



CROSS OF HOPE LUTHERAN CHURCH

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Vision

Calling and Educating Into Christ

ANNUAL REPORT
May 2012– May 2013

Table of Contents

AGENDA.....	5
READING OF THE MAY 2012 CONGREGATION MEETING MINUTES.....	7
CROSS OF HOPE UNAPPROVED NOV 2012 CONGREGATION MEETING MINUTES.....	9
CONSTITUTION (NEW) – INSERT.....	
INTERIM PASTOR RUSS SORENSEN 2012-2013.....	11
CHURCH ADMINISTRATOR.....	13
CALL COMMITTEE / TRANSITION TEAM.....	19
MINISTRY PROFILE AND SURVEY RESULTS – INSERT.....	
PRESIDENT’S ANNUAL REPORT.....	21
EXECUTIVE COMMITTEE AND COUNCIL ANNUAL REPORT MAY 2012 – 2013.....	22
FINANCE AND BUSINESS / HUMAN RESOURCES.....	25
PROPERTY MINISTRY.....	27
TECHNICAL OPERATIONS.....	28
CROSS OF HOPE ELEMENTARY SCHOOL.....	29
CROSS OF HOPE PRESCHOOL.....	33
CARING MINISTRY.....	35
CHRISTIAN EDUCATION.....	37
EVANGELISM / HOSPITALITY.....	39
MUSIC MINISTRY.....	40
OUTREACH MINISTRIES.....	41
SMALL GROUP MINISTRIES.....	43
WORSHIP MINISTRY.....	46
YOUTH AND FAMILY MINISTRIES.....	52
CROSS OF HOPE CHURCH AND SCHOOLS PROPOSED 2013 – 2014 BUDGET - INSERT	

Agenda

Cross of Hope Congregational Meeting

May 19, 2013

Calling & Educating into Christ

Call to Order

Opening Prayer

Approval of Agenda

Reading of May, 2012 Meeting Minutes

Reading of November 18, 2012 Meeting Minutes

Approval of November 18, 2012 Meeting Minutes

Treasurer's Financial Report

Pastor's Report

Old Business

Interim Pastor - Continuation of Interim Call

Report of the Transition Team and Call Committee

Second reading of the New Constitution and Approval

New Business

Presentation and Approval of the 2013-2014- Budget

Report of the Synod Assembly - Pastor and Morgan's

Information update from President

Closing prayer

Adjournment

Reading of the May 2012 Congregational Meeting Minutes
Cross of Hope Unapproved Congregational Meeting Minutes
May 20, 2012

Calling & Educating into Christ

Call to Order: Carolyn Bye, President, called the meeting to order at 12:15pm; 42 members were present making a quorum.

Opening Prayer: Pastor Dale G. Bauer

Approval of Agenda: President Bye asked that the agenda be reviewed. A motion by Bill Wooten to approve the agenda was seconded by Connie and passed unanimously.

Reading of November 2011 Meeting Minutes: Jeanette McNealy, Secretary, read the minutes.

Approval of November 2011 Meeting Minutes: President Bye asked for a motion of approval. Motion by Geoff Bokan; seconded by Allen Ihlefeld and accepted unanimously.

Treasurer's Report: Allen Ihlefeld, Treasurer, presented the financial report as of April 2012. Announced we are 96% of Budget, Cumulative Revenue vs. Expenses.

Approval of Treasurer's Report: Geoff Bokan made a motion to accept the treasurer's report; seconded by Doug Perry and passed unanimously.

Old Business: None to report.

New Business:

Annual Reports with brief comments by Ministry Leaders: Carolyn Bye and Ministry Leaders reported that they received bids from (3) different companies for the pruning of trees before outdoor service. Need volunteers to help with building and grounds. We will also be looking for a property manager.

Vote to affirm Appointment of Interim Pastor – Rev. Russell Sorensen: Pastor Russ Sorensen starts June 5, 2012. Installation will be June 17th. Motion was made by Kevin Perkins to affirm appointment of Interim Pastor – Rev. Russell Sorensen. It was seconded by Don and passes unanimously.

Approval of the 2012 -2013 Budget: Budget was presented by Treasurer Allen Ihlefeld. Added \$4000 under Other Personnel for Call Committee in seeking new Pastor. Utilities and Insurance going up 9.6% and overall ministry is 3½% increase. General Business expenses 1 to 2% reduction. Youth Ministry; approve reinstating \$16.67 every year. Charles Hendrickson made motion to approve the proposed budget; seconded by Geoff Bokan; and adopted unanimously.

Introduction of the Proposed Changes of the Constitution: Jeanette McNealy read the changes to the Constitution. It was suggested by the Congregation to highlight the changes and revisions of the old Constitution in the text of the new Constitution for easier review.

Closing prayer: Pastor Dale

Adjournment: President Bye asked for a motion to adjourn. Motion by Allen Ihlefeld; seconded by Kevin Perkins. The meeting adjourned at 1:10pm.

Respectfully submitted,

Jeanette McNealy, Secretary, COH Council

Unapproved Congregation Meeting Minutes November 18, 2012

Calling & Educating into Christ

Call to Order: Carolyn Bye, president, called the meeting to order at 12:10pm 56 members were present making a quorum.

Opening Prayer: Pastor Russ Sorensen

Approval of Agenda: Carolyn Bye, president, asked that the agenda be reviewed. A motion was made by Bill Hicks to approve the agenda. It was seconded by Allen Ihlefeld and passed unanimously.

Reading of May 2012 Meeting Minutes: Will be read by Jeanette McNealy, secretary at next meeting in May 2013.

Financial Report: Allen Ihlefeld, treasurer, presented the financial report as of November 13, 2012.

- Total Church/Schools June 30, 2012 Closed with Income greater than Expenses by 1% (\$10k)
- October Year to Date - Total Church/Schools at 11% Income over Expenses (\$38k); much of the income is from pre-paid tuition, and delayed school expenses. Church is running Income 1% less than Expenses at \$1300)
- Pledged Giving continues to lag the budget - running at 88%
- Church Expenses are running 5% over budget due to Utilities & Insurance costs.

Old Business:

Proposed Changes to the Constitution – First Vote to Approve: Allen Ihlefeld presented the Constitution Proposal, which has been updated from 1990 language to 2012 language. The first reading of the proposed changes (November 2012), second reading will be in May 2013 and the proposed enactment date will be July 2013. A motion was made to accept the Proposal Changes by Sheri Philips and was seconded by Charlie Hendrickson. It was passed unanimously.

Report of the Transition Team & Call Committee: Bill Wooten reported (2) tasks to fulfill: 1). Ministry profile; Talking to small groups. 2). Call Committee; Gathering questions to be available and ready to go for a new leader.

New Business:

Report of the Nominating Committee: Bonnie Davis reported on the Nominating Committee. Six candidates for Church Council were presented for a 2-year term for 2013-2014. The report of the Nominating Committee was accepted on unanimous voice vote.

The ballot: Council members: Bill Hicks, Bill Wooten, Forrest Uppendahl, Kevin Perkins, Mary Lloyd, and Jan Anderson for two-year terms.

Nominating Committee for 2013:
Allen Ihlefeld, Leon Carrico, and Brian Hipple.

Synod Delegates: Doug and T.J. Jerry.
Carolyn Bye opened the floor for any nomination for Council, the synod and the Nominating Committee. No nominations were forthcoming. A motion was made for acceptance of the ballot by Diane Pressel and was seconded by Charlie Hendrickson. Motion was made by John McWilliam to vote for a unanimous acclamation of the ballot; motion was seconded by Mark Salisbury. It was passed unanimously.

President's Update: None to report

Pastor's Update: Pastor Russ reported that he has been here for 6 months and is delighted working with all groups. He mentioned that he is not eligible for the call but is here to prepare the stage for the future. He has asked for help in looking for members for the Audit Committee. We are also in need for a Stewardship Chair to lead the program, the last few years SMORES has taken part. The announcement was made for our new HR Assistance is Mike Sakelaris. Also, the new format for Las Posadas starts at 3pm on December 9th with refreshments.

Closing prayer: Pastor Russ

Adjournment: Carolyn Bye, president, asked for a motion to adjourn. It was made by Bill Wooten; seconded by Allen Ihlefeld. The meeting adjourned at 1:10pm.

Respectfully submitted,

Jeanette McNealy
COH Congregation Secretary

Interim Pastor Russ Sorensen 2012-2013

The intentional interim time of Cross of Hope Lutheran Church and Schools is a transformational journey on the “Road to Emmaus” with Jesus. Luke 24:13-35 describes Jesus’ post-resurrection appearance to a couple of disciples trying to figure out what it means to follow Jesus with a new message of hope. Jesus reveals himself to them in the conversation on the road and in the “breaking of the bread” around their family table. Then they run with excitement to share the news with their friends. Our opportunity, with theirs is to walk with renewed hope and awareness of the presence of the Lord in our own time of opening the scriptures on the road, gathering for the “breaking of the bread” around our family table and going to share the good news in word and deed in all that we say and do. Christ is risen, indeed!

In our transformational interim time we are especially paying attention to five developmental tasks. These tasks are similar for all transformational experiences. A helpful resource for these times is a book called “Critical Moment in Ministry, A Change of Pastor” by Loren Mead.

The Developmental Tasks are:

- **Coming to terms with history:** This includes appreciating the heritage and people of Cross of Hope’s over thirty years of ministry. Celebration of ministry and dealing with losses naturally flow together, especially in the early stages of change. It also involves being aware of any issues or concerns of the past that need to be dealt with in order to move into a strong and healthy future.
- **Discovering a new identity:** This relates to the identity of Cross of Hope Lutheran Church and Schools in the present context and reality. Conversations, research, surveys, opportunities for feedback, development of the mission site profile, and work on imagining new opportunities and approaches to mission and ministry fill this time. To help accomplish this task, the Church Council, staff, Transition Team and Call Committee have been discussing a resource book called “Faith Formation 2020” by Dr. John Roberto. Each month we meet to explore and share about our current context and the future possibilities for mission direction. Much of the important work of this year and the time ahead relates to this Developmental Task. I thoroughly enjoy these ongoing, stimulating conversations! Ongoing conversations need to also happen with community agencies, neighbors and others who are currently not a part of Cross of Hope ministries. What is and what will be the enduring impact of Cross of Hope Lutheran Church and Schools in this community now and into the future? How will the unified mission and ministry effort of the church and schools share the good news of Jesus in ways that we have not even experienced yet? What are the ministry implications, opportunities and hurdles that will need to be tackled in order to fulfill Cross of

Hope's call for mission and ministry? Many fascinating and challenging questions to experience and work through in the process of discovery!

- **Managing shifts of leadership:** A time of transformation includes welcoming leadership gifts from the whole congregation. The development of new leaders, changing patterns of working together and finding new needs for leadership are included. Although it may be tempting to wait until the new pastor comes to see who can be involved in ministry, this is a perfect time for the members of the Body of Christ to discover their gifts and try out new responses to ministry needs for leadership. One place where this is already happening is through the training of a group of twelve "BeFrienders" to add support to the caregiving ministry of Cross of Hope Lutheran Church and Schools. This is just one example.
- **Reconnecting with the work of the church at large:** We are also making use of this time to explore and renew our relationship with the work of the whole church through the Rocky Mountain Synod of the Evangelical Lutheran Church in America. In addition, I am working to strengthen our ecumenical connections on the "West Side" of Albuquerque.
- **Commitment to new directions in ministry:** The work of foundation building for the future prepares Cross of Hope Lutheran Church and Schools for a commitment to new pastoral leadership and to a new future of being a witness and a blessing to the community and world. The object is to discover a new sense of self and a new sense of confidence that the new pastor called will fit the needs of the ministry and mission here.

A word of great thanks to our gracious God and to you, the people of Cross of Hope! Cheri and I are blessed to be here and working in relationship with all of you. I cannot say enough thanks for the welcome and the wonderful opportunities for ministry we have shared together in almost a year. The time has gone very quickly. Cross of Hope is greatly blessed with wonderful, gifted and dedicated staff members, leaders and members. It is a pleasure and a joy to be working in partnership with all of you. I would run out of space if I named all of the names of folks and examples of times when you joyfully share the Good News of Christ Jesus. It is my great pleasure to be on this "Road to Emmaus" journey with you. May God bless and guide our steps as our Lord is revealed to us on the road, through the breaking of the bread and in our sharing of the Good News!

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.

I report directly to Pastor Russ Sorensen and to Carolyn Bye, Executive Officer for the Executive Committee and Church Council.

Pastor Russ has introduced to Cross of Hope:

- **52 weeks of prayer** –Each member or attendee and staff person is prayed for by Cross of Hope for a week throughout the year. This is coordinated by Kay Hendrickson.
- **Care Needs card** – if you have a need or you know a person who has a care need: (having surgery, are ill, would like prayer, a phone call or a visit) you may fill this card out and give it to someone in the office or go online and fill the online form out (it will go directly to the administrator), that will help the office staff in getting the correct information to the pastor or prayer group and assisting the person in need in a more timely manner.

Making Faith Connections -

- **Faith Connections** – a weekly insert of devotions (also found on the website) that should be used with your family each day to help your family grow in Christ together.
- **Head to Heart** – MHY / SHY – theme event, Fellowship, huddle group leaders, servant event; Confirmation students have the option for camp; we would love to go to other options; family camp or they as a family design a unit servant event; Faith 5 / with the help of Pastor Sorensen. It is for all grade levels; option – Sunday confirmation or Wednesday confirmation; Faith Incubators (3 Themes – Fellowship – 3 Themes – Servant event)
- **Foundations** – The Spring 2013 New Members class met with Pastor Russ during W³ for 3 meetings. Eight families joined the church on April 14, 2013. On Wednesday April 17 they had their first Koinonia group meeting during W³ with a Spiritual Gifts training session by Jan Paris and Pat Woldt.
- **BeFrienders Ministry** – Pastor Russ, Jan Paris and Pat Woldt went to a BeFriender Leaders training in November 2012. There are 12 people currently being trained to be a Befriender within the congregation. Stephen Ministry which was at one time the type of care giving ministry at Cross of Hope is being phased out and replaced with the BeFriender Ministry. BeFriender Ministry is less pricy because of in town training and more adaptable for Cross of Hope to use.
- **Church Stationery, business cards, and communication cards** – letterhead for the church and schools, envelopes, purchase vouchers.
- **Journeying Through Grief Booklets** – a series of four booklets is mailed out to a member / attendee of congregation if they have had a family member die. – Provided by Office volunteer, Sylvia Oelsner
- **Custodial service** - After the resignation of Custodian, Damacio Padilla in December 2012 Pastor Russ worked on evaluating and successfully redefined a different

approach in having the church and schools cleaned. He interviewed cleaning companies and with the approval of Executive Committee and Council we have a contract with Service Master. The church and schools are cleaned Monday through Friday with an emphasis on the sanctuary and church offices (Monday and Friday). The cleaning will decrease two months in the summer to two or three days per week. The school classrooms and kitchen will be stripped and waxed the first week in July, (separate proposal). The great hall and hallways were stripped and waxed during school break before Holy Week services.

Service Master – (Supervisor follow-up is Council Vice President – Bill Wooten) Custodial service, scheduled to clean the church and schools each evening Monday through Friday from 9 p.m. – 1 p.m. (during the school session the emphasis is to empty the trash, clean the bathrooms and classrooms each night and the church Monday and Friday evening. The school directives or other church staff reports any additional requests to the church administrator to coordinate directly with Service Master. Any additional work such as deep cleaning of the bathroom floors, carpet cleaning, stripping and waxing of the floors need to have a quote and be approved by Executive Council before any additional work.

Front Reception Desk: (Approximate 30 hours per week are needed). The front reception desk is new this year beginning in February 2013. The security of the schools and church has been a discussion item for quiet awhile. Carolyn Bye, Executive Committee Administrative Officer took the bull by the horns and got this implemented. Currently about 15 volunteers ranging from COH members to school parents and grandparents are working. Sign in and sign out guests; call the party the guest is here to see. We are still recruiting for volunteers to assist with the front desk, there are days or part days when no one is available.

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), Sharon Halstead – School Principal (40 plus-off in the summer); Kala Smith – Christian Formation (10 hours per week), Carolyn Bye - Administrative Officer for the Executive Committee (20 plus hours per week); Bill Hicks – Council President (5 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, and sometimes we work through a book together.

Director of Finance and Operations, Karen Schwartz – (Many hours)

Mike Sakelaris – (6 hours per week) Human Resource Director – This is a new position and falls under the Director of Finance and Operations.

Computer Technology for the Church and Schools – (many hours)

Chuck Montano – Computer, telephone and network wiring, upgrades, maintenance, software maintenance, and computer replacement. Kel Orbinati was doing this, but took another job and now we have Chuck. Kel helps out when he can.

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 backs up 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. Office volunteers, Jan Wormwood and Chuck Montano assist with the church material. Chuck has helped out with creating the online forms.

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 and provides reports to the Council as requested.

Property Maintenance – (Carolyn Bye – EC helps to coordinate) Kevin Perkins, Ken Harrington determines the scheduling of resolution of large property items needing to be repaired, cleaned, maintained and operated. Robert Bye and Richard Telles take care of completing light property maintenance and repairs.

Set schedules for HVACC maintenance; Watering; Mowing; Property cleanups. Is responsible for schedule the dates for the fall and spring cleaning for the church congregation. Set watering schedules, mowing schedules which do not interfere with the playground use of the schools, services and City regulations of times of watering.

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

Temple Guards: (1 hour per evening) There are a total of 9 Temple Guards. On a rotating schedule the Temple Guard checks the facility each evening for security of building, excess lights, and excess energy of heat or air conditioning being run.

Office Volunteers: (There are a total of 10 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, ad Circle of Hope.

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 (Mary Bresnahan, Mabel Finney, Nancy Morrison, David Pressel, 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.

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.

It has been 18 years that I have worked at Cross of Hope. The staff has ventured and dove into new endeavors this past year.

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

Continuing In His Service,
Linda Willoughby, Church Administrator

Administrative Assistant – I have now been an employee of Cross of Hope for almost 17 years. The Administrative Assistant position is part-time (25 hours/week). I work Tuesdays-Fridays. My duties include, but not limited to: preparing the bulletins, inserts and PowerPoint slides for services; work with the 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. - By Nancy Morrison, Administrative Assistant

Rays of Hope Journal – The Rays of Hope editorial staff meets monthly to plan the following month's newsletter. Staff members are Linda Willoughby, Nancy Morrison, Pat Woldt, Mary Bresnahan, Mabel Finney, Carol Russell and new member David Pressel.

The staff collects reports from the various ministries, as well as upcoming events of the church, the pre-school and the school, and updates from the Transition Team and an editorial appear monthly in the newsletter. There are also special reports included for current events as they occur.

Some new articles have been added this past year: Keep Telling the Story and Senior Reflections, which are personal stories of the effect Cross of Hope Church has had in their lives, and life stories shared by members of the congregation. - By Carol Russell, Rays of Hope Editorial Team

Historical Archives – In 1982 Cross of Hope was a dream and a bare spot on the West Side. On May 16, 1982, it was organized as a congregation with 75 charter members. Since then, almost 2000 people have passed through its doors as members. There have been 99 marriages, over 400 baptisms, and many young people have been confirmed. As in all churches there have been ups and downs, but today Cross of Hope is a thriving church with a preschool and elementary school. There are many ministries both within the church and with outreach beyond our own church and neighborhood. Cross of Hope is indeed a congregation that is a shining example of all a church should be. - By Pat Woldt, Historical Archive Coordinator

Call Committee/ Transition Team

The Transition Team and Call Committee were formed in the early summer of 2012 to accomplish two tasks. The Transition Team's scope was to engage the congregation in reviewing our history develop, a strategic direction, and prepare a Ministry Site Profile with the Call Committee for use in identifying the right individual for our next Pastor. The Call Committee's purpose is to work with the synod and the congregation in developing a process to carefully assess the attributes of those roistered pastors who may fit the needs of the congregation as Pastor.

The two committees began meeting in August 2012 and found working together jointly to be beneficial for both groups. The committees met as a whole monthly through November 2012, recalling the history of the church, identifying the highs and lows of the past five years, evaluating the existing ministries of the church and those it needed to create, looking at the direction of the church and carefully measuring where the committee believed the church wants to go. The committee developed a series of questions to survey the congregation, each question addressing a selected topic of the Ministry Site Profile. The survey was presented to the members during December 2012 in person and online at the congregational website. About 25% of the attending members completed and returned a survey. The results were compiled and made available to the congregation in March 2013. A draft Ministry Site Profile was prepared and approved by the committee for congregational review both in hard copy and online. A final Ministry Site Profile will be made available upon Council approval no later than June 2012.

The Transition Committee members are: Mary Bresnahan, Lois Caipen, Gregg Halstead, Mark Salisbury, Kala Smith, Patty Westerfield and Bill Wooten.

The Call Committee members are Kay Hendrickson, Rosalie Hipple, Nancy Lacher, John McWilliam, Dene Perkins, Von Stell, Morgan O'Roarke, Carolyn Bye and Pastor Russ Sorensen. Tell them thank you when you get a chance for devoting their time to the future of his church.

Bill Wooten, Coordinator, Call Committee/Transition Team

Cross of Hope Church and Affiliated Schools President's Annual Report May 2012 – 2013

Council worked with the Congregation in the spring of 2012 to celebrate the retirement of Pastor Dale G. Bauer who began leading ministry at Cross of Hope in May 1989. Pastor Dale asked that his retirement be celebrated with small groups throughout the spring months and that was done but a "skunk works" group planned and hosted a surprise party for him and Edee the last weekend of his tenure. It was a fun and emotional time for the Bauer's and this congregation. We rejoice with Pastor Dale and Edee as they enjoy a different life away from ministry here.

In May 2012, Council established the Call Committee and the Transition Team to begin the process of preparing a Ministry Site Profile of Cross of Hope to be used to Call a new Senior Pastor. Those two groups have been working faithfully and diligently throughout the year to learn about the process of Calling a Pastor and transitioning this congregation from more than 20 years of leadership by one Pastor. A time for grieving has also been a beneficial time for exploring who we are and where we are going. The Transition Team Report will give an update about activities and next steps. Council, the Transition Team, and the Call Committee meet for 45 minutes before the Council meetings on the 2nd Tuesday to assure coordination and communication among the groups.

Pastor Russ Sorensen was called as Interim Pastor beginning June 1, 2013 and welcomed Pastor Russ and Cheri with an installation ceremony conducted that week. Pastor Russ' call is for one or more years as needed for the congregation to move through transition and Call a senior pastor.

Council held its 3rd annual Leaders Retreat in January 2013. This was a day spent together learning the role of council for new members and combining church and schools leaders for an afternoon of getting acquainted and learning policy and procedures. There are thirty-four leaders participating in this training.

Business operations received some new volunteers this year when Allen Ihlefeld (who finished his term as council member treasurer) became Assistant Director for Finance and Business Operations to assist Karen Schwartz and Mike Sakelaris joined that group as Human Resources Director. The Council also created an Administrative Officer position that is filled by volunteer Carolyn Bye.

Council member Brian Hipple, Elisa McLellan, and Allen Ihlefeld completed terms in December 2012 and new council members Jan Anderson, Bill Hicks, Mary Lloyd, and Bill Wooten began new two-year terms in January 2013. Current council members are: Jan Anderson, Geoff Bokan, Curtis Case, Ken Harrington, Bill Hicks, Ruth Hinkel, Mary Lloyd, Jeanette McNealy, Chris Morgan, Kevin Perkins, Pastor Russ, Forrest Uppendahl and Bill Wooten.

Cross of Hope Church and Schools Executive Committee and Council

Business operations for Cross of Hope Church and Schools have grown substantially over the last ten years and during the last few years; our Executive Committee has guided business operations. This report documents some of those hours being contributed to assure that our business practices are sound and that employees and volunteers receive needed support to keep daily operations moving.

Council and a designated Committee began revisions to our Constitution in 2011-2012. Revisions are complete and the second reading and vote for approval will occur at the May Congregational meeting. By-Laws are in the process of update and will be presented to the Congregation by the fall of 2013. Allen Ihlefeld and Jeanette McNeal have led this revision effort and have put more than a hundred hours into the various readings, research, and revisions as well as presentations to the council and congregation.

Protocols for business practices are being developed to provide training and standard procedures for business operations for financial and human resource programs. Our Business and Finance Director and Assistant Director assure that the payrolls are met and the supporting documents are accurate and on file. Payroll now averages thirty or more employees per pay period and payroll documents for as many as fifty employees per year as substitute teachers are paid during the school year. Monthly, quarterly, calendar year-end, and fiscal year reports for all financial activities of the church and schools are provided by Karen Schwartz (Director of Finance and Business Operations) and Allen Ihlefeld (Assistant Director of Finance and Business Operations) who support Council Treasurer Geoff Bokan in this business activity. In addition to leadership by Karen, up to ten other volunteers also serve in financial business operations for checks, counting offerings, posting financial data, and assisting the Financial Secretary. During an average week, more than 70-80 hours are volunteered to take care of the financial business of the Church and Schools. These hours are in addition to the volunteers who assist Linda in office operations on a daily basis; the Church Office is normally staffed by our Church Administrator, her assistant who is also the media person, and an office volunteer for the morning and afternoon sessions. Other volunteers also work during the week to assure Linda has assistance for the growing workload of the church office.

Human Resources Director Mike Sakelaris is working on the Human Resources Policy and Procedures Manual to provide all related information in on place for supervisors and Council members. He is also available to review position descriptions, employment offers, and other employment/employee related activities and is auditing our Official Personnel Files to assure that we are in compliance with state and federal laws and regulations. He is the Administrator for the employees' benefits plans. Mike contributes between four and ten hours a week depending upon the season and requests and his work on developing the HR Manual. Council's Administrative Officer is also assisting with this policy manual and related tasks.

Between monthly Council and Executive Committee meetings, the President and Vice President are consulted as need 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. Executive Committee members and the Administrative Officer contribute approximately 20-30 hours per week to provide for the business operations of church and school. The busiest times of the year are between January and June when stewardship and budget programs are being conducted.

The Church and Schools staffs, Pastor, the Administrative Officer, and the President (when available) meet weekly 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.

There are many opportunities available for new volunteers to assist with business as well as with the ministry where individual passions for service can be fulfilled. **Here are some areas where we currently need volunteer assistance:**

Property - Grounds:

1. Sprinkler system maintenance and routine checking to assure it is operating reliably on a weekly basis. There are sprinklers in the lawn area and for the parking islands for trees and shrubs.
2. Saturday sweeping of the sidewalks before church services on Saturday evening and Sunday mornings so that we present a neat and clean entrance to visitors and members.
3. Maintenance of the paved parking area in a litter/leaves/debris free condition.
4. Maintenance of the ditch area between the fire station and our southern boundary – weeds are a constant problem in this area and the City cites us if they are not kept down since this is a waterway for runoff during rains.
5. General debris and maintenance of the grounds and behind the sheds so that leaves, tumbleweeds, etc., do not accumulate and give us an unkempt look.
- 6.

Volunteers may sign up for any of these tasks on a one-time or continuing basis through Kevin or the church office in the property mailbox.

Church Reception Area:

Volunteers are needed to staff either of the two daily shifts from Monday through Friday during church hours. Having this reception area staffed to admit and greet visitors and members and get them connected to the correct staff person or unit is a significant assistance to Linda and the Church Office. It is an important ministry throughout the year –not just during the school year. This summer's schedule is very full, too! Volunteers may sign up at the visitors/reception desk area using the calendar

or may call the office to sign up. **Please pray about being involved in this most important welcoming ministry for our church.**

Teaching – There **are always needs** for those who would lead classes for adults and youth through the school year, summer, and VBS. Some of our volunteers have served faithfully for more than ten years at a stretch—please consider helping with the “Educating” portion of our vision—“Calling and Educating into Christ”. Remember, “Educating” is not just for the schools—it is for our members, adults or children, and those whom God is calling here to learn more about Him and develop their relationship with him. **Please be available to assist with this wonderful ministry. Contact Richard for opportunities to serve in His name.**

Serve Him with Peace and Joy –

Bill Hicks
President

Bill Wooten
Vice President

Carolyn Bye
Administrative Officer
Executive Committee
Bill Hicks, Bill Wooten and Carolyn Bye

Finance and Business / Human Resources

Finance

Bonnie Davis, 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.

Shirley McCan, Accounting Assistant (volunteer) – in training to serve as one of the back-ups in weekly accounts payable and bi-weekly payroll processing performed by Karen.

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) – 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.

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.

Counters Ministry – B.J. Owens and Katie Singleton

Stewardship Fiesta de la Esperanza – God is good! This year's Fiesta de la Esperanza was a success due to so many people's willingness to lend a hand in response to God's tug on their hearts and a love for Cross of Hope. The Italian theme was complete with ambient lighting, dining music, beautiful center pieces, along with crayons and craft paper. We were blessed with food from APS Catering, humor by Steven Weiss (aka Carnac) and "Digging Up Your Talents" by Sarah Beckman. A huge thank you to the following people (I hope I did not forget anyone): Sarah

Beckman, Steven Weiss, Pastor Russ Sorenson, Geoff Bokan, Richard Hielkema, Carolyn Bye, Jan Anderson, Wendy Sylvester, Barb Ostby, Ruth Hinkel, TJ Perry, Scott Sylvester, Linda Molde, Megan Tarin, Nancy Morrison, Linda Willoughby, Dave Pressel, Janille Hicks, Sheri Phillips, Cheri Sorenson, Patty Westerfield, Leann, Chris, Ciara and Mitchell Frazer, Connie Orbanati, Anthony Orbinati, Bill Harris, Mikayla and Miranda McNealy, Shayna Kymes, Alyssa Girard, Nancy and John Lacher, Chuck and Martha Montano, Denev Perkins, Bill Wooten, Todd Bramley, Barb Ostby, Mary Bresnahan, Deborah Rivera, Vern Osborne, Marie Mattern, Lindsay O'Roark, Lois Caipen, Karen Erickson, Mark, Luke, Jake and Anya Salisbury. - By Joan Salisbury

Endowment Fund – The Cross of Hope Endowment fund was established as part of the overall stewardship program at Cross of Hope Church. Members of the congregation have the privilege and duty to support the work of the congregation, the Rocky Mountain Synod, and the Evangelical Church in America through contributions of time, abilities, and financial support as stewards of God's gifts. Members of this congregation can fulfill this privilege and duty by giving to the work of the Church through, for example, bequests by will, assignment of life insurance, charitable gift annuities, charitable remainder trusts, assignments of certificates of deposit, and transfers of property such as cash, stocks, bonds, and real estate. The endowment Fund then uses these various gifts to, beyond the operating budget of the church, meet the needs of various ministries within the Church, and with special consideration given to ministries of the ELCA. Distributions are made through a process of written request and funds will begin to be distributed when the fund reaches \$50,000, the minimum amount required by ELCA guidelines. We are not there yet, but hope and pray that members of the congregation will consider giving to the Endowment Fund in their financial and estate planning.

Financial Secretary – John Lacher is the Financial Secretary, he enters pledges and provides reports, such as Monthly and Quarterly statements, contribution statements to the congregation, plus pledge and income status to the Executive Council. This information is obtained using the Shepherd's Staff Information System.

Audit Committee – May 6, 2013

To the President, Cross of Hope Church Council

Subject: FY 2012 Financial Review of Cross of Hope Lutheran Church and Schools

The Financial Review Committee, consisting of: Bonnie Davis and Kay Hendrickson, has started the Financial Review of the financial records for Cross of Hope Church and Schools. We estimate that the work will be completed by June 15, 2013. We are utilizing the most current guidelines published by the ELCA in February 2013. The final report will be forwarded to the Cross of Hope council president along with all work papers upon completion.

Respectfully,

Kay Hendrickson, Audit Team Leader

Property Ministry Report

Custodial – provided by Service Master - Supervisor follow-up is Council Vice President – Bill Wooten. Custodial service is scheduled to clean the church and schools each evening Monday through Friday from 9 p.m. – 1 p.m. (during the school session the emphasis is to empty the trash, clean the bathrooms and classrooms each night and the church Monday and Friday evening. The school directives or other church staff reports any additional requests to the church administrator to coordinate directly with Service Master. Any additional work such as deep cleaning of the bathroom floors, carpet cleaning, stripping and waxing of the floors need to have a quote and be approved by Executive Council before any additional work.

Property Maintenance – Kevin Perkins / Ken Harrington large items; Robert Bye / Richard Telles small maintenance items, (Carolyn Bye – EC helps to coordinate). Kevin Perkins, Ken Harrington determines the scheduling of resolution of large property items needing to be repaired, cleaned, maintained and operated. Robert Bye and Richard Telles take care of completing light property maintenance and repairs.

Set schedules for HVACC maintenance; Watering; Mowing; Property cleanups. Is responsible for schedule the dates for the fall and spring cleaning for the church congregation. Set watering schedules, mowing schedules which do not interfere with the playground use of the schools, services and City regulations of times of watering.

Temple Guards – The Temple Guards are a group of individuals who makes sure the church and schools are secure and safe. We currently have nine members including myself. A guard shift runs from Monday through Sunday and begins after all activities are completed, usually after 9:00 pm. The guard checks to make sure all doors and windows are secured, lights are shut off and the thermostats are set properly. While this is not a highly visible ministry, it is absolutely necessary for the safety and energy cost savings to Cross of Hope Church and Schools. If anyone would be interested in being a part of this elite group please contact me.

David Pressel, Temple Guard Coordinator; 505-833-3118; davidpressel@gmail.com

Technical Operations

Computer Systems Ministry – Chuck Montano, Computer Systems Ministry Coordinator

Achievements

- \$1,800 in cash donations were given directly to the ministry.
- 140 hours donated by members (Kel Orbinati, Chuck Montano), staff and Council.
- 20 hours donated by sub-contractors.

Network Improvements

- Brought network back to working order.
- Installed phones in all Elementary school classrooms.
- Upgraded wireless network throughout church.

Future Projects for 2013-2014

- Install new cable (computer, telephone, and cameras) to Preschool.
- Church-wide software upgrade.
- Install security cameras in church, elementary school, and preschool.
- Install electronic locks on all building access doors.

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 backups the church information system which is called, The Shepherd's Staff.

Web Master – Currently it is Charles Oelsner and me working on the website. I have a verbal commitment from Zach Dow to start assisting as well. I just need to find time to train him. It is hard to put a week estimate on this but I would on average, probably 1-2 hours a week, but is continuing to trend down as more people (like the teachers, office staff and designated volunteers) are becoming more knowledgeable on how to use the site. Last year we upgraded the site to use the latest and greatest web software, as well as changed the templates (look and feel) of the church, school, and pre-school sites. – Brian Hipple, Website Master

Cross of Hope Elementary School

Current enrollment at Cross of Hope Elementary School is 75 students (K-19, 1st-19, 2nd-10, 3rd-10, 4th-7, 5th-10). Our enrollment number for next year is 79 students. The economy has hit our school hard these past few years. Enrollment is at a plateau and we are finding that more and more families are in need of tuition assistance. This year we awarded \$19,500.00 in financial assistance and tuition offsets, which was \$9,000.00 more than the previous year. This coming year, we anticipate the need for financial assistance will be in the range of \$22,000.00. We continue to maintain our self-sustaining status, and will be increasing our annual stipend in support of the church to \$15,000 next year. However, 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 those tuition needs. The SOARS (School Outreach Activity Resource System) continues to research better avenues of advertising as well as to seek grant monies to support our programs.

Our current staffing is 18 individuals...16 of whom are on payroll. This is a year of transition in leadership. Sharon Halstead has chosen to step down from her role as principal in June and a new principal, Tamie Pargas, will be stepping in July 31st. Tamie Pargas comes to us with many years experience in school leadership - both public and private - and will be working with Sharon to make this transition as smooth as possible for staff, students, and families. In addition, Kindergarten teacher, Sarah Clegern, will be leaving at the end of this school year due to her family's relocation to Colorado. Candidates are currently being interviewed to fill the kindergarten position for next year. We are adding a part-time staff position of a 1st grade EA due to high numbers in 1st grade. Carla Rael, will be assuming that role, thus vacating her current position as ASC Assistant. We will seek to hire another individual to fill this position.

We welcomed several additions to our staff this year. After just four months with us, our 3rd grade teacher, Shanna Palmer, unexpectedly relocated to Texas. God provided, and over the Christmas holiday we were able to hire Amanda Gonzales. We are glad to welcome her into our family and she will be remaining with us to teach 3rd grade again next year. We also were able to hire a part-time counselor, Robert Reynolds. Again, God's timing was perfect in that tragedy befell our Nation's school system and our own immediate school family in the loss of one of our parents. His services as counselor were timely. We were additionally blessed with a new Kindergarten Educational Assistant - TJ Perry, a new PE teacher - Martha Montano, a new After School Care Director - Tara Tegard, and a new ASC Assistant - Carla Rael. All these wonderful folks will be returning again next year along with Tina Ivey - 1st grade, Rosalie Hipple - 2nd grade, Elaine Pratt - 4th grade, Amy Pickering - 5th grade, Richard Hielkema - Music, Amy Saucer - Spanish, Gloria Hubbard - Lunch Manager, Dee Bruns - Office Manager, Pam Thieme and Debbie Lambers - Library.

Our curricular programs remain strong. Students at COHES receive 3 days of Spanish instruction, 1 day of PE instruction, 1 day of music and art instruction, 1 day of library arts instruction, and daily Christian Studies instruction in addition to their core

studies every week. Programs such as tutoring/RTI/SAT and counseling as well as activities such as student council, homework club, and girl scouts continues 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. After school care is offered M-F until 5:30 p.m.

Our student council brings school spirit and motivation into the student experience here at COHES. One of the missions of the student council is outreach to the community. This year the student body raised money for scholarships, Samaritan's Purse, and the American Heart Foundation. Students also held canned food drives and clothing drives for city shelters and the Albuquerque Public Schools Clothing Bank. In addition, they took time to visit our elderly friends at Beehive Assisted Living where they shared cookies and milk and made paper flowers. COHES' mission statement is that our school excels at Christ-centered education that helps children develop their intellectual, physical, emotional, social and spiritual gifts to the glory of God and service to others. We take this mission seriously as we endeavor to be God's hands and hearts for others.

Parents of Hope continues to support our school in many ways, from direct service and fundraising to fellowship events that nurture our staff and families. Their annual Dessert Concert raised \$7,828.00 this year. This is our primary fundraiser. However, they also stepped in to accomplish major fundraising for our financial aid fund by raising another \$3,500.00-plus this year through monthly fundraising. **All** fundraising conducted by COHES is tithed back to Cross of Hope Church. Parents of Hope engage in many other school activities throughout the year, including serving lunches, helping in the library, classroom assistance, student council, community service, and facilitating our special events throughout the year.

Principal, Sharon Halstead, the COHES Board of Management, and the COH Council has collaborated to promote and improve school and church security, as well as technology at COH Church and Schools this year. This collaborative effort has brought about a doorbell system, a check-in desk at the front doors, phones in all classrooms, and server, network, internet and other systems upgrades. Mr. Chuck Montano and Mr. Dean Obermeyer continue to consult and work with church and schools in this complex and ever-changing area.

This year we were able to add 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.

Individual Donors

MJ Doherty and Jan Paris
Anthony and Deb Rivera
Bill and Bev Fry
Barb Otsby
Kay and Charles Hendrickson
Robert and Carolyn Bye
Elaine Pratt
Kevin and Tatia Greer
Joshua and Melissa Goldberg
Kathryn Fiolkoski

Doug and TJ Perry
Robert and Sheri Phillips
William and Harriet Rothlisberger
Chris and Leann Frazer
Patricia Phaklides
Gregg and Sharon Halstead
Anonymous Donor
Ruth Hinkle
Paul and Christa Gamble
David and Natalie McNichol

Gifts and Services in Kind

Diane Tagart
Mr. and Mrs. Lambert
Mr. and Mrs. Stephenson
Brian and Rosalie Hipple
Board of Management
Morgan Family
Perkins
Concert Contributions

Mary Hughes
Dolores Herrmann
Norm and Carol Sabrowsky
Greg and Nancy Morrison
Ken Harrington
Kyle Orbinati
Robert Phillips
Karen Schwartz

John Lacher
Chuck Montano
Florence BegayCOHES
Phil and Mary Lloyd
Megan Bye-JahnKevin
Mike SakelarisDessert
Mr. and Mrs. Brunick

Corporate Donors

Thrivent Financial
Sam’s Club
ABQ Hair Studio
Twisters
Subway
Octopus Car Wash

Smiths
Target
Il Vicino
Menchies
Chick Fil-A
Applebees

We have been blessed by the extraordinary teachers, families, and church community here at Cross of Hope. This is truly a special place. We look forward to the many exciting things in store for 2013-2014 school year and ask for your continued prayers as we continue this ministry.

Educating for Eternity,

CROSS OF HOPE ELEMENTARY SCHOOL BOARD OF MANAGEMENT

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

Sharon Halstead, Principal
Kaye 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 2012-2013:

- Enrollment of 95 children in our preschool program, including 7 children of Cross of Hope church members.
- Enrolled 14 preschool students into Cross of Hope Kindergarten.
- Provided mission outreach through enrolling 88 children outside our own church community.
- Maintained accreditation through the Association of Christian Schools International (ACSI). Commendations had been made by the accreditation team which had included the following: Biblical basis for philosophy, goals and mission; spiritual leadership of the director, thorough staff handbook integrating Biblical principles, teacher implementation of language activities, exceptional condition of classroom materials and equipment, and parent participation opportunities.
- 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 a new board member to the preschool board.
- Updated job descriptions and payroll documents.
- Developed a new preschool program to be implemented in 2013-2014 school year. This new program is a Pre-K class, 6 hours per day, 3 days per week, MWF. This adjustment required eliminating a morning and afternoon class to make space available for the new Pre-K class. Currently this class has 15 students enrolled and we anticipate that it will be fully enrolled at 18 when school begins in August.

Objectives for 2013-2014:

- Maintain open lines of communication with the church and elementary school.
- Complete ACSI accreditation self study to be submitted December, 2013 for site visitation in February, 2014 and renewal in June, 2014.
- Continue participation in COH "Space for the Future" team.
- Monitor new Pre-K 4 year old class; make any adjustments to insure that the new program is the best fit for the children and parents.
- Encourage staff members to continue professional development training opportunities.
- Provide financial help to one family with financial aid.
- Improve the PS fence to control wood chips and grass waste material from blowing into the preschool play area.
- Improve the interior of the preschool with new window blinds and floor tile repair.
- Fill open board positions to have full board membership.

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, Kala Craig-Smith, and Mary Sue Hale, Preschool Director

Caring Ministry

- **BeFrienders** – Pastor Russ, Jan Paris and Pat Woldt went to a BeFriender Leaders training in November 2012. There are 12 people currently being trained to be a Befriender within the congregation. Stephen Ministry which was at one time the type of care giving ministry at Cross of Hope is being phased out and replaced with the BeFriender Ministry. BeFriender Ministry is less pricy because of in town training and more adaptable for Cross of Hope to use.
- **Care Needs** – if you have a need or you know a person who has a care need: (having surgery, are ill, would like prayer, a phone call or a visit) you may fill this card out and give it to someone in the office or go online and fill the online form out (it will go directly to the administrator), that will help the office staff in getting the correct information to the pastor or prayer group and assisting the person in need in a more timely manner. - Pastor Russ Sorensen, Kay Hendrickson, Church Office

Crisis Meals 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 depending upon the time of day and what the family requests.

In 2012 and to date this year, we have hosted five memorial service luncheons. In 2012 and to date this year, our volunteers have provided 29 meals within our congregation.

It is our privilege to thank so many members who have willingly served in this ministry which include the following:

Jan Anderson, Vicki Bachman, Florence Begay, Debbie Bokan, Mary Bresnahan, Carolyn Bye, Lois Caipen, Diane Carrico, Bonnie Davis, Dita Dow, Ruth Franz, Leann Frazer, Norma Goewey, Sharon Halstead, Kay Hendrickson, Doris Herrmann, Janille Hicks, Erin Hielkema, Rosalie Hipple, Dolores Hughes, Mary Hughes, Marcella Johnson, Lynn Kymes, Nancy Lacher, Elisa McLellan, Susan McWilliam, Martha Montano, Connie Orbinati, Barb Ostby, Jan Paris-Doherty, T. J. Perry, Sheri Phillips, Diane Pressel, Deborah Rivera, Genie Rossetti, Carol Russell, Joan Salisbury, Karen Schwartz, Cheri Sorensen, Elaine Uppendahl, Gloria Valdez, Laurie Weiss and Janet Wormwood.

We welcome volunteers who love to cook and/or bake as well as those who enjoy setting up, serving and cleaning up at receptions. Should serving in this ministry be of interest to you, please contact the church office or Linda Molde at 294-8166 or lmolde@comcast.net or Ruth Hinkel at 898-0827 or ruthinkel@gmail.com

Respectfully submitted,
Ruth Hinkel and Linda Molde, Crises Care Ministry Coordinators

Heart Strings – Names, addresses, and telephone numbers are posted in the monthly Rays of Hope of those who are home-bound. They would appreciate contact from the congregation when ever your heart feels the need to do so.

Prayer Initiative / Chain – The Prayer Initiative was started in 2009 and has involved every member of our church, their families and their friends. We believe what the bible tells us in 1 Thessalonians 5:17 Pray Continually.

During this time a group of believers met to study God's word about prayer and to pray for the whole body of Christ. We studied about the different types of prayers based on the study from Jennifer Kennedy-Dean of The Praying Life Foundation; *And The Place was Shaken* which was based on Acts 4; an in-depth study of the beatitudes; A study based on the book "In the Presence of God"; Discerning the voice of God by Priscilla Shirer; and a video study on the Four Acts of Pray by Walt Wangerin.

We have had over 2000 prayer requests from many sources and over 500 prayer requests from W³ kids.

The prayer group prays every Sunday between 6 a.m. and 8 a. m. for our Pastor, assisting pastor, acolyte, ushers, music director and all who are involved with making our time of worship a spirit filled experience.

We pray daily for our leaders, from the city council to the president. There really isn't much we don't lift to God in prayer.

The 52 weeks of prayer has been a joy for us as we lift new families up to the Lord daily for one week.

One of my favorite times was the National Day of Prayer. It was a community event that brought in our neighbors to celebrate our Lord and to pray. We held the event each May and were very blessed to have our Mayor attend along with city council members and our state senator. We had the program manager from KKIM speak to us and in 2011; we were honored to have Rabbi Howard A. Kosovske. Sharon Halstead, our school principal blessed us with her words about our children every year. In 2012, our very special guest was Andrew Mattern, who gave us a different perspective about military life in time of conflicts.

I believe that Cross of Hope is blessed with a strong and faithful group of people who love to pray for you and will continue to do so.

And I know I am blessed to serve these wonderful prayer warriors.

KayHendrickson, Prayer Initiative Ministry Leader

Christian Education

Faith Formation – Kala Smith, Director of Faith Formation's mission is to challenge each member in christian growth. She is responsible for coordinating curriculum for all ages, including W³. Sunday school, adult classes, Bomb-Diggity Bible Bunch, and nursery. Kala provides training to teachers and volunteers in areas of Faith Formation. She works with members of the church staff and assists as needed. Kala occasionally writes columns for the Rays of Hope Journal, teaches, recruits teachers, and performs others duties as deemed helpful to Faith Formation growth.

Bomb-Diggity Bible Bunch – Richard Hielkema, Director of Youth and Family Ministries. Children who already attend Bomb-Diggity Sunday morning Bible study will tell you this is a high energy hour of praising God with songs, activities, Bible lessons, and just plain fun. If your children are not a part of this great Sunday morning event, they are missing having a great start to their week! Children ages 4 and older are encouraged to attend, and you are not too old if you are a teenager! Come check us out on Sunday mornings and be ready to rock and roll Bomb-Diggity style.

Rainbow Trail Day Camp (VBS) – This year the RTALC Day Camp at Cross of Hope is shifting into true ministry mode as we have 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.

This past summer Kala Smith and Esperanza Manning took on our RTALC Day camp and we had another tremendous week of education about Christ! This year Kala Smith will be directing the pre school portion of the day camp and is eager to help those young ones have a better grasp of the words that God has sent to us via the great stories of the Bible. - By Richard Hielkema, Director of Youth and Family Ministries

Special Needs VBS – 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. - By Richard Hielkema, Director of Youth and Family Ministries

Spiritual Gifts Inventory – What are your Spiritual Gifts? Many would respond that they don't have any special gifts. But...and here's the good news...every Believer in Christ has gifts and God intends for you to use them to help build His church--to His glory. It's a promise of God! You, too, do have gifts--gifts that we need at Cross of

Hope. (Romans 12:4-5) Or maybe you've noticed that your gifts seem to have changed as your faith walk has grown.

Whatever your personal situation, our team is available at all times to schedule a few hours with you in exploring more about what spiritual gifts are and what your own personal set really is. We'll also be able to share some suggestions for helping you develop them in ministries here as well as in your life.

Please contact us at any time or even join our team. We all need YOU!

In Christ's love and service,
Jan Paris, Pat Woldt, Bonnie Davis, Spiritual Gifts Leaders

Evangelism / Hospitality

HeBREWS – From a young age I've always wanted to work at a coffee shop! I got my chance this past spring of 2012 working at a cafe here in Albuquerque. I continued working there until school started in the fall. I started volunteering at HeBREWS on Sundays and really enjoyed talking to people from the church. Since I go to the second service I wasn't too familiar with people from the first service, but now that I have started at HeBREWS I have had the wonderful chance to get to know so many people from our congregation that I wouldn't have known otherwise! It's an incredible experience and I feel very blessed to have so many wonderful, encouraging people behind me! - Grace Mattern, HeBREWS Manager

Financial Peace – The eighth class of Financial Peace University (FPU) met for nine weeks beginning in January and concluding in April. We met on Wednesdays as part of the **W³** program. Of the ten who attended, five are members of Cross of Hope. Four of the families were successful in paying off a total of over \$20,000 in debt during the course. The remaining families had no debt and attended the class to gain knowledge of investing, retirement and insurance needs, and to explore the plan God has outlined in His Word for being good stewards of the resources He has entrusted to our care.

Prior to this class, the seventh class began in September 2012 and had a total of eight in attendance. We are committed to continue facilitating Financial Peace University and pray that God will touch your hearts to become part of the next class.

In His Service,

- Doug & TJ Perry, Financial Peace University Coordinators

Music Ministry

There have been few changes to our music programs this past year. The Voices of Hope choir continues to bless me and the congregation with their anthems in the 8:30 service. One special moment to me this past year was the Christmas Eve Choir! We had so many wonderful folks participate that we did not fit on the choir rises and instead surrounded the altar with not only our bodies but our voices as well.

The praise team is always striving to improve and experience new music with even a new song written by our own Don Lister added to our repertoire this year. It is always a wonderful worship experience to add the lively music of this group into our contemporary service.

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

- Richard Hielkema, Director of Music and Youth and Family Ministries

Outreach Ministries

Albuquerque Rescue Mission – On the 2nd Sunday of every odd month, Cross of Hope provides a service at the Albuquerque Rescue Mission. Typically, we have around a dozen volunteers from Cross of Hope and about two dozen of the men from Albuquerque Rescue Mission attend the service.

We meet just before 7:00 p.m. at the Albuquerque Rescue Mission Chapel and have the service from 7:00 p.m. to about 7:50 p.m. Afterwards, we go to the cafeteria for about 15 minutes for dessert. The Cross of Hope volunteers open in prayer, lead in singing songs, lead the prayer request part, and close in prayer – so, there is something for everyone. The Cross of Hope volunteers pray for the men who request prayer – and follow up with them during dessert time. While the Albuquerque Rescue Mission Ministry requires little time from the Cross of Hope volunteers (around 2 hours every other month), it pays big rewards to these volunteers in seeing their efforts make a difference.

We try to car pool, so if anyone would like a ride – just contact Mark Salisbury (mark@marksalisbury.com, 505-898-3272). The Cross of Hope volunteers also bring desserts and drinks – typically enough for three dozen people – so, contact Mark Salisbury if you would like to bring something. – Mark Salisbury, Albuquerque Mission Coordinator

Prison Ministry – At this time there are 6 individuals who are interested in participating in the Prison Ministry at COH. We have not been able to go into the prison facilities at this time because we have members who need to update their training and badges. This applies to present members and to prospective members as well. The next training class is June 15, 2013. I am working with the church to have the Chaplain from Los Lunas to come in June to recruit for new members and re-establish old group members. We hope we can get more people interested so that we can continue this important ministry here at COH. The people who have been involved in this group do so much for inmates and their families. Please keep us in your prayers that we can represent our church and community as we minister to inmates throughout the upcoming year. - By Elisa Mclellan, Prison Ministry Coordinator

Navajo Mission – The Navajo Evangelical Lutheran Mission 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. We mail in these labels every quarter which in turn helps the Mission raise money.

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

If you are a member of Thrivent Financial for Lutherans, we hope you'll remember 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, perhaps one of the following options is right for you:

The web site is at: www.nelm.org for additional information or contact Mary Herrmann Hughes: herman2shiprock@yahoo.com

- Mary Hughes, Navajo Mission Coordinator

Small Group Ministries

Adult Bible Study – Variety of class topics, Sundays, 9:45 a.m. Kala Smith – Faith Formation Coordinator

Tuesday A.M. Bible Study – A look at God's Word, Tuesdays, 7:30 a.m. Charles and Gini Murphy - Coordinators

Women's Bible Study – (WOW) On the Cross of Hope website's homepage, Pastor Russ' greeting declares, *"The ministry of Cross of Hope Church and Schools is all about connecting friends, family, faith and everyday life!"* Women on Wednesday (WOW) is a Bible study for all women that this year is celebrating 10 years of *friendship and making faith connections* through meaningful Bible study.

WOW began the May 2012-May 2013 year continuing with Sandra Glahn's *Coffee Cup Bible Studies with Frappé with Philippians*, where we journeyed back to first-century Philippi and got a glimpse of the joy we can experience when the church is united with one focus: seeing humanity's need and making known God's solution in the person of Jesus. *Premium Roast with Ruth* helped us recognize that in an unjust world God is still in control and calls us to self-sacrifice on behalf of others needing justice and mercy. *Espresso with Esther* reminded us that, though we may want God to show up and speak in a thunderclap or write instructions by forming the clouds into letters, most days we must act in trust and obedience without knowing how everything's going to turn out. God often uses flawed people to accomplish His purposes "for such a time as this" in every age. In *Kona with Jonah*, we encountered the character of God and recognized our own need to embrace radical forgiveness. In seeing God's love for the murderous people of Nineveh, we come face to face with one whose mercy extends even to the most despicable. Ending the year with, *Cappuccino with Colossians*, the apostle Paul helped the Colossians, and us, to see Jesus in His true glory as firstborn, as master, as Lord, and as God. We recalled that "He created all things; He is before all things; in Him all things hold together. He is the image of the invisible God!" And, we discovered that the ultimate witness to the world is how we, as members of the body of Christ, should love one another.

Average attendance this year was 15 ladies, which included the addition of 5 new participants. 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. Sheri Phillips - WOW coordinator

Hope Gardeners – The Hope Gardeners meet during the growing season, from April through October. We maintain the garden area around the front entrance; we weed and attempt to keep the landscape area neat.

We meet every Friday from 9:00 am till noon. The last hour of that is usually spent in fellowship with devotion and refreshments.

During last year's season our helpers were Carol Russell, Andrea Mattern, John Lacher, Barb Ostby, Ruth Hinkel.

We would like to invite anyone who likes gardening or puttering around out-of-doors. We appreciate all hand that would like to help. – Ruth Hinkel and Barb Ostby, Hope Gardener Coordinators

Koinonia Groups – Achievements / Changes: There are currently 7 Koinonia Groups at COH (one brand new). Koinonia Circle of Hope has disbanded. Some members have found other groups. Koinonia Hope has disbanded. As of October 2012, Martha Montano is the new Koinonia Coordinator.

Martha Montano had the pleasure of meeting with 6 of the 7 groups. A new member class has been completed in March 2013 and a new group has formed – Koinonia Spring.

Service Projects: Fair Trade Fair, collecting food for Joy Junction, support of Wings Ministry, participating in congregational cleaning events, and collecting food for the Animal Humane Society.

Goals for 2013-2014: Martha would like to hold an “all-group” Koinonia dinner. The purpose of this dinner would be for the groups to talk about what they are doing in their studies, see what has worked in the past, and how to proceed into the future.

Formation of 2 new groups.

Call former members of Koinonia groups to find out if they are looking for a new spot and call new members to form new groups. - By Martha Montano, Koinonia Coordinator

MOPS – Cross of Hope MOPS had a year of stretching to reach new moms in the group. We served a total of 29 moms and 41 children; 8 moms were new to the group. We've been incredibly blessed by the cooperation we receive from West Mesa Christian Church for facility use. In October the MOPS Steering Team spent 3 1/2 hours at WMCC, cleaning and sanitizing the rooms which are used for childcare. We were able to bring meals to two families in our group with new babies, and one family whose child underwent surgery.

We had ten women on our steering team this year: Jen Bogart (coordinator), Heather Laughlin, Rebecca Bodily, Tiffany Clark, Linda Copeland, Carrienne Doughty, Amy McGee, Jeanette Ortega, Rachel Sanders, and Francine Sedillo. We were mentored by Debbie Lambers and Pam Thieme. The steering team met the first Friday of the 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; 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 childcare workers; for each meeting we had roughly ten workers in our five classrooms for 3 hours each meeting day.

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.

To highlight some of our memorable meetings: Officer Steve Sink with the Albuquerque Police Department spoke about safety in and out of the home; a librarian shared the Every Child Ready to Read program through the Albuquerque Bernalillo County Library system and distributed books; group members shared some great ideas for planning, organization, and decision making in the home during our Domestic Divas event; and our last meeting in May we look forward to steering members sharing their Favorite Things, with giveaways for everyone. This has been a year of challenges and triumphs, as we expected, and we're happy to have successfully reached these women as we all strive to be the best moms possible.

Linda Copeland, MOPS Publications Coordinator

Lunch Bunch – As these members who are in Lunch Bunch know, we meet once a month on the 4th Wednesday at 1 p.m. We do this to let the Restaurant have room for us after the lunch crowd. All we do is eat and visit. It takes me two or three hours a month to arrange for our lunch. I try to visit the restaurant to see if they have room for us. We usually have 14 to 16 people. I also check the food and make sure they will give separate checks. Call me for your reservation several days before the lunch.

Stanley Socha, Lunch Bunch Coordinator, 839-7416

Worship Ministry

This year of transition has been bright and filled with God's love shown by the many ministries I am blessed to serve.

We held a training of hosts/greeters and ushers early this year and are glad to welcome John Stewart as a new Usher. Becky Stewart joined the Altar Guild along with Shirley McCan. (1.5 hr per week).

Of special note is the retirement of Arline Skindelien, after many years of service as a Nursery Assistant. Thank you for your service.

On April 7th we welcomed a new nursery assistant, COH member, Erin J. Myers. She is a great addition to our nursery. Welcome, Erin! (Nursery workers spend 4 hours each Sunday (2 hr per week each); and they also work during the week Wednesdays at W³ (1 person 2 hours, 1 additional person needs to be added, Thursday nights during choir practice (1.5 hr per week) (1 hr per week caregiver); and special services and events (20 hr per week).

Karen Erickson came aboard as Kitchen Coordinator this year and she is doing a wonderful job. She and her husband Larry painted the kitchen and the property team helped out by painting some of the ceiling tiles. The kitchen looks fabulous! Thank you, Karen. Thanks to everyone who donated time in the kitchen, defrosting the freezer, cleaning refrigerators and keeping things clean and organized. (4 hr per week)

Altar Guild had their youngest Altar Guild member, Zach Zimmer; help out making the communion bread. Sheri said he was a big help. (3 hr per week)

Thank you to all of the Worship Ministry Task Coordinators/Leaders for your constant leadership and guidance of your ministry here at Cross of Hope. It is an honor to be partners with you in our congregation. (3-6 hr per week)

New volunteers—Workers of Hope—are always welcome throughout the year to serve as **ushers, hosts, lectors, outdoor worship service set-up team members, and nursery volunteers**. If you can volunteer any time during to these ministries, we would love to have you become a Worker of Hope in Worship Ministry. Please join us. **We especially need lectors and greeters for the 10:45 service and a Faith Journey coordinator**.

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

Worship Ministry Task Coordinators/Leaders April 2013

Acolyte Coordinator	Joan Salisbury
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	Sheri Phillips
Banner Babes Team Leader	Diane Carrico
Drama Team Leader	Diane Pressel
Faith Journey Coordinator	***Not filled
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	Joan Salisbury
Wedding Coordinator	Dolores Hughes/Genie Rossetti/TJ Perry
Coffee—Sunday Morning Coordinator	Elisa McLellan
Kitchen Coordinator	Karen Erickson
Member Follow-Up	Joan Salisbury

Thanks for your support throughout the year. Let's rejoice! He is Risen!

Connie Orbinati
Worship Ministry Director
cohworship@crossofhope.org

Acolyte – There are 14 active acolytes. There are about 122 services these kids need to cover. Thus each child will get to do about 9 services a year. I spend about 5 hours in training them each year, about 10 hours getting the schedule set up and then another 10 hours with schedule troubleshooting and maintenance of equipment. This ministry probably averages about a half hour a week across the year. I usually get one of the confirmation teachers to help me with the training in the fall.

Here is the list of acolytes

Kristen Case	Ciara Frazer	Anthony Orbinati
Alex Rossetti	Marie Mattern	Travis Ashe
Christian Guiney	Reese Mancha	Mikayla McNealy
Joshua Spinks	Melissa Hipple	Shayna Kymes
Dante Rossetti	Jake Salisbury	Elizabeth Shay
Adam Stell		

Reported from Joan Salisbury, Acolyte Ministry Coordinator

Altar Guild – Sheri Phillips, Altar Guild Coordinator

New Sacristans: Shirley McCan, Becky Stewart

Sacristans (5/12-5/13) (Many served more than one month): Nicole Bencomo, Carolyn Bye, Janie Cordova, Dita Dow, Norma Goewey, Kay Hendrickson, Marcella Johnson, Lynn Kymes, Shirley McCan, Kim O'Roark, Sheri Phillips, Genie Rossetti, Lisa Shay, Becky Stewart **SPECIAL THANKS TO HONORARY SACRISTAN, RON CORDOVA FOR FILLING CHALICES AND PLATING BREAD EVERY SUNDAY!**

Wine Donated: 29 - 1.5 liter bottles

Juice Donated White Grape: 12 half-gallon bottles

By: Anthony & Valerie Girard, John Goewey, Gini & Charles Murphy, Sheri Phillips, Norman & Carol Sabrowsky, Forrest & Elaine Uppendahl, Richard & Gloria Valdez

Baptisms: 5

Assisting Minister – The Assisting Minister writes the introductory Prayers of the Church using additional information from the Pastor regarding those for whom the congregation is praying each week; assists the Presiding Minister with communion, baptisms and other special orders of the service. Those who serve as Assisting Minister at the 9:30 services also serve as Lector for that service.

Banner Babes – The Banner Babes have had a very successful year. First of all, we have doubled our membership. 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 9 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 2 goats and 6 chickens for farmers in Third World countries. – Diane Carrico, Banner Babes Coordinator

Kitchen – I began working in the Kitchen Ministry January 2013. I donate an average of 6 hours per week in volunteer time. That time is spent cleaning the kitchen and the coffee bar, washing kitchen towels, purchasing supplies for **W³** as well as coffee/filters for church use.

In March 2013, my husband and I painted the COH kitchen (paint supplies were donated). At the same time Bruce Molde arranged the donation of a new stove and Robert Bye replaced and painted some of the damaged ceiling tiles. The kitchen also has a new, stocked First Aid Kit.

Because the COH kitchen is used by many groups, primarily COHES and **W³**, the individuals associated with those groups also help with the care of the kitchen.

A "Kitchen Shower", to address and benefit the needs of the kitchen, is been planned for September 2013. The shower planning committee is led by Linda Molde, Ruth Hinkel and Karen Erickson.

"Cleanliness is next to Godliness". I am blessed to serve God in this small way.

- Sincerely, Karen Erickson, Kitchen Coordinator

Lector – The Lector ministry has 10 members for the 8:30 service and 8 members for the 10:45 service. Readers usually volunteer to read for one month at a time, although a few have chosen to share the month and read for 2 weeks. It has been helpful to have the Hope Filled Happenings e-mailed on Friday so that the readers can look up the verses (if they have forgotten to keep it from the previous Sunday.) Finding volunteers and keeping track of schedules takes about two hours per month. – Mary Hughes, Coordinator

Drama Group Ministry – The Drama Team has been "acting up" for several years now. In addition to our main event, the OktHOPERfest play, we do several sermon dramas during the year and performances at special events. We are always looking for new members! – By Diane Carrico, Drama Ministry Coordinator

Hosts – I would like to extend a hearty Thank You to the faithful greeters of the 8:30 service, who so cheerfully welcome our worshipers: David & LeAnn Gibbs, the McNealy Family, Charlie & Gini Murphy, the Salisbury Family, and Carol Russell.

We welcome aboard Richard & Nancy Brunson and Pat Woldt.

- Greetings, Ruth Hinkel, Hosts Coordinator

Nursery – Alyssa Girard, Nursery Manager
The nursery caregivers provide joy and the love of Christ to the smallest members of Cross of Hope. The nursery staff cares for the children during Sunday morning services and other scheduled events.

Outside Worship – This service is a very family friendly time where you can bring a lawn chair or blanket or use ones provided and enjoy the beautiful Albuquerque weather. It includes being blessed by the preaching of the gospel, contemporary Christian music, and many wonderful experiences for children. This service begins at 10:45 a.m.

Sanctuary Flowers – Barb Ostby, Flower Arranger
People may sign up for flower bouquets especially arranged by Barb Ostby for Sunday services. Poinsettias and Lily's may be purchased during Advent and Holy Week in honor of their loved one or in celebration of a birthday or anniversary.

Ushers – Ron Cordova, Usher Coordinator

Persons are welcomed at the sanctuary door, given a bulletin and directed to a seat. The Usher's assists with sanctuary lighting, taking offerings, assistance with the congregation during a service.

Visitor Follow-up Ministry – Joan Salisbury**First Time Visitor Bag Delivery**

A bag with a New Testament and the Pastor's business card was hung on the door of their home. I spend about 1 hour per person on this task, so about ½ hour per week or so. I delivered 1st time visitor bags to 17 households in 2012. Reported from Joan Salisbury, Visitor Follow Up Ministry Coordinator

#	Name	Address	Notes	Service	Bag Deliver
1	Audrey Jahn	2305 Brackley NW Albuquerque, NM 87120	505-831-3569	12/30/12	1/4/13 - JS
2	Brice A. McCan	509 Hondo Rd SW Rio Rancho, NM 87124		12/24/12	1/4/13 - JS
3	Steve Kane and Olga Valano	4821 14 th St NW Albq, NM 87107	Lotus Kane	12/23/12	12/24/12 - JS
4	Jack and Kathy Lovell	10428 Bilboa St NW Albuquerque, NM 87114	792-1171	11/11/12	11/13/12 - JS
5	Ed and Adrea Rogers	709 10 th Ave SE Rio Rancho, NM 87124	Daughter 1 st grade in COHES	8/26/12	8/28/12 - JS
6	Ashley Cohee	5300 Justin Dr NW Albuquerque, NM 87114	ANCOHEE@hotmail.com	8/19/12	8/20/12 - JS
7	Georganna Di Mattina	5601 Taylor Ranch Dr. NW Apt #811 Albuquerque, NM 87120	Rebecca 9-22-99 Anthony 3-28-01 505-385-3950	7/8/12	7/11/12 - JS
8	Jerry and Judy Pekarek	2108 Gazelle Rd Rio Rancho, NM 87124		6/24/12	6/26/12 - JS
9	Woodie Dreyfus	12917 Eagle Dancer Trail NE Albuquerque, NM 87112	Guest of Herb Delker	6/17/12	6/18/12 - JS
10	Richard and Nancy Brunson	2209 Garden Rd NE Rio Rancho, NM 87124	Guest of Pastor Lee	6/17/12	6/18/12 - JS
11	Joleen Taylor	4624 Periwinkle Ct NW, Albuquerque, NM 87120		6/10/12	6/13/12 - JS
12	Rachael Mallis	1803 ½ Alvarado Dr NE Albuquerque, NM 87110	Guest of Jared and Liz Mallis	4/1/12	4/3/12 - JS
13	William and Jill Foster	2623 Camino Cordoba SE Rio Rancho, NM 87124	two small children, Nathaniel and Noelle.	4/1/12	4/3/12 - JS
14	Joelyn Beach	4341-A 12 th Court, NW Albuquerque, New Mexico 87107	505-312-2629 Niece of Gini Murphy	3/25/12	3/27/12 - JS
15	Larry and Amber Bailey	3108 Vista Maravillosa NW Albuquerque, NM 87120	505-401-3746	1/29/12	1/31/12 - JS
16	Thomas Vacaholt	6600 Bluewater Apt. J294 Albuquerque, NM 87121	410-9285 Guests of Garcia	1/8/12	1/9/12 - JS
17	Celorinda Crespin	7113 4 th St NW Apt C Albuquerque, NM 87107	340-9292 Guest of Davis family	1/8/12	1/9/12 - JS

Weddings – Facilitates the bride and groom's use of the church facilities to insure a successful and memorable wedding. Assures that the wedding information packets are complete and reviews the information with the wedding couple to determine their

specific needs for dressing rooms, placement of flowers, seating capacity and special seating arrangements, bulletins, fees, reception space, placement of guest registers, gift tables and other accouterments of the wedding setting. Assists in coordinating with the Pastor rehearsals and wedding service planning. – Wedding Coordinators are Genie Rossetti, Dolores Hughes and TJ Perry.

Youth and Family Ministries

Senior High Youth – SHY – The big news for our **SHY** group this past year was our trip to New Orleans for the ELCA National Youth Gathering. It was quite an adventure and we are so grateful to the contributions of our church family for making this trip a possibility for the 15 SHY and 4 adults.

MHY- This year the MHY group began meeting as a whole instead of by each grade for their confirmation studies during **W³** and also on Sunday mornings. This new approach brought a more cohesiveness to the group and they are looking to attend the RTALC confirmation camp at the end of June.

Walking In the Way Wednesdays (W³) – This is the fourth 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 70 and 90 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 inclusion of the new member class to the **W³** evening!

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

Some areas where we will need help next year are:

- Kitchen/Great Hall clean-up
- Extra adults to teach or assist with teaching younger classes

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

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, Director of Music and Youth and Family Ministries

First Communion – This year we did not have a first communion class as it was a combined class during last year's Walking in the Way, Wednesday program. We will offer the class during the second semester of **W³** 2013-2014 for all those who will then be in 5th grade.

Confirmation – This year we are in the process of transition with Confirmation Ministry. The purpose of Confirmation ministry is to encourage a deep and fulfilling relationship with God and with other Christians. We work together on the foundation

pieces of that journey during these middle school years. Families and friends are key elements in faith formation that will last a lifetime! The primary focus of Confirmation time for 6th-8th grade students is during W3 on Wednesday nights. In addition, because of scheduling issues for parents and families we offered Sunday alternative sessions. We are encouraging the use of the "Faith 5" in all homes. This is a five step process for all families to stay closer together. The components of "Faith 5" are: Share highs and lows. Read the verse for the day. Talk about how the verse relates to your highs and lows. Pray for your highs and lows, for your family and world. Bless one another using a blessing provided.

This school year we had a unit on the Ten Commandments and a second unit on the New Testament. Included in the material for the session is a take-home journal. By meeting with all 6th-8th grades together we especially noticed a growing sense of connection and support across the grades on Wednesday nights. The hope is that by the time they enter the SHY group in the 9th grade they will already feel at home with each other.

Another change is that the service of Affirmation of Baptism (Confirmation Service) is scheduled for the fall of the 9th grade year instead of the spring of the year. We have scheduled it for Reformation Sunday, October 27, 2013. By this time, the new 9th graders will already be connected with the SHY group and will have a special 9th grade retreat session in the fall of 2013 in order to focus on their faith statement and preparation for the Affirmation of Baptism service. Please continue your prayers for these great students and their families! – Pastor Russ Sorensen

Prayer Buddy – The commitment to be a Prayer Buddy is three years. You will agree to remain completely anonymous for that time, and pray daily for your buddy (confirmation student). You can send birthday cards, Christmas cards, encouragement cards, etc., (using the church's address as your return address, but we do ask that you do not send gifts).

It is a very exciting ministry for our confirmation students. They know someone is praying for them but they don't know who. Then, at the end of their 8th grade year, they finally learn who has been their Prayer Buddy and that is a very special moment for our youth, as well as their Prayer Buddies. - Denev Perkins, Prayer Buddy Coordinator

Boy Scout Troop 126 – The Cross of Hope Lutheran Church's Boy Scout Troop 126 is the largest on the west side with approximately 78 Scouts and 49 adults. This February we crossed over 16 new Scouts from the ranks of the Cub Scouts.

This year the Troop will recognize 6 new Eagles. This continues to be a higher percentage of Eagle Scouts than the national average. The Scouts who do earn their Eagle in this Troop will have truly earned the right to wear the badge. Through their

Eagle Scout service projects the Troop provides hundreds of hours of service to our community.

I would like to take this opportunity to thank the congregation for their support. With your support the Troop will continue to provide a program that will help young men develop character and leadership skills through fun, exciting, and challenging programs and outings. - Yours In Scouting. Kirk Allman, Scoutmaster

Girl Scout Troop 10426 – Cross of Hope Girl Scout Troop 10426 currently has 17 scouts and 4 troop leaders. Our regular scheduled meetings are held every other Thursday during the school year at COH. Many of our meetings are spent working on Girl Scout patch requirements, crafts, and games. Some of the patches the girls earned this past year include ABQ BioPark Giraffe Patch where they learned all about Giraffes and visited the zoo, the 300 Years of Albuquerque Patch that encouraged the scouts to get out and enjoy this wonderful city as well as taught them about Albuquerque's rich history, Financial Literacy, Cookie Sales and Daisy Petals.

The troop was formed in January 2012. In addition to having fun and providing opportunities for the girls to explore their various interests, we encourage them in age-appropriate ways to become leaders and take an active interest in their community.
– Heather Bakas, Girl Scout Troop Leader

Proposed 2012/2013 Budget

Revenues	
General Fund	\$446,275.00
Other Giving	\$20,000.00
Sunday School	\$0.00
Preschool cost share	\$15,800.00
School cost share	\$17,500.00
VBS Registration	\$5,000.00
Interest Income	\$0.00
Misc. Income	\$6,500.00
Newsletter Ad Sales	\$750.00
HEBREWS	\$6,500.00
Total Revenues	518,325.00
Expenses	
Worship Supplies	\$2,500.00
Worship Supplies - Printed Mat	\$1,300.00
Substitute Pastor	\$1,050.00
Spiritual Gifts	\$200.00
Nursery Attendants	\$200.00
Performers / Substitutes	\$2,000.00
Music	\$1,500.00
Rainbow Trail	\$600.00
RMS / ELCA	\$20,000.00
Called Ministries	\$300.00
Fiesta de la Esperanza	\$850.00
Giving Envelopes	\$740.00
Adult/Youth Curriculum	\$1,000.00
Small Groups/Adult Education	\$150.00
New Members	\$200.00
Misc. Evangelism	\$250.00
Las Posadas	\$5,000.00
VBS - Special Needs	\$200.00
VBS - Day Camp	\$3,000.00
Alpha	\$250.00
Confirmation	\$1,000.00
Mid High Youth	\$750.00
SHY Programs	\$750.00
Personnel Salaries & Benefits	\$270,236.00
Postage	\$1,500.00
Paper	\$1,500.00
Administrative Supplies	\$2,500.00
Advertising - General	\$600.00

Proposed 2012/2013 Budget

Newsletter Costs	\$1,600.00
Copier Maintenance	\$1,000.00
Toner	\$1,000.00
Copier Supplies	\$200.00
Bank Charges and Fees	\$200.00
Direct Deposit Fees	\$225.00
Business Admin - General	\$1,500.00
Council Discretionary	\$0.00
Utilities	\$26,500.00
Telephone	\$5,900.00
Insurance	\$19,000.00
Debt - Principal	54,600.00
Debt - Interest	61,282.00
Taxes	225.00
Depreciation - Building	\$0.00
Depreciation - Improvements	\$0.00
Depreciation - Equipment	\$0.00
A/V Equip Repair & Replacement	\$750.00
Computer / Technology Maintenance	\$300.00
Computer / Technology Support	\$500.00
Computer Hardware/Software	\$3,000.00
Custodial Supplies	\$6,500.00
Property Supplies	\$1,250.00
Maintenance	\$5,000.00
HEBREWS	\$4,000.00
Synod Assembly	\$2,000.00
Savings - Youth Convention	\$1,667.00
Total Expenses	518,325.00