The **Outdoor Worship** time is just around the corner. Enjoy relaxing with the kids, bring your lawn chairs or blankets and sing along with your COH praise team. Brian Hipple has served as the Ministry Leader and always appreciates any help in setting up. Richard Hielkema planted grass last fall. Thank you, Richard. Greg Kymes, Brian Hipple and Richard Hielkema set up the netting and tarps every year so we can have some shade. Thanks to everyone who has helped in the past, as well.

Wedding Coordinator: Genie Rossetti, thank you and Pastor Matt and Pastor Adam for coordinating so many weddings this past year. Genie, we are grateful for your expertise and appreciate the time you give to this ministry.

As the Worship Ministry Director I want to say how much I appreciate everyone's time and how they live out their faith and love of Christ by being part of these ministries. You have made this a great place for me to worship. I'm so grateful to serve with you all.

Please spend some time in prayer and think about where you might like to serve. There are lots of opportunities and I welcome you to be a part of this ministry at Cross of Hope. Call Connie Orbinati if you would like to help out or with any questions. 328-1280 or 897-0047.

God Bless and Keep you!

Worship Ministry Task Coordinators/Leaders
April 2016

| | |
|--|----------------------------------|
| Acolyte Coordinator | Leann Frazer |
| Assisting Minister Coordinator | Vern Osborne |
| Host Coordinator | Ruth Hinkel |
| Lector Coordinator | Mary Hughes/ Connie Orbinati |
| Outdoor Worship Setup Team Leader | Brian Hipple |
| Ushers – Head Usher | Ron Cordova |
| Altar Guild Leader | Shirley McCan |
| Banner Babes Team Leader | Diane Carrico |
| Drama Team Leader | Diane Pressel |
| Flowers for the Sanctuary - Orders & Caregivers Leader | Ruth Hinkle |
| Ministry Moments/Ministry Announcements Coordinator | Nancy Morrison |
| Visitor Follow up Coordinator | Kay Hendrickson |
| Wedding Coordinator | Genie Rossetti |
| Coffee—Sunday Morning Coordinator | Elisa McLellan |
| Kitchen Coordinator | Anonymous |
| Member Follow-Up | Kay Hendrickson Carol Russell |

Connie Orbinati
Worship Ministry Director
cohworship@crossofhope.org

Music Ministry

Our Voices of Hope choir, which sings in the 8:30 service throughout the school year, has had another wonderful season! The strength and balance in the voices has led to many great anthems that have weekly blessed our congregation through scripture and text in song. For the first time we did an “encore” performance of our Easter cantata *Forth in Thy Name!* on a Saturday evening and really enjoyed being able to present this beautiful work in its entirety and a second time.

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

Christian Education

WOMEN ON WEDNESDAY (WOW)

September 2015 – May 2016

*Embracing God's Grace:
(A Woman After God's Own Heart Series Bible Study)*

Whether you lived 2000 years ago or you're alive today, God's message is the same – His grace is total and complete. Nothing needs to be added. As we studied 15 lessons from Colossians 1:1 – 4:1, verse by verse we began to realize the sufficiency of Christ more deeply and discovered . . .

- God's grace offered through the ministry of others;
- God's grace manifested in the life and ministry of Christ;
- God's grace exhibited in a Christian home;
- God's grace shown in the workplace; and
- God's grace witnessed in the forgiveness of others.

This uplifting study gave us a more thorough understanding of the person and work of Jesus Christ. We were encouraged as we saw firsthand how His life is lived out in practical and exciting ways through ordinary people.

In connection with Cross of Hope's mission statement, “Reaching Out to Grow Hope-Filled Followers of Jesus,” our ongoing service project provides help in defraying childcare expenses for the MOPS (Mothers of Preschoolers) ministry. During this year, we attended two movies: “The Letters,” explores the life of Mother Teresa through

letters she wrote to her longtime friend and spiritual advisor, Father Celeste van Exem over a nearly 50-year period. The second film was, "Chonda Pierce: Laughing in the Dark," about the life and career of the Christian comedian. Thirty ladies participated this year and average attendance was 15-20. The time devoted to Bible study and prayer is about 2 hours. WOW is an opportunity for all women and meets September through May (usually about 12 weeks of Bible study) 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.

Caring Ministry and C.O.A.S.T.

BeFriender Ministry

BeFriender ministry is one of the many ways that God is present through Cross of Hope during times of transition in our lives. BeFriender ministers are members of Cross of Hope who receive training to provide a listening and encouraging presence for the purpose of being God's visible presence when we experience either joyful or challenging transitions in our lives. BeFriender ministers use their training to live out this ministry in two ways. One way is through official BeFriending relationships in which BeFriender ministers are matched for one-on-one relationships with someone experiencing a transition in their lives. Sometimes a BeFriender minister offers this to someone, and sometimes one of the pastors makes this connection. A second way BeFrienders use their training is that they are on the lookout in their daily lives, wherever they find themselves, to offer God's presence to someone who needs encouragement and support. The Holy Spirit arranges for this in powerful ways!

For now, I serve as the pastoral contact and work with Ruth Hinkel, Jan Paris, and Pat Woldt to oversee this ministry. Pastor Adam will eventually receive training in BeFriender Ministry and will assume the pastoral contact position. Our faithful BeFrienders are Richard and Nancy Brunson, Shirley McCan, Vernon and Evelyn Osborne, Jan Paris, Deney Perkins, Sheri Phillips, Pat Woldt, and Janet Wormwood. Bob Slagle retired from BeFriender Ministry in this past year after several years of vibrant ministry. Thank you to our current, and retired, BeFriender ministers! We meet every six to eight weeks to stay sharp in our BeFriending skills and discern what the Holy Spirit is doing in our midst.

Joyfully Submitted,



Pastor Matt Powell

Crisis Care Ministry

This ministry provides meals for families within our congregation, as directed by the Church Staff. Meals are offered in difficult times, such as an illness, surgery or death in a family. We also host memorial service/funeral receptions and sometimes special events.

In the past year we hosted seven memorial service receptions and a few meals were provided for one of our families. Special events included a Fellowship Celebration at the end of the academic year, our third annual 90+ Birthday Celebration with eight recipients being honored, Confirmation Reception, a reception following the “St. Francis:Face to Face” play, and a celebration in honor of Pastor Adam’s first year anniversary of serving as our Lead Pastor.

Our thanks to all who willingly volunteer to support this ministry. We always welcome people who love to cook and/or bake, help with set ups and/or clean ups. Should this be of interest to you, please contact Karen Erickson at 899-9053 (the3ericksons@yahoo.com), Ruth Hinkel at 898-0827 (ruthinkel@gmail.com) or Linda Molde at 294-8166 (lmolde@comcast.net).

Respectfully submitted,

Karen Erickson, Ruth Hinkel & Linda Molde

C.O.A.S.T. (Crisis Outreach and Support Team)

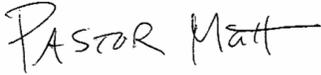
COAST is an outreach program provided by Albuquerque Police Department (APD). APD provides four staff positions, social workers and crisis specialists, who respond to individuals in need and/or crisis and provide connections to city, state, and federal resources. APD provides no additional resources outside of these four staff positions. All of the resources needed to cover “gap” areas in resources come from congregations and non-profit organizations in Albuquerque.

When Cross of Hope entered into partnership with COAST in 2014 we did so with two purposes in mind. One was to be able to refer people in need to an agency that could effectively make a difference. That has become a reality. When someone calls or stops by Cross of Hope asking for assistance, we refer them to COAST and the staff responds to their needs. Also, one half of every dollar that is given to the Good Samaritan Fund here at Cross of Hope (unless otherwise designated) is designated for COAST use and requests. We hold the funds until requested from COAST, at which time a staff person from COAST comes by the church to pick up the resources. This is a true partnership.

The second purpose for entering into partnership with COAST was to love and bless in God’s name our part of the city. We asked COAST to contact Cross of Hope when there were needs or requests for the west side of Albuquerque. We keep gas cards and Wal-Mart cards on hand for that purpose, and when requested a COAST staff person picks them up and distributes them to the person/family in need.

Thank you for your generosity that enables us to reach out with the transformative power of our risen Jesus here in Albuquerque, thanks be to God!

Joyfully submitted,



Pastor Matt Powell

COAST Distributions – Annual Report 2015/16

| | Date | Amount |
|------------------|-------------------|-----------------|
| Cash | 7/25/15 | 100.00 |
| | 8/12/15 | 100.00 |
| | 10/12/15 | 100.00 |
| | 3/25/16 | 20.00 |
| | Sub-Total | \$320.00 |
| Gas Cards | 7/15/15 | 25.00 |
| | 7/25/15 | 50.00 |
| | 8/4/15 | 25.00 |
| | 8/12/15 | 50.00 |
| | 8/24/15 | 25.00 |
| | 9/16/15 | 25.00 |
| | 9/21/15 | 50.00 |
| | 10/12/15 | 25.00 |
| | 12/18/15 | 25.00 |
| | 2/4/16 | 50.00 |
| | 2/25/16 | 25.00 |
| | 3/17/16 | 25.00 |
| | Sub-Total | \$400.00 |
| Walmart | 7/15/15 | 25.00 |
| | 8/12/15 | 25.00 |
| | 9/7/15 | 75.00 |
| | 9/8/15 | 75.00 |
| | 10/12/15 | 25.00 |
| | 12/18/15 | 25.00 |
| | 2/4/16 | 25.00 |
| | 3/17/16 | 25.00 |
| | Sub-Total | \$300.00 |
| TOTAL | \$1,020.00 | |

Small Groups Ministry

Hope Gardeners

The Hope Gardeners maintain flower beds, shrubs and trees, around the landscape and keep weeds down. We plant, prune, attempt to keep the premises tidy. During the growing season (March through October) we meet each Friday morning from 9:00 a.m. to noon.

We are: Jerry and Judy Pekarek, who perform a tremendous amount of pruning, spraying, cleaning up and hauling away debris; John Lacher, who miraculously coaxes our aging sprinkling system into working order; Nancy Lacher, Bill and Lois Casto, Nancy Umbreit and Ruth Hinkel, who are found working all around.

A hearty thanks to all who support this ministry.

Submitted by Ruth Hinkel

Youth and Families

This year our MHY and SHY groups have remained very in our Walking in the Way, Wednesday program. And also did a weekend retreat to Lutherhaven in late April.

This is now the seventh 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. This year we “walked” through the book of Mark chapter by chapter and experienced the words that Jesus spoke through this gospel.

We started our evening a little earlier this year with the option of recreation time or drama group/praise team which rotated weekly. The Bible education time consisted of classes for nursery, K-5, confirmation student’s grades 6-8, SHY and adults. The teaching staff this year again consisted of over 15 adults who committed to helping us grow closer to Christ.

Rainbow Trail Day Camp-

This is the fourth 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! We are excited again for the life and love that the RTALC counselors bring to our church and school! New this year is our first attempt at online registration! We’ll keep you posted on how that works!

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.

Richard Hielkema

Prayer Buddy Ministry

For years, Cross of Hope's Prayer Buddy Ministry has focused on prayer for our confirmation students while they journey through the confirmation process. When a student enters 6th grade, a member of Cross of Hope partners up with the youth as an anonymous prayer for the confirmation student. These faithful folks take time in their regular prayer lives to pray for a single confirmation student. At the end of the student's 8th grade year, their prayer buddy is finally revealed to them. In addition to praying for confirmation students, prayer buddies frequently take the time to send cards and letters of encouragement to their confirmation students.

A big thank you to all of our past, present and future prayer buddies!!

Please contact Deney Perkins, 505-321-5549 or deneyp@osolawfirm.com, for more information.

Outreach Ministries

Angel Tree Ministry

The Angel Tree Ministry focuses on purchasing gifts for children who have at least one incarcerated parent. This year, we bridged the gap between 27 parents and their 50 children. Instead of hosting an Angel Tree party this year as anticipated, instead, we sent out invitations to Los Posadas to all 27 families. I met and visited with a few of the families at Los Posadas, and the day after the event, received three phone calls from families I did not get to meet, telling me what a wonderful experience it was.

The Angel Tree Ministry is a great opportunity to reach outside ourselves and outside our walls to touch families in their time of hopelessness. Often times, the children are being raised by grandparents, aunts, uncles, etc., they are loved and cared for, but being reminded at Christmas time that their mom or dad loves them, gives incredible hope. The child, the immediate family, the extended family, and the incarcerated parent all get to encounter Christ's love through this outreach ministry.

Thank you to countless individuals that make this ministry possible. From the callers, to the shoppers, to the deliverers, and everything in between, thank you!!

Please contact Denev Perkins, 505-321-5549 or denevp@osolawfirm.com, for more information.

Stewardship Leadership

Finance Business and Operations

Karen Schwartz, Director of Finance and Business Operations and HR Director (volunteer) – Oversees Finance, Human Resources and Risk Management:

Risk Management and Controls (volunteer) - Karen spends about 15 hours a week reviewing accounting work performed by our bookkeeper and the Assistant Director, signing checks, completing insurance documentation, supporting claims, managing insurance policies and agency relations, performing risk assessments and managing risks, documenting policies and procedures, supporting audits, organizing, archiving and filing financial records and supervising finance team members. As needed.

Karen serves as back-up to Allen performing Financial Reporting and post payroll processing and to Erin performing Payroll, Accounts Payable and Receivable functions. Annually Karen completes the W-2s and 1099s for employees and contract labor, completes the annual ELCA Congregation Report Finance sections, reviews and updates all policies and procedures, support the annual internal audit, perform the annual risk assessment and completes the annual workers compensation audit data requests required by our insurance carrier.

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 new Tuition Reduction policy in 2016. Supports personnel records reviews, payroll and workers compensation audits. Reviews changes in employment laws ensuring we are in compliance with labor code, minimum wage laws and the ACA.

Allen Ihlefeld, Assistant Director, Finance and Business Operations (volunteer) – about 15 hours a week creating and managing the budget for the church and schools, cash management, performing miscellaneous financial analysis including answering questions for the council, prepares the Treasurers report for the executive and council meetings. Allen also is responsible for performing month end processing, paying payroll taxes, creating the quarterly federal 941 and state CRS filings, creating financial reports, updating and maintaining accounting system, maintaining employee records in the payroll system.

Allen prepares reports as needed to support the audits, to answer Council questions and as needed Allen backs up Karen in all duties listed above. Annually Allen enters the new budgets, sends the mortgage holder their annual financials, reconciles the three pass-thru accounts used for transferring funds between the church and schools and closes the books for the year. Karen and Allen work hand in hand to ensure the integrity and accuracy of church financial records.

Erin Sachs - Bookkeeper (employee) - about 20 to 25 hours a week performing all payroll, accounts receivable and accounts payable duties including approving payables, setting up payment forms, processing journal entries, booking receipts, reconciling bank accounts and getting accounting records ready for the month end and year end closes. Erin also cuts checks each week for accounts payable. She works with vendors as needed to solve billing mistakes and ensures the church and schools meet all of our financial obligations to those vendors. Payroll consists of about 8 hours a month processing payroll for the church, elementary school, pre-school and MOPs. Erin prepares tax reports used by Allen in payment of withholding and workers compensation taxes.

Nancy Morrison, Administrative Assistant (employee) - performs some human resources and finance functions as back-up to the volunteer staff.

John Lacher, Financial Secretary (volunteer) - John maintains membership data, maintains the Shepherd's Staff Software, accounts for all contributions, sends letters of thanks to contributors (per IRS regulations), sends annual contribution statements to all pledging members, coordinates with Stewardship Committee and Council with respect to pledge reporting, books initial pledges and coordinates with the Finance Team to get Simply Giving contributions set up.

Counters (volunteers), Lead Counter B.J. Owens - We have a team of about six counters led by B.J. Owens. They spend between one and four person hours each week counting the offerings and preparing count sheets and then banking funds. The count team currently consists of B.J., Diane Pressel, Judy and Jerry Pekarek and Suzanne Young with Mike Sakelaris as a trained substitute. Nancy Morrison is also trained and helps when a second counter can't be found. We maintain dual custody of all funds from the time they go to the counters from the ushers until they are dropped in the night drop at the bank. Data from the count sheets are used by Diane Carrico and John Lacher to book Shepherd's Staff entries indicating receipt of pledged funds and for Erin Sachs to book income in the financial records by Finance. Financial records are balanced to Shepherd's Staff weekly. All functions are segregated to ensure control and safety of funds at all times.

Proposed 2016-2017 Budget for Congregational Meeting

Proposed 2016/2017 Budget for Congregational Meeting 5/22/16

| Church Revenues | | Church Expenses | |
|---|------------------|--|------------------|
| General Fund | \$435,387 | Worship Supplies | \$3,311 |
| Misc. Donations & Income | \$37,500 | Substitute Pastor | \$300 |
| * - Preschool cost share | \$33,000 | Spiritual Gifts | \$0 |
| School cost share | \$38,000 | Performers / Substitutes | \$900 |
| Interest Income | \$0 | Music | \$1,175 |
| Newsletter Ad Sales | \$750 | Rainbow Trail | \$500 |
| HEBREWS | \$6,500 | RMS / ELCA | \$22,000 |
| | | Called Ministries | \$175 |
| Total Church Revenues | \$551,137 | Fiesta de la Esperanza | \$0 |
| *Pre-School Cost Share includes payment for Building addition | | Giving Envelopes | \$560 |
| | | Adult/Youth Curriculum | \$800 |
| | | Small Groups/Adult Education | \$0 |
| | | W3 | \$1,500 |
| | | Misc. Evangelism | \$0 |
| | | Las Posadas | \$500 |
| | | VBS - Special Needs | \$0 |
| | | VBS - Day Camp | \$2,700 |
| | | Alpha | \$0 |
| | | Confirmation | \$650 |
| | | Mid High Youth | \$250 |
| | | SHY Programs | \$300 |
| | | Personnel Salaries & Benefits | \$278,492 |
| | | Other Personnel Exp | \$150 |
| | | Continuing Education/Training | \$960 |
| | | Postage | \$1,035 |
| | | Paper | \$1,317 |
| | | Administrative Supplies | \$789 |
| | | Advertising & Public Relations | \$210 |
| | | Copier Maintenance | \$1,253 |
| | | Toner & Copier Supplies | \$743 |
| | | Bank Charges and Fees | \$108 |
| | | Direct Deposit Fees | \$286 |
| | | Business Admin - General | \$2,939 |
| | | Council Discretionary | \$0 |
| | | Utilities | \$27,526 |
| | | Telephone | \$7,944 |
| | | Insurance | \$23,953 |
| | | Debt - Interest | \$28,000 |
| | | Taxes | \$192 |
| | | Depreciation - Building | \$38,313 |
| | | A/V Equip Repair & Replacement | \$1,950 |
| | | Computer Maintance & Support | \$1,257 |
| | | Computer Hardware/Software | \$2,215 |
| | | Custodial Supplies | \$4,663 |
| | | Property Supplies | \$2,400 |
| | | Maintenance | \$7,525 |
| | | Custodial Service | \$23,952 |
| | | HEBREWS | \$4,000 |
| | | Synod Assembly | \$1,500 |
| | | Savings - Youth Convention | \$0 |
| | | Total Church Expenses | \$499,293 |
| | | Mortgage Principle Payment (net of Depr) | \$34,343 |
| | | Total Anticipated Outflows | \$533,637 |
| | | Pre-School Addition (Asset increase) | \$17,500 |
| | | Total Outflows + Asset Increases | \$551,137 |

| Pre School Revenues | |
|---|------------------|
| Tuition/Registration/Fees | \$186,920 |
| Fundraisers/Misc Donations/Scholarships | \$280 |
| Pre-School Revenues | \$187,200 |
| Pre-School Expenses | |
| Books/Supplies/Curriculum | \$7,200 |
| Benevolence | \$1,200 |
| Personnel | \$147,200 |
| Business Administration | \$7,000 |
| * - Cost Share | \$33,000 |
| Computer/Furniture/Maintenance | \$9,100 |
| Pre-School Expenses | 204,700 |
| *Pre-School Cost Share includes payment for Building addition | |

| Elementary School Revenues | |
|---|------------------|
| Tuition/Registration/Fees | \$467,900 |
| Fundraisers/Misc Donations/Scholarships | \$17,500 |
| Lunch/After School Programs | \$35,500 |
| Elementary School Revenues | \$520,900 |
| Elementary School Expenses | |
| Books/Supplies/Curriculum | \$24,900 |
| Lunch/After School/Programs (excl Salaries) | \$21,000 |
| Belevolence | \$1,000 |
| Personnel | \$395,000 |
| Business Administration | \$12,500 |
| Cost Share | \$38,000 |
| Computer/Furniture/Maintenance | \$28,500 |
| Elementary School Expenses | \$520,900 |

| MOPS Revenues | |
|--|----------------|
| Registration & Fees | \$3,650 |
| Fundraisers/Misc Donations | \$6,250 |
| MOPS Revenues | \$9,900 |
| MOPS Expenses | |
| Supplies/Curriculum/Fees/Fundraise Exp | \$3,160 |
| Personnel (Childcare Workers) | \$6,740 |
| MOPS Expenses | \$9,900 |

