

# 2023 ANNUAL REPORT

Presented at  
The Annual Congregational Business Meeting

January 28, 2024

President: Jim Clevon  
Interim Pastor: Patsy Koeneke



Our Mission Statement:

“With faith in God’s grace, we share Christ’s love with all,  
so that lives are transformed by the Holy Spirit.”

Motto: “Trusting Grace, Sharing Love, Changing Lives”

**Sierra Evangelical Lutheran Church**  
**101 North Lenzner Avenue, Sierra Vista, AZ 85635**  
**[www.selcaz.org](http://www.selcaz.org)**



## INDEX

Agenda of the SELC Annual Meeting for January 28, 2024 .....	4
Minutes of the SELC Annual Meeting of January 22, 2023 .....	6
Statistical Report.....	8
Nominating Committee Report .....	9
2024 Proposed Mission Plan.....	10
Congregation Council President’s Report.....	15
Pastor Koeneke’s Report.....	16
Director of Faith Formation’s Report.....	18
Financial Secretary’s Report .....	19
Treasurer’s Financial Reports .....	21
Altar Guild Report .....	30
Altar Guild Financial Report .....	31
Columbarium Report .....	32
Evangelism .....	32
Fellowship Team Report .....	33
Hunger Committee Report .....	34
Lay Eucharistic Minister Report .....	35
Music Ministry Report .....	35
Reconciling In Christ Ministry Report .....	36
Service Team Outreach Ministry Report .....	37
Shepherd’s Fold Child Care Center Report .....	39
Stewardship Team Report .....	45
Stitch-in-Time Quilter’s Report .....	46
Trustee’s Report .....	47
Trust Fund Report .....	48
Visitation Ministry Report.....	49
Women of SELC Report .....	49
Worship and Music Report .....	50

**AGENDA OF THE SELC ANNUAL MEETING JANUARY 28, 2024**

**SIERRA EVANGELICAL LUTHERAN CHURCH  
ANNUAL CONGREGATION MEETING  
January 28, 2024**

1. CALL TO ORDER

2. OPENING PRAYER – Pastor Patsy Koeneke

3. APPROVAL OF THE AGENDA

4. APPROVAL OF THE MINUTES FOR JANUARY 2023

5. VOTING ON THE ROSTER OF NOMINEES FOR OFFICE:

President	Debra Koltveit	1 year position
Vice President	Patricia Shaner	1 year position
Secretary	Lynn Light	1 year position
Treasurer	Vacant	1 year position
Financial Secretary	Sandy Stephenson	1 year position
Council Member At Large	Kalyn Kelly	1 year position
Council Member At Large	Dave Dechant	1 year position
Council Member At Large	Becky Randall	1 year position
Council Member At Large	Jim Thompson	1 year position
Lay Eucharistic Minister	Carl McCourt	3 year position
Trust Fund	Glen Sanner	3 year position
Trustee	Craig Anderson	3 year position
Trustee	James Brunk	3 year position
Trustee	Sandy Hall	3 year position

6. OLD BUSINESS – N/A

7. NEW BUSINESS

A. 2024 Mission Plan:

1. Overview of Plan – Lynette Nowlan
2. Discussion and Voting – Shall the 2024 Mission Plan be accepted?

B. Three adult voting members are needed to be recommended (with their permission) and approved to attend the Grand Canyon Synod Assembly, during June 13<sup>th</sup> – 15<sup>th</sup> 2024. The assembly will be held at Love of Christ Lutheran Church in Mesa Arizona.

8. OTHER BUSINESS – N/A

9. CLOSING PRAYER – Congregation Member - Jim Cleven

10. ADJOURNMENT

# ANNUAL MEETING MINUTES

## January 22, 2023

### 1. CALL TO ORDER –

A. Meeting was called to order at 10:30 AM

B. MEMBERS PRESENT: 74 SELC Members led by Jim Cleven Council President presiding

### 2. PRAYER AND DEVOTIONAL – Pastor Mark Perry

3. APPROVAL OF THE AGENDA – Motion to accept by Sharlene Larsen; seconded by Leslie McCourt. Approved by acclamation.

4. APPROVAL OF THE MINUTES FOR JANUARY 2022 –approved by acclamation.

### 5. VOTING ON THE ROSTER OF NOMINEES FOR OFFICE:

President	Jim Cleven	1 year position
Vice President	Sandy Hall	1 year position
Secretary	Lynn Light	1 year position
Treasurer	Lynette Nowlan	1 year position
Financial Secretary	Sandy Stephenson	1 year position
Council Member At Large	Kalyn Kelly	1 year position
Council Member At Large	Dave Dechant	1 year position
Council Member At Large	Becky Randall	1 year position
Council Member At Large	Jim Thompson	1 year position
Lay Eucharist Minister	CJ Abraham	3 year position
Lay Eucharist Minister	Anna Bratlien	3 year position
Trust Fund	Jan Bowie	3 year position
Trust Fund	Nancy Hagen	3 year position
Trust Fund	Carol Jordahl	3 year position

Trustee	Monty Brandes	3 year position
Trustee	Vacant	3 year position
Trustee	Vacant	3 year position
Trustee	Vacant	3 year position

There being no nominees from the floor, Approval of the Roster Of Nominees for Office For 2023 was made by acclamation by those present.

6. APPROVAL OF MISSION PLAN:

A. Overview of Plan – Lynette Nowlan

B. Discussion and Voting – Motion to accept made by Cindy Wiste. Seconded by Leslie McCourt. 73 Ballots were submitted. Motion passed with 69 Yays and 4 Nays.

7. OLD BUSINESS – N/A

8. NEW BUSINESS – A motion was made by Betty Burford and seconded by Leslie McCourt for the adoption of the following Welcoming Statement which also enables us to become a Reconciling In Christ (RIC) faith community:

*Sierra Evangelical Lutheran Church is here to welcome all. Our ministry is rooted in God’s Word and unconditional love revealed most fully in Jesus Christ, offering respect and acceptance of people of all sexual orientations, gender identities, and expressions, race, ethnicity, physical/mental abilities, age and economic circumstances. We commit ourselves to making justice, racial equity, and inclusivity a true cornerstone of our church. We invite you to grow in Christ’s love as we learn from one another, fully saints and fully sinners. We ask for God’s Grace and power to help us be a church where all truly feel safe, accepted, and freed to live out their divine calling.*

After some discussion, the motion passed. Of the 71 votes received, there were 63 Yays and 8 Nays.

10. COMMUNICATIONS – N/A

11. CLOSING PRAYER – Jim Clevon

12. ADJOURNMENT– Meeting adjourned at 11:32 AM

Respectfully submitted,  
Janet Bobar  
SELC Congregation Council Secretary

## STATISTICAL REPORT

### BAPTISMS

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### CONFIRMANDS

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### NEW MEMBERS RECEIVED

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#### IN MEMORY

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Alexandria Fulford  
Bryan Hayes  
Sharlene Larsen

Jerry Regan  
Paul Wirsching

### MEMBERSHIP STATISTICS

Total Membership December 31, 2022  
329 Baptized            249 Confirmed

Total Membership December 31, 2023  
231 Baptized            172 Confirmed

Active Membership\* December 31, 2023  
150 in 109 households

*\*individuals who have attended worship at least once in the last 2 years*

### WORSHIP ATTENDANCE

2022 Average per Sunday - 88  
2022 Average of online "user" log-ins per Sunday – 33

2023 Average per Sunday - 93  
2023 Average of online "user" log-ins per Sunday - 33



**SELC LEADERSHIP NOMINATIONS FOR 2024**

	<b>To be voted on</b>	
<b>Position</b>	<b>Current</b>	<b>Proposed</b>
President	Jim Cleven '21	Debra Koltveit
Vice President	Sandy Hall '21	Patricia Shaner
Secretary	Lynn Light '23	Lynn Light
Treasurer	Lynette Nowlan '21	<u>Vacant</u>
Council Member At-Large	Dave Dechant '23	Dave Dechant
Council Member At-Large	Becky Randall '23	Becky Randall
Council Member At-Large	Jim Thompson '20	Jim Thompson
Council Member At-Large	Kalyn Kelly '23	Kalyn Kelly
Financial Secretary	Sandy Stephenson '22	Sandy Stephenson
Lay Eucharistic Minister	Carrisa Bratlien	Carl McCourt
Trustee	<u>Vacant</u>	Craig Anderson
Trustee	<u>Vacant</u>	James Brunk
Trustee	<u>Vacant</u>	Sandy Hall
Trust Fund	Monty Brandes	Glen Sanner

**For information the following are incumbents with remaining time in office:**

Lay Eucharistic Minister	Jane Strain	Year 3 of Term 2
Lay Eucharistic Minister	CJ Abraham	Year 2 of Term 2
Lay Eucharistic Minister	Anna Bratlien	Year 2 of Term 1
Trustee	Monty Brandes	Year 2 of Term 2
Trust Fund	Fred March	Year 3 of Term 2
Trust Fund	Jan Bowie	Year 2 of Term 1
Trust Fund	Nancy Hagen	Year 2 of Term 1
Trust Fund	Carol Jordahl	Year 2 of Term 1

Nominating Team:

Lynn Light, Anna Bratlien, Debra Koltveit, Chari Poteet and Doris Randolph

**SELC PROPOSED 2024 MISSION PLAN AS OF 01-07-24**

Line #	Category	2023 MP	2024 Proposed	CHG
	<b>Projected Income</b>		<b>372,291</b>	
	Miscellaneous Expense	0	0	0
	<b>PASTOR</b>			
1	Salary	44,680	52,000	7,320
2	FICA	5,127	6,500	1,373*
3	Benefits	37,905	22,100	(15,805)*
4	Continuing Education	1,500	2,000	500
5	Housing	27,600	32,500	4,900*
6	Car	4,500	4,500	0
7	Substitute Pastor/Sabbatical	2,500	2,500	0
8	Professional Expenses	200	1,000	800
9	Moving Expense	0	10,000	10,000*
<b>10</b>	<b>Total</b>	<b>124,012</b>	<b>123,100</b>	<b>(912)</b>
	<b>FAITH FORMATION DIRECTOR</b>			
11	Salary	37,113	19,656	(17,457)
12	FICA	2,839	1,504	(1,335)
13	Continuing Education	1,000	1,000	0
14	Auto Expense	1,200	600	(600)
15	Professional Expense	200	200	0
<b>16</b>	<b>Total</b>	<b>42,352</b>	<b>22,960</b>	<b>(19,392)</b>
	<b>ADMIN ASSISTANT</b>			
17	Salary	39,489	20,748	(18,741)
18	FICA	3,021	1,587	(1,434)
<b>19</b>	<b>Total</b>	<b>42,510</b>	<b>22,335</b>	<b>(20,175)</b>
	<b>OFFICE ASST, PT</b>			
20	Salary	8,864	5,510	(3,354)
21	FICA	678	422	(257)
<b>22</b>	<b>Total</b>	<b>9,542</b>	<b>5,932</b>	<b>(3,611)</b>
	<b>MUSIC DIRECTOR (includes chancel choir director and contemp music leader)</b>			
23	Salary	4,692	12,000	7,308
24	FICA	359	918	559
<b>25</b>	<b>Total</b>	<b>5,051</b>	<b>12,918</b>	<b>7,867</b>
	<b>Principal Musician (includes organist; chancel choir accomp; contemp music asst and mid-week svcs)</b>			
26				
27	Salary	17,131	17,131	0
28	FICA	1,311	1,311	0
<b>29</b>	<b>Total</b>	<b>18,442</b>	<b>18,442</b>	<b>0</b>
	<b>PIANIST</b>			
30	Salary	2,447	0	(2,447)
31	FICA	187	0	(187)
<b>32</b>	<b>Total</b>	<b>2,634</b>	<b>0</b>	<b>(2,634)</b>
	<b>SUBSTITUTE MUSICIAN</b>			
33	Salary	500	1,000	500
34	FICA	38	77	38
<b>35</b>	<b>Total</b>	<b>538</b>	<b>1,077</b>	<b>538</b>

SELC PROPOSED 2024 MISSION PLAN AS OF 01-07-24

Line #	Category	2023 MP	2024 Proposed	CHG
<b>HANDBELL CHOIR DIRECTOR</b>				
36	Salary	0	3,000	3,000
37	FICA	0	230	230
<b>38</b>		<b>0</b>	<b>3,000</b>	<b>3,000</b>
<b>GUEST MUSICIAN STIPEND</b>				
39	Guest Musician Stipend	0	0	0
<b>40</b>	<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>BOOKKEEPER, PT</b>				
41	Salary	0	7,200	7,200
42	FICA	0	0	0
<b>43</b>	<b>Total</b>	<b>0</b>	<b>7,200</b>	<b>7,200</b>
<b>NURSERY ATTENDANT</b>				
44	Salary	2,632	2,727	95
45	FICA	201	209	7
<b>46</b>	<b>Total</b>	<b>2,833</b>	<b>2,935</b>	<b>102</b>
<b>AUDIO VISUAL TECHNICIAN</b>				
47	Salary	0	4,824	4,824
48	FICA	0	369	369
<b>49</b>	<b>Total</b>	<b>0</b>	<b>5,193</b>	<b>5,193</b>
<b>BENEVOLENCE, GRAND CANYON SYNOD</b>				
50	Grand Canyon Synod	16,100	16,100	0
51	Navajo Lutheran Mission	800	800	0
52	Mission Congregations	1,140	1,140	0
53	Lutheran Campus Ministries	1,500	1,500	0
54	Lutheran Social Services of the	500	500	0
<b>55</b>	<b>Total</b>	<b>20,040</b>	<b>20,040</b>	<b>0</b>
<b>BENEVOLENCE, INTERN</b>				
56	Salary	17,390	0	(17,390)
57	FICA (SELC portion)	1,330	0	(1,330)
58	Mileage	690	0	(690)
59	Recruit Travel	1,000	0	(1,000)
60	Meet & Greet Ice Cream Social	100	0	(100)
61	Interim Expenses	1,500	0	(1,500)
62	Travel/Training	400	0	(400)
63	Admin/travel pool fees	1,500	0	(1,500)
64	Intern Ordination Travel	1,100	0	(1,100)
<b>65</b>	<b>Total</b>	<b>25,010</b>	<b>0</b>	<b>(25,010)</b>
<b>LOCAL BENEVOLENCE</b>				
66	Salvation Army Meals	2,400	3,300	900
67	Good Neighbor Alliance	2,100	2,100	0
68	Pastor's Discretionary	0	0	0
69	Shepherd's Fold	0	0	0
<b>70</b>	<b>Total</b>	<b>4,500</b>	<b>5,400</b>	<b>900</b>
<b>OUTREACH</b>				
71	Backpack Program	2,600	2,600	0
72	Bella Vista School Tutoring	500	400	(100)*
73	Navajo Evang Lutheran Mission	0	0	0
<b>74</b>	<b>Total</b>	<b>3,100</b>	<b>3,000</b>	<b>(100)</b>
<b>UTILITIES</b>				
75	Electricity	15,950	18,343	2,393

SELC PROPOSED 2024 MISSION PLAN AS OF 01-07-24

Line #	Category	2023 MP	2024 Proposed	CHG
76	Gas	5,460	8,190	2,730
77	Water	1,980	1,980	0
78	Refuse	2,200	2,200	0
79	Recycling	264	408	144
<b>80</b>	<b>TOTAL</b>	<b>25,854</b>	<b>31,121</b>	<b>5,267</b>
	<b>CUSTODIAL SERVICES</b>			
81	Custodial Services	11,268	12,540	1,272
82	Custodial Supplies	1,100	1,200	100
<b>83</b>	<b>TOTAL</b>	<b>12,368</b>	<b>13,740</b>	<b>1,372</b>
	<b>INSURANCE</b>			
<b>84</b>	<b>INSURANCE</b>	<b>10,850</b>	<b>15,012</b>	<b>4,162</b>
	<b>FACILITY MAINTENANCE</b>			
85	Facility Maintenance	8,000	10,000	2,000
86	Fac Maint - Major Repairs	0	0	0
87	Facility Improvements	0	0	0
88	Pest Control	660	660	0
89	Yard Maintenance	5,082	5,082	0
<b>90</b>	<b>TOTAL</b>	<b>13,742</b>	<b>15,742</b>	<b>2,000</b>
	<b>FAITH FORMATION</b>			
91	Faith Formation Supplies	500	500	0
92	Vacation Bible School	100	0	(100)
93	Confirmation Sply & Mtl	500	500	0
94	Library	0	0	0
95	Children & Youth Curriculum	500	300	(200)
96	Adult Curriculum	400	400	0
97	Cross Generational Ministry	1,000	1,000	0
98	Via de Cristo	100	100	0
<b>99</b>	<b>Total</b>	<b>3,100</b>	<b>2,800</b>	<b>(300)</b>
	<b>YOUTH PROGRAMS</b>			
100	Youth Ministry MS/HS Combined	1,200	1,200	0
101	Youth travel Expenses	300	200	(100)
102	Special Events	500	200	(300)
103	Camp Retreats/Scholarships	0	0	0
104	Faith Milestones	500	500	0
105	Tirosh	100	0	(100)
<b>106</b>	<b>Total</b>	<b>2,600</b>	<b>2,100</b>	<b>(500)</b>
	<b>WORSHIP SERVICES</b>			
107	Worship Supplies	931	1,400	469
108	Altar Guild Worship Supplies	1,850	1,500	(350)
109	Music	3,000	3,300	300
110	Streaming/Licensing	3,000	3,000	0
111	Ecumenical Worship Support	100	100	0
<b>112</b>	<b>Total</b>	<b>8,881</b>	<b>9,300</b>	<b>419</b>
	<b>ADMINISTRATION</b>			
113	Council Retreat	600	600	0
114	Performance Based Bonus'	0	0	0
115	Synod Assembly	1,900	2,100	200
116	Workmen's Comp Insurance	2,200	1,700	(500)
117	Parish Nurse Supplies	300	150	(150)
118	Payroll/Tax Administration	1,742	1,600	(142)
119	Postage	1,874	1,874	0
120	Admin Mileage	75	75	0
121	Equipment Maintenance	400	400	0

SELC PROPOSED 2024 MISSION PLAN AS OF 01-07-24

Line #	Category	2023 MP	2024 Proposed	CHG
122	Miscellaneous	200	200	0
123	Copier Lease/Maint	7,800	6,500	(1,300)
124	<b>Total</b>	<b>17,091</b>	<b>15,199</b>	<b>(1,892)</b>
	<b>OFFICE SUPPLIES</b>			
125	General Office Supplies	4,135	3,000	(1,135)
126	Computer HW/SW	845	1,200	355
127	Office Hospitality	1,127	500	(627)
128	<b>Total</b>	<b>6,107</b>	<b>4,700</b>	<b>(1,407)</b>
	<b>COMMUNICATIONS</b>			
129	Internet	2,561	3,047	486
130	Telephone	2,400	2,400	0
131	<b>Total</b>	<b>4,961</b>	<b>5,447</b>	<b>486</b>
	<b>EVANGELISM</b>			
131	Advertising	1,000	550	(450)
132	Newcomer's Materials	50	350	300
133	Web Site Maintenance	1,000	1,100	100
134	<b>Total</b>	<b>2,050</b>	<b>2,000</b>	<b>(50)</b>
135	STEWARDSHIP	1,200	1,200	0
136	FELLOWSHIP	400	400	0
	<b>GRAND TOTAL</b>	<b>409,768</b>	<b>372,291</b>	<b>(37,478)*</b>

Summary	Inc/Dec Amount	Mission Plan Lines Affected
Pastor Salary Package	(\$912)	10
Faith Formation Director	(19,392)	16
Admin Assistant	(20,175)	19
Office Asst PT, Nursery Attendant &	(3,508)	22,46
Music Director	7,867	25
Pianist	(2,634)	32
Substitute Musician	538	35
Hand Bell Choir Director	3,000	38
Bookkeeper	7,200	43
Audio Visual Technician	5,193	49
Intern Salary	(25,010)	65
Salvation Army	900	66
Bella Vista Tutoring Program	(100)	77
Electricity	2,393	74
Gas	2,730	76
Recycling	144	79
Custodial Services	1,272	81
Custodial Supplies	100	82
Insurance	4,162	84
Facility Maintenance	2,000	85
Faith Formation	(300)	99
Youth Programs	(500)	106
Worship Supplies	469	107
Altar Guild	(350)	108
Music	300	109
Synod Assembly	200	115
Worker's Comp Insurance	(500)	116
Parish Nurse Supplies	(150)	117

SELC PROPOSED 2024 MISSION PLAN AS OF 01-07-24

Line #	Category	2023 MP	2024 Proposed	CHG
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Summary	Inc/Dec Amount	Mission Plan Lines Affected
Payroll/Tax Administration	(142)	118
Copier Lease/Maintenance	(1,300)	123
General Office Supplies	(1,135)	125
Computer HW/SW	355	126
Office Hospitality	(627)	127
Communications	486	131
Evangelism	(50)	134
Overall	(\$37,478)	

**Notes to the Proposed 2024 Mission Plan:**

**Note 1:** The Proposed 2024 Mission Plan has been modified since it was mailed to the voting members in November, 2023. The specific line items and reason for the changes are included in Notes 2 and 3, below.

**Note 2:** The most notable changes come as a result of the Special Congregation Meeting on January 7, 2024 where the voting members of SELC approved the hiring of a new Pastor and the applicable compensation package. The prior Proposed 2024 Mission Plan numbers showed an increase of \$13,168 over the 2023 Mission Plan total expenses associated with a Full Time Pastor. However, the approved compensation package for a new Full Time Pastor decreased the total expenses by \$14,079 resulting in a savings from the 2023 Mission Plan of \$912. The specific line items have been marked with an \*.

**Note 3:** The other change is a result of member suggestion during the review process. The suggestion requested to include a Mission Plan amount for Via de Cristo. As a result, the 2023 Mission Plan amount of \$100 was restored with a corresponding reduction to the Bella Vista Tutoring Program of the same amount for a \$0.00 impact on the Proposed 2024 Mission Plan.

## CONGREGATION COUNCIL PRESIDENT'S REPORT

I'm sure you have heard the phrase, when one door closes, another opens. There's really more to the quote by Alexander Graham Bell and it goes like this, "When one door closes, another opens; but we often look so long and so regretfully upon the closed door that we don't see the one which has opened for us." We had a door close in May and since Pastor Patsy Koeneke arrived, she's worked hard to open the door and let us know what we needed to do to succeed. She guided us through the many preparations that were necessary for a new Pastor to want to serve at Sierra Evangelical Lutheran Church.

Those preparations included the congregation council members voting on transition team and call committee members. The transition team consisted of Rebecca Dennis, Margaret Howard, Leslie McCourt, Joanna Michelich and Becky Randall. This team organized the congregation gatherings where we learned about our church's past, what we are today and what we want to be in the future. This information was put together in a document called the Ministry Site Profile (MSP) which is like a resume about our church and was sent to our synod. The call committee included CJ Abraham, Craig Anderson, Debra Brown, Ted Fichtl, Larry Rewis, Jane Strain and Barb Williams. Once the synod found a possible match to our MSP, the synod then provided the candidate's name and contact information. The call committee interviewed that candidate first by Zoom and then in person. The call committee recommended the candidate to the council and the council recommended the candidate to the congregation. Our year ended with a meet-and-greet on December 30 with the congregation able to meet and hear from our pastoral candidate, Pastor Kurt Fangmeier. A great big thank you to all the council members, transition team, call committee members and especially our Interim-Transition Pastor Patsy Koeneke for getting us to this point.

Some of the groups that our church supported this past year included the following: Narcotics Anonymous who meet weekly in our Fellowship Hall along with the Thunder Mountain Twirlers (Square Dancers) meeting and dancing at times twice a week. Shepherd's Fold children have chapel time in the sanctuary. Your council provided an Easter breakfast this year. Your congregation members supported two different food drives to help alleviate hunger in our community. Again this year your council discussed and funded numerous facility maintenance and landscaping items. For specific improvements check out the Stewardship Team report.

Our nominating committee worked hard to provide a slate of candidates to serve for 2024. Thank you to the following people who have completed their elected positions this past year; Sandy Hall, Lynette Nowlan and Carrisa Bratlien. Thanks to Pastor Patsy Koeneke for guiding us during her service with us along with the entire council for their support this past year.

It's continued to be a pleasure serving as your congregation council president again this past year. Thank you all for sharing your individual skills for the common good of the entire congregation and church. May God bless you all and may 2024 open many new doors and opportunities for us and may we continue Trusting in God's Grace, Sharing Love with Others, Changing Lives and Welcoming All.

Jim Clevon  
President, SELC Congregation Council

## PASTOR KOENEKE'S REPORT

While I wasn't here in January, I am happy to report that you welcomed 2023 by becoming a Reconciling in Christ (RIC) congregation. What a great way to begin a new year! I hope that you will make every effort to connect with the LGBTQ+ community in the coming days and years. Be proud that you are a very loving and welcoming congregation!

The Reverend Mark Perry, who faithfully served you for many years, served his last Sunday at SELC on May 7. I started on May 8, as your trained and experienced interim/transition pastor. At the request of our bishop, I did not follow the usual developmental tasks to help a congregation through the transition period and calling of a new pastor. Normally, we would have taken time to get to know one another, I would have learned as much as I could about who you are as a congregation, and then we would start the forums and transition team. At the bishop's request, we jumped right in on the writing of the MSP, which was completed in record time, thanks to your transition team members: Rebecca Dennis, Margaret Howard, Leslie McCourt, Joanna Michelich, and Rebecca Randall. These ladies worked hard and tirelessly to gather information from you, and then write a very engaging MSP that accurately and honestly tells future pastor candidates who you are as a congregation.

I have made many suggestions as to what needs to be done to bring your building and grounds into good condition. They have been neglected for a long time. Ideally, as you move forward, you will always have a project in process, one that has just been completed, and a prioritized list of the things that are waiting to be done. If you follow this sort of plan faithfully, the condition of the building and grounds will never get away from you again. I'm very impressed that the congregation council and the stewardship committee have taken this endeavor to heart, have already completed several necessary repairs, and have plans to complete more. One other thing that came to light when we had several visitors in wheelchairs, was the need for wheelchair seating in the sanctuary. That need was answered quickly by several people who agreed that this is another way we show we are a welcoming congregation.

During the transition time, the Congregation Council, attends to the following details, with the help of the Intentional Interim Pastor:

- Update the current congregation constitution. ***This is in progress and will be completed in 2024. Updates should occur at the latest, every 5 years, or when mandated by changes in the ELCA model constitution.***
- Develop and/or affirm a mission statement. ***We did not take time to do this but it's always wise to review and revise your mission statement periodically.***
- Create and/or affirm vision statement. ***We did not have time to do this. Having a clear vision, and plan for the future, is always helpful, as long as it becomes the guide for your mission activities in the future.***
- Review staffing needs and concerns and update job descriptions. ***This was done/or is in progress and should be reviewed periodically.***
- Review policies and procedures. ***This was done/or is in progress and should be reviewed periodically.***
- Assess the congregation's financial reality. ***This is ongoing. The congregation is currently not in a strong financial position.***

Another long-term mission of the congregation is Shepherd's Fold Daycare Center. I discovered that proper oversight has not been happening. The financial aspect of the center needs to be reviewed and adjusted so that the congregation is informed of all the monies that are supporting the center, including



tuition, tuition subsidies, grants, and other monies from state and federal agencies. Accounting procedures need to be reformed and the church council and/or congregation treasurer should have access to all accounts and financial records on a monthly basis. An audit should be done now, and then annually in the future. The congregation needs to actively work to build a good relationship with the staff, parents, and children of Shepherd's Fold. The buildings where the children are cared for need to be kept in good repair and inspected for necessary repairs on a regular basis.

It also came to my attention that the gate to the columbarium cannot be opened from the inside once it is closed. This means that people have been stuck because they had no way out other than to climb the 6' block wall. This is unsafe and impossible for people of advanced age, and might even prove deadly. A new gate has been ordered that will allow people inside the columbarium to exit at all times. Until this is installed, be vigilant in monitoring who goes into the columbarium on days other than Sunday morning when the gate is unlocked.

Special thanks to Ted Fichtl, Leslie McCourt and Jane Strain for participating with me in the Collaborative Preaching class offered by the Grand Canyon Synod. The class was led by The Rev Dr Shauna Hannan, who is the professor for preaching at Pacific Lutheran Theological Seminary (PLTS). This 6-session class on Zoom was based on Dr Hannan's book, The People's Sermon: Preaching as a Ministry of the Whole Congregation. You may remember a few sermons when whomever was preaching asked of the congregation, "I don't know. What do you think?" Bishop Hutterer is proactive, so she offered this opportunity, understanding that the future shortage of ordained pastors may mean congregations will have to more fully embrace their call as "the priesthood of all believers." Sharing the Good News about Jesus Christ is the mission of every Christian, and not only a task of ordained pastors. I encourage you to read the book and, when the class is offered again, consider being a part of it - even if you think you would never actually give a sermon! It's amazing what God can do with people who are willing to try something new!

### **Parochial Records May-December, 2023**

Baptisms: 0

Weddings: 0

Confirmations: 0

New Members Received: 0

First Communion Instruction: 0

Funerals: 4

It truly is a pleasure to serve as your interim pastor! You have been so welcoming of Jazmin (my dog) and me. I'm so blessed to get to serve in this way, because I get to meet so many wonderful people like you! I pray that God sends good things (and a pastor) your way in 2024!

Respectfully submitted,

The Reverend Patsy Koeneke

Interim/Transition Pastor

**DIRECTOR OF FAITH FORMATION REPORT**  
**Youth, Family & Cross Generational Ministry Report**

First a shout out and huge thank you to the Faith Formation team, Linda and Kylie (Rosie) Burford and Kalyn Kelly. They are so helpful with ideas and Kalyn also has taken over the Nursery duties when the nursery is needed. Secondly, a huge thank you to Pastor Patsy and Cindy Allen, my work colleagues! They are both so helpful to bounce ideas off and help me keep my head on straight. We 3 are a great team! Age Grouped Faith formation is going well. We have two unrelated teachers in each classroom on Sunday mornings (except for GIFT Sundays and holidays). Our 3-year-olds through kindergarten class has anywhere from one to five children with their teachers, Deb Brown, CJ Abraham, and Kalyn Kelly. Our 1<sup>st</sup> through 3<sup>rd</sup> grade class has two students with their teachers, Norma Vega and Ruth Young. Our 4<sup>th</sup> and 5<sup>th</sup> grade class has two students with their teachers, Erin Stephenson and Carrisa Bratlien. Those classes all use the Spark lectionary-based curriculum put out by the ELCA. 6<sup>th</sup> through 8<sup>th</sup> grade students meet with Barbara Williams and Anna Bratlien for Confirmation classes on Sunday mornings and use the ELCA co-laborate curriculum. Our high school students meet with Margaret Reilly and James Brunk and they are using the curriculum the ELCA Youth Gathering put out to prepare for their trip to New Orleans next summer. Thank you so much teachers for sharing your hearts and love of God with our young people! Every month (usually the 2<sup>nd</sup> Sunday of each month) we do a Generations In Faith Together (GIFT). Those sessions are well attended with between 30 and 60 people! I am so grateful for the help of Leslie McCourt and Rebecca Dennis for their help with planning and leading those sessions. Also, to Becky Randall for her help with the December GIFT on the ELCA Good Gifts! And in December we also had a Birthday Party for Jesus, thanks to Rebecca Dennis! What fun!

Almost every Tuesday morning I meet with the 3- and 4-year-olds from Shepherd's Fold Childcare for Chapel. We hear a story, sing some songs, and pray together. It's so fun to hear their comments on what they hear!

On November 19 the High School and Middle School youth went shopping for Stocking Stuffers instead of having Faith Formation together. We went to Walmart and shopped for 10 children. We brought our purchases back to the church and wrapped them in the Fellowship Hall and then had a pizza party. Thank you for your generous donations to Stocking Stuffers! Because they were wearing their yellow t-shirts, a woman stopped some of them to ask about their shopping trip and gave them \$20 for their shopping! We have 4 youth and 2 adults registered for the National Youth Gathering in New Orleans in July. They are preparing by studying the curriculum put out by the ELCA to support the gathering. We will be doing a talent show with dessert sometime in the Spring. We have been raising money for the gathering for the last four years, so we have already saved up some money.

I am planning to do a cross-generational VBS this summer. I'm using a free curriculum from the ELCA called, "River of Life". This will support and enhance the ELCA Good Gifts campaign for 2024 that Becky Randall and I are excited about. We hope to raise enough money to build a well (or two!). 2024 is the 50<sup>th</sup> anniversary of the ELCA World Hunger, so we want to go BIG!!

So, there you have it! Looking back at 2023 and looking forward to 2024!

Submitted by  
Cindy Wiste,  
Interim Director of Faith Formation

## FINANCIAL SECRETARY REPORT

*“When we ground our giving in a biblical context, our financial generosity becomes an expression of our love for God, for our neighbor, and for ourselves. We are new people in Christ, compassionate and eager to share. We give cheerfully because God has given us so much.”*

*Stories of Faith in Action from the ELCA Website*

The primary responsibilities of the Financial Secretary are to oversee accurate counting of the weekly and special offerings, designation to the proper funding lines and to train individuals in proper counting procedures; to report to the Treasurer the required information regarding income, and to report these figures monthly to the Congregation Council. To ensure the integrity of this position, all these duties are performed without handling the monies themselves. Additionally, the Financial Secretary records all offering envelope contributions to individual contribution records and provides annual statements of contributions to envelope holders for tax purposes. The Financial Secretary also records all commitments/pledges to individual records.

It is important to note that the Financial Secretary is the only person who sees and records commitments and offerings; this information is kept confidential.

Further responsibilities include being a member of and participating in the meetings and activities of the Finance, Mission Planning and Stewardship Teams. The Financial Secretary will provide various reports as necessary throughout the year.

**Counters:** Crucial to the accomplishment of the Financial Secretary role are the counters who work in pairs, usually for one month’s time, after services to count, record, and make bank deposits of the weekly offering. *We will no longer be able to have related individuals count together which complicates scheduling.* We currently do not have enough counters to cover the entire twelve months, and I thank those who were able to serve more than once during the year. **We still need volunteers**, so please prayerfully consider serving in this important ministry. Training is available, and the only skills needed are attention to detail and a willingness to spend an hour a week counting.

Many thanks this year go to the following dedicated people who gave of their time and talents in this manner:

Carl & Leslie McCourt	Erin Stephenson	Terry Markstrom
Joanne March	Deanna Sanner	Diana Wilcox
Pat Bogan	Sandy Jones	Barbara Wirsching
Craig Anderson	Bonnie Anderson	Rebecca Dennis

**Giving:** Recognition must also be given to the generosity of the SELC congregation in 2023. The offerings we receive each month fall into one of two categories. The first is the General Fund, which supports SELC’s ministry and day-to-day operations. The second is Designated Funds, which are typically one-time donations to a specific ministry.

## 2023 Giving to General Fund

Envelope Offering	Loose Plate Offering	Local Use Only	Non-Designated Thrivent	Amazon Smile	Gen Fund Reimb	Total General Fund Income
\$253,044.82	\$90,069.98	\$2,270.00	\$ 1,459.00	\$45.50	\$3,475.15	\$350,484.42

Please note that Thrivent and Amazon Smile dollars were deposited directly into our bank account. If you are an eligible Thrivent member, you can ask that your Thrivent Choice Dollars be designated to SELC. AmazonSmile was a website operated by Amazon, but no longer provides this service.

**2023 Designated gifts totaled \$96,982.52.** Refer to the Treasurer's Dedicated Account Report for a list of the many and varied designated gifts received.

**Envelopes** for 2024 have been assigned to 69 households/individuals. If you want envelopes, please contact me. We have 8 households who send contributions directly from their bank/financial institution and an average of 44 households participating in electronic giving through VANCO. VANCO contributions are included in the offering envelope total in the above chart. As a reminder, e-giving is a way to provide consistent giving to the church, even when you are on vacation or may be ill. It also lightens the workload for the offering counters. If you are interested in learning more, please contact me.

**Commitments for 2024** 51 households returned commitment cards totaling \$185,388 and another 7 households committed to give as able. For a total of 58 total households. Last year we had 64 responses. If you haven't turned in a commitment card it is not too late. The aggregate responses allow our financial team to plan wisely for the use of our resources in support of the mission and ministry to which God has called us. Please be assured your individual responses are kept in strict confidence and are only seen by the Financial Secretary.

It has been an honor to serve as your Financial Secretary this year. May God bless you richly as you continue to be faithful disciples at SELC.

Respectfully submitted,

Sandra Stephenson  
Financial Secretary

# TREASURER'S FINANCIAL REPORT

1/7/2024  
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Sierra Evangelical Lutheran Church  
**Balance Sheet**  
Finance year 2023 as of 12/31/2023

## **Book 01 - SELC Church**

	Balance as of <u>1/1/2023</u>	Balance as of <u>12/31/2023</u>	<u>Change</u>
<b><u>Assets</u></b>			
<b>00 - (no Major group)</b>			
00 - (no Minor group)			
011-00-00-01 Mission Investment Fund	55,221.43	55,810.16	588.73
011-00-00-04 Petty Cash	50.00	0.00	-50.00
011-00-00-05 SWCU Checking	25,000.00	25,000.00	0.00
011-00-00-06 SWCU Savings - Dedicated	238,163.94	198,942.06	-39,221.88
011-00-00-07 SWCU Savings - Operations	32,916.87	54,208.06	21,291.19
011-00-00-08 Thrivent Investment	10,303.52	0.00	-10,303.52
011-00-00-09 Columbarium - MIF Invest.	15,694.30	20,851.20	5,156.90
011-00-00-10 Accounts Receivable	0.00	10,308.07	10,308.07
00 - (no Minor group):	<u>377,350.06</u>	<u>365,119.55</u>	<u>-12,230.51</u>
<b>Total assets:</b>	<b><u>377,350.06</u></b>	<b><u>365,119.55</u></b>	<b><u>-12,230.51</u></b>
 <b><u>Liabilities</u></b>			
<b>00 - (no Major group)</b>			
00 - (no Minor group)			
012-00-00-02 Due To Columbarium	15,694.30	20,851.20	5,156.90
00 - (no Minor group):	<u>15,694.30</u>	<u>20,851.20</u>	<u>5,156.90</u>
<b>Liabilities:</b>	<u>15,694.30</u>	<u>20,851.20</u>	<u>5,156.90</u>
 <b><u>Dedicated</u></b>			
<b>00 - (no Major group)</b>			
00 - (no Major group):	<u>274,809.96</u>	<u>225,284.56</u>	<u>-49,525.40</u>
<b>Dedicated:</b>	<u>274,809.96</u>	<u>225,284.56</u>	<u>-49,525.40</u>
Book equity:	86,845.80	118,983.79	32,137.99
<b>Total liabilities, dedicated and equity:</b>	<b><u>377,350.06</u></b>	<b><u>365,119.55</u></b>	<b><u>-12,230.51</u></b>

1/7/2024  
04:17 PM

Sierra Evangelical Lutheran Church  
**Treasurer's Report**  
Finance year 2023, December

<u>Book 01: SELC Church</u>	Actual Dec. 2023	Actual as of 12/31/2023	Budget as of 12/31/2023	Remaining Budget
<b><u>Income</u></b>				
<b><u>00 - (no Major group)</u></b>				
<b><u>00 - (no Minor group)</u></b>				
015-00-00-01 General Contributions	23,066.98	340,486.08	0.00	-340,486.08
015-00-00-02 Local Use Only Contrib	50.00	2,270.00	0.00	-2,270.00
015-00-00-03 Thrivent Contributions	0.00	1,506.00	0.00	-1,506.00
015-00-00-04 Interest	83.78	714.00	0.00	-714.00
015-00-00-05 Miscellaneous Income	0.00	45.50	0.00	-45.50
00 - (no Minor group):	23,200.76	345,021.58	0.00	-345,021.58
<b>Income:</b>	<b>23,200.76</b>	<b>345,021.58</b>	<b>0.00</b>	<b>-345,021.58</b>
<b><u>Expense</u></b>				
<b><u>00 - (no Major group)</u></b>				
<b><u>00 - (no Minor group)</u></b>				
016-00-00-00 Miscellaneous Expense	0.99	11.32	0.00	-11.32
00 - (no Minor group):	0.99	11.32	0.00	-11.32
<b><u>01 - Personnel</u></b>				
<b><u>01 - Pastor</u></b>				
016-01-01-01 Pastor Salary	3,723.34	44,676.32	44,680.00	3.68
016-01-01-02 Pastor FICA	427.26	5,125.63	5,127.00	1.37
016-01-01-03 Pastor Benefits	0.00	14,668.14	37,905.00	23,236.86
016-01-01-04 Pastor CED	0.00	57.09	1,500.00	1,442.91
016-01-01-05 Pastor Housing	1,500.00	21,775.00	27,600.00	5,825.00
016-01-01-06 Pastor Mileage	0.00	886.26	4,500.00	3,613.74
016-01-01-07 Substitute Pastor/Sabb	0.00	619.65	2,500.00	1,880.35
016-01-01-08 Pastor Profession Expense	0.00	21.40	200.00	178.60
01 - Pastor:	5,650.60	87,829.49	124,012.00	36,182.51
<b><u>02 - Director Faith Formation</u></b>				
016-01-02-01 Dir of Faith Form Salary	1,120.00	21,142.81	37,113.00	15,970.19
016-01-02-02 Dir of Faith Formati FICA	85.68	1,617.43	2,839.00	1,221.57
016-01-02-04 Dir of Faith Form CED	0.00	0.00	1,000.00	1,000.00
016-01-02-05 Dir of Faith Mileage	0.00	170.97	1,200.00	1,029.03
016-01-02-06 Dir of Faith Prof Expense	0.00	34.24	200.00	165.76
02 - Director Faith Formation:	1,205.68	22,965.45	42,352.00	19,386.55
<b><u>03 - Admin Assistant</u></b>				
016-01-03-01 Admin Assist Salary	1,672.14	32,919.27	39,489.00	6,569.73
016-01-03-02 Admin Assist FICA	127.91	2,518.47	3,021.00	502.53
03 - Admin Assistant:	1,800.05	35,437.74	42,510.00	7,072.26
<b><u>04 - Office Assist., Part Time</u></b>				
016-01-04-01 Office Asst Salary	176.60	4,070.67	8,864.00	4,793.33
016-01-04-02 Office Assist, FICA	13.51	337.36	678.00	340.64
04 - Office Assist., Part Time:	190.11	4,408.03	9,542.00	5,133.97
<b><u>13 - Adult Handbell Choir Dir</u></b>				
016-01-13-01 Handbell Choir Dir Salary	250.01	1,500.01	0.00	-1,500.01
016-01-13-02 Handbell Choir Dir FICA	19.12	114.75	0.00	-114.75
13 - Adult Handbell Choir Dir:	269.13	1,614.76	0.00	-1,614.76

1/7/2024  
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Sierra Evangelical Lutheran Church  
**Treasurer's Report**  
Finance year 2023, December

<u>Book 01: SELC Church</u>	Actual <u>Dec. 2023</u>	Actual <u>as of 12/31/2023</u>	Budget <u>as of 12/31/2023</u>	Remaining <u>Budget</u>
<b>19 - Nursery Attendant</b>				
016-01-19-03 Nursery Attendant, Salary	138.50	2,008.30	2,632.00	623.70
016-01-19-04 Nursery Attendant FICA	10.60	148.88	201.00	52.12
19 - Nursery Attendant:	149.10	2,157.18	2,833.00	675.82
<b>20 - Music Director</b>				
016-01-20-01 Music Director Salary	-4,735.99	7,139.00	7,139.00	0.00
016-01-20-02 Music Director FICA	-362.45	546.00	546.00	0.00
20 - Music Director:	-5,098.44	7,685.00	7,685.00	0.00
<b>21 - Principal Musician</b>				
016-01-21-00 Principal Musician FICA	109.21	1,310.55	1,311.00	0.45
016-01-21-01 Principal Musician Salary	1,427.59	17,131.08	17,131.00	-0.08
21 - Principal Musician:	1,536.80	18,441.63	18,442.00	0.37
<b>23 - Substitute Musician</b>				
016-01-23-00 Sub Musician FICA	0.00	0.00	38.00	38.00
016-01-23-01 Sub Musician Salary	0.00	0.00	500.00	500.00
23 - Substitute Musician:	0.00	0.00	538.00	538.00
<b>02 - Benevolence</b>				
<b>01 - Grand Canyon Synod</b>				
016-02-01-01 Grand Canyon Synod	4,025.00	16,100.00	16,100.00	0.00
016-02-01-04 Navajo Lutheran Mission	200.00	800.00	800.00	0.00
016-02-01-05 Mission Congregations	285.00	1,140.00	1,140.00	0.00
016-02-01-06 Lutheran Campus Ministrie	375.00	1,500.00	1,500.00	0.00
016-02-01-07 Lutheran Social Svc SW	125.00	500.00	500.00	0.00
01 - Grand Canyon Synod:	5,010.00	20,040.00	20,040.00	0.00
<b>02 - Intern</b>				
016-02-02-01 Intern Salary	0.00	0.00	17,390.00	17,390.00
016-02-02-02 Intern FICA	0.00	0.00	1,330.00	1,330.00
016-02-02-04 Intern Mileage	0.00	0.00	690.00	690.00
016-02-02-05 Intern Recruit Travel	0.00	0.00	1,000.00	1,000.00
016-02-02-06 Intern Interim Expenses	0.00	0.00	1,500.00	1,500.00
016-02-02-07 Intern Travel/Training	0.00	0.00	400.00	400.00
016-02-02-08 Admin/Travel Pool Fees	0.00	0.00	1,500.00	1,500.00
016-02-02-09 Intern Ordination Travel	0.00	812.12	1,100.00	287.88
016-02-02-10 Meet & Greet	0.00	0.00	100.00	100.00
02 - Intern:	0.00	812.12	25,010.00	24,197.88
<b>03 - Local Benevolence</b>				
016-02-03-02 Salvation Army	263.85	2,937.52	2,400.00	-537.52
016-02-03-03 Good Neighbor Alliance	175.00	2,100.00	2,100.00	0.00
03 - Local Benevolence:	438.85	5,037.52	4,500.00	-537.52
<b>04 - Outreach</b>				
016-02-04-02 Backpack Program	0.00	2,430.63	2,600.00	169.37
016-02-04-04 Helping Hearts Tutoring	0.00	0.00	500.00	500.00
04 - Outreach:	0.00	2,430.63	3,100.00	669.37
<b>03 - Utilities</b>				
<b>00 - (no Minor group)</b>				
016-03-00-01 Electricity	469.55	16,146.51	15,950.00	-196.51

1/7/2024  
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Sierra Evangelical Lutheran Church  
**Treasurer's Report**  
Finance year 2023, December

<b>Book 01: SELC Church</b>	Actual	Actual	Budget	Remaining
	<u>Dec. 2023</u>	<u>as of 12/31/2023</u>	<u>as of 12/31/2023</u>	<u>Budget</u>
016-03-00-02 Gas	221.89	7,283.90	5,460.00	-1,823.90
016-03-00-03 Water	329.56	1,899.99	1,980.00	80.01
016-03-00-04 Refuse	0.00	2,179.54	2,200.00	20.46
016-03-00-05 Recycling	34.00	371.38	264.00	-107.38
00 - (no Minor group):	1,055.00	27,881.32	25,854.00	-2,027.32
<b>04 - Facilities</b>				
<b>01 - Custodial Services</b>				
016-04-01-01 Custodial Services	900.00	10,800.00	11,268.00	468.00
016-04-01-02 Custodial Supplies	0.00	1,012.70	1,100.00	87.30
01 - Custodial Services:	900.00	11,812.70	12,368.00	555.30
<b>02 - Insurance</b>				
016-04-02-01 Insurance	0.00	12,171.00	10,850.00	-1,321.00
02 - Insurance:	0.00	12,171.00	10,850.00	-1,321.00
<b>03 - Facility Maintenance</b>				
016-04-03-01 Facility Maintenance	0.00	7,169.99	8,000.00	830.01
016-04-03-04 Pest Control	55.00	715.00	660.00	-55.00
016-04-03-05 Yard Maintenance	985.00	4,835.00	5,082.00	247.00
03 - Facility Maintenance:	1,040.00	12,719.99	13,742.00	1,022.01
<b>05 - Faith Formation</b>				
<b>01 - Faith Formation</b>				
016-05-01-01 Faith Form Ed Supplies	10.14	405.74	500.00	94.26
016-05-01-02 Vacation Bible School	0.00	0.00	100.00	100.00
016-05-01-04 Confirmation Sply & Mtl.	0.00	457.50	500.00	42.50
016-05-01-08 Cross General Ministry	652.23	1,127.21	1,000.00	-127.21
016-05-01-09 Children & Youth Curr	0.00	391.28	500.00	108.72
016-05-01-10 Adult Curriculum	0.00	49.03	400.00	350.97
016-05-01-11 Via De Cristo	0.00	0.00	100.00	100.00
01 - Faith Formation:	662.37	2,430.76	3,100.00	669.24
<b>03 - Youth Programs</b>				
016-05-03-02 Youth Ministry (MS/HS)	48.04	419.34	1,200.00	780.66
016-05-03-05 Youth Travel Expenses	0.00	0.00	300.00	300.00
016-05-03-06 Special Events	16.21	384.60	500.00	115.40
016-05-03-07 Faith Milestones	0.00	73.98	500.00	426.02
016-05-03-08 Tirosh	0.00	0.00	100.00	100.00
03 - Youth Programs:	64.25	877.92	2,600.00	1,722.08
<b>06 - Altar/Worship Supplies</b>				
<b>00 - (no Minor group)</b>				
016-06-00-01 Worship Supplies	0.00	1,187.35	931.00	-256.35
016-06-00-02 Streaming/Licensing/AV	52.95	1,934.63	3,000.00	1,065.37
016-06-00-03 Altar Guild Worship Suppl	53.17	1,367.62	1,850.00	482.38
016-06-00-04 Music Supplies/Eqpt Maint	750.38	1,525.24	3,000.00	1,474.76
016-06-00-05 Ecumenical Worship Support	0.00	0.00	100.00	100.00
00 - (no Minor group):	856.50	6,014.84	8,881.00	2,866.16
<b>07 - Administration</b>				
<b>00 - (no Minor group)</b>				
016-07-00-01 Council Retreat	0.00	442.02	600.00	157.98
016-07-00-02 Synod Assembly	0.00	975.22	1,900.00	924.78



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Sierra Evangelical Lutheran Church  
**Treasurer's Report**  
Finance year 2023, December

<b>Book 01: SELC Church</b>	Actual	Actual	Budget	Remaining
	<u>Dec. 2023</u>	<u>as of 12/31/2023</u>	<u>as of 12/31/2023</u>	<u>Budget</u>
016-07-00-04 Insurance/Workmen's Comp	0.00	1,556.00	2,200.00	644.00
016-07-00-05 Parish Nurse Supplies	0.00	89.43	300.00	210.57
016-07-00-06 Payroll/Tax Administr	97.44	1,352.17	1,742.00	389.83
016-07-00-07 Postage	0.00	1,583.25	1,874.00	290.75
016-07-00-08 Admin Mileage	0.00	0.00	75.00	75.00
016-07-00-09 Equipment Maintenance	0.00	0.00	400.00	400.00
016-07-00-10 Admin Miscellaneous	0.00	120.62	200.00	79.38
016-07-00-11 Copier Lease/Maintenance	584.85	9,907.30	7,800.00	-2,107.30
016-07-00-15 New Pastor Search	679.17	679.17	0.00	-679.17
00 - (no Minor group):	<u>1,361.46</u>	<u>16,705.18</u>	<u>17,091.00</u>	<u>385.82</u>
<b>01 - Office Supplies</b>				
016-07-01-01 General Office Supplies	334.43	3,520.68	4,135.00	614.32
016-07-01-02 Computer HW/SW	0.00	1,831.86	845.00	-986.86
016-07-01-03 Office Hospitality	30.97	415.06	1,127.00	711.94
01 - Office Supplies:	<u>365.40</u>	<u>5,767.60</u>	<u>6,107.00</u>	<u>339.40</u>
<b>02 - Communications</b>				
016-07-02-01 Internet	235.35	2,736.36	2,561.00	-175.36
016-07-02-02 Telephone	199.88	2,292.74	2,400.00	107.26
02 - Communications:	<u>435.23</u>	<u>5,029.10</u>	<u>4,961.00</u>	<u>-68.10</u>
<b>08 - Evangelism</b>				
<b>00 - (no Minor group)</b>				
016-08-00-01 Advertising	0.00	434.47	1,000.00	565.53
016-08-00-03 Newcomer Materials	0.00	0.00	50.00	50.00
016-08-00-04 Web Site Dev/Maintenance	12.00	975.90	1,000.00	24.10
00 - (no Minor group):	<u>12.00</u>	<u>1,410.37</u>	<u>2,050.00</u>	<u>639.63</u>
<b>09 - Stewardship</b>				
<b>00 - (no Minor group)</b>				
016-09-00-01 Stewardship	52.07	926.55	1,200.00	273.45
00 - (no Minor group):	<u>52.07</u>	<u>926.55</u>	<u>1,200.00</u>	<u>273.45</u>
<b>10 - Fellowship</b>				
<b>00 - (no Minor group)</b>				
016-10-00-01 Fellowship	0.00	265.39	400.00	134.61
00 - (no Minor group):	<u>0.00</u>	<u>265.39</u>	<u>400.00</u>	<u>134.61</u>
<b>Expense:</b>	<b><u>17,957.15</u></b>	<b><u>312,883.59</u></b>	<b><u>409,768.00</u></b>	<b><u>96,884.41</u></b>
<b>Net Income:</b>	<b><u>5,243.61</u></b>	<b><u>32,137.99</u></b>	<b><u>-409,768.00</u></b>	

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Sierra Evangelical Lutheran Church  
**Dedicated Accounts Activity as of December 2023**  
by Account  
Book 01 - SELC Church

Account	Beginning	December		Year-to-date		Ending	
	Balance	In	Out	In	Out		Balance
<b>Major 00 - Ungrouped</b>							
<b>Minor 01 - Youth Activities</b>							
017-00-01-02 Faith Stepping Stones	100.00	0.00	0.00	0.00	0.00	100.00	
Ded							
* 017-00-01-04 Candlelight Dinner	2,420.68	0.00	0.00	0.00	-2,420.68	0.00	
* 017-00-01-05 J. Wickizer Youth	433.76	0.00	0.00	0.00	-433.76	0.00	
Donatio							
* 017-00-01-06 Grahn Youth Trip Asst	2,118.21	0.00	0.00	0.00	-2,118.21	0.00	
* 017-00-01-08 Kalliomaa	1,312.09	0.00	0.00	0.00	-1,312.09	0.00	
017-00-01-11 DFF Discretionary Funds	0.00	0.00	0.00	2,000.00	-1,639.21	360.79	
017-00-01-16 Youth Ministries	14,139.99	0.00	-154.09	6,795.99	-1,077.30	19,858.68	
Dedicate							
017-00-01-27 Stocking Stuffers	674.31	205.00	-1,031.52	704.37	-1,031.52	347.16	
017-00-01-28 Faith Formation	0.00	0.00	0.00	419.19	-234.36	184.83	
Offerings							
Totals	21,199.04	205.00	-1,185.61	9,919.55	-10,267.13	20,851.46	

**Major 00 - Ungrouped**  
**Minor 02 - Memorials**

017-00-02-27 J.Huffman End - Medical	3,021.16	0.00	0.00	0.00	0.00	3,021.16
017-00-02-30 J. Stewart Mem - Bibles	173.57	0.00	0.00	0.00	0.00	173.57
017-00-02-55 Jack Hewitt Memorial	150.00	0.00	0.00	0.00	0.00	150.00
* 017-00-02-57 S.Gast Mem - Facilities	27,841.44	0.00	0.00	0.00	-27,841.44	0.00
* 017-00-02-58 Willie Laud Memorial	25.00	0.00	0.00	0.00	-25.00	0.00
017-00-02-59 M.Hewitt Mem-	1,295.13	0.00	0.00	0.00	0.00	1,295.13
Landscaping						
017-00-02-62 W.Stewart Mem - Music	10,453.52	0.00	-10,608.07	154.55	-10,608.07	0.00
* 017-00-02-63 Ruth Britton Memorial	3,500.00	0.00	0.00	0.00	-3,500.00	0.00
* 017-00-02-64 Donna Boe Memorial	500.00	0.00	0.00	0.00	-500.00	0.00
* 017-00-02-65 Pete Peterson Memorial	70,000.00	0.00	0.00	5,906.00	-75,906.00	0.00
* 017-00-02-66 Hal Decker Memorial	25.00	0.00	0.00	0.00	-25.00	0.00
Totals	116,984.82	0.00	-10,608.07	6,210.55	-118,555.51	4,639.86

**Major 00 - Ungrouped**  
**Minor 04 - Community Outreach**

017-00-04-02 Tutoring Dedicated	480.85	0.00	0.00	0.00	0.00	480.85
017-00-04-03 Refugee Funds	438.45	0.00	0.00	100.00	-512.00	26.45
017-00-04-04 Prayer Shawl Ministry	80.00	0.00	-17.08	0.00	-17.08	62.92
017-00-04-05 Crazy Kritters	10.00	0.00	0.00	0.00	-10.00	0.00
017-00-04-06 Backpack Sunday	396.00	0.00	0.00	60.00	-396.00	60.00
Dedicated						
017-00-04-09 COVID-19 Masks	112.65	0.00	0.00	0.00	-112.65	0.00
017-00-04-10 Good Neighbor Alliance	160.00	0.00	0.00	0.00	-160.00	0.00
017-00-04-13 Navajo Evan Lutheran	430.94	0.00	0.00	0.00	-430.94	0.00
Msn						
017-00-04-15 ELCA Open Doors Grant	450.98	0.00	0.00	0.00	-115.84	335.14

01/07/2024  
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Sierra Evangelical Lutheran Church  
**Dedicated Accounts Activity as of December 2023**  
by Account  
Book 01 - SELC Church

Account	Beginning Balance	December		Year-to-date		Ending Balance
		In	Out	In	Out	
017-00-04-16 Better Bucks Program	14.00	0.00	0.00	33.00	0.00	47.00
Totals	2,573.87	144.00	-366.48	2,656.20	-4,217.71	1,012.36

**Major 00 - Ungrouped**  
**Minor 05 - Church Operations**

017-00-05-03 Special Projects Funding	42,624.93	0.00	0.00	0.00	-22,635.14	19,989.79
017-00-05-06 Year End Funds - General	6,100.89	0.00	0.00	0.00	-6,100.89	0.00
017-00-05-07 Savings - Operations	26,342.50	26,343.49	-26,342.50	26,343.49	-26,343.49	26,342.50
Totals	75,068.32	26,343.49	-26,342.50	26,343.49	-55,079.52	46,332.29

**Major 00 - Ungrouped**  
**Minor 07 - W-SELC**

017-00-07-00 W-SELC	1,689.42	0.00	0.00	0.00	0.00	1,689.42
017-00-07-01 W-SELC Rummage Sale	587.27	0.00	0.00	4,056.22	-2,600.00	2,043.49
017-00-07-02 Quilters	905.14	0.00	0.00	551.00	-665.48	790.66
017-00-07-03 Funeral Receptions	2,247.31	0.00	0.00	325.00	-253.23	2,319.08
Totals	5,429.14	0.00	0.00	5,933.22	-4,519.71	6,842.65

**Major 00 - Ungrouped**  
**Minor 08 - Maintenance**

017-00-08-00 Bldg Maint Conting	9,507.70	0.00	0.00	38,092.94	-37,600.64	10,000.00
017-00-08-01 Custodial Svcs	1,252.50	0.00	0.00	110.00	-200.00	1,162.50
017-00-08-03 Landscaping	2,631.16	8,500.00	-8,841.60	8,500.00	-9,491.96	1,639.20
017-00-08-04 Floors & Paint - Choir	0.00	0.00	0.00	5,000.00	0.00	5,000.00
017-00-08-05 FH Kitch Cabs & Counters	0.00	25,000.00	0.00	55,000.00	0.00	55,000.00
017-00-08-07 Bldg Maintenance	0.00	0.00	-2,908.00	34,600.03	-2,908.00	31,692.03
Totals	13,391.36	33,500.00	-11,749.60	141,302.97	-50,200.60	104,493.73

**Major 00 - Ungrouped**  
**Minor 10 - Administration**

017-00-10-01 Columbarium Fund	6,725.14	0.00	0.00	1,000.00	-5,290.36	2,434.78
017-00-10-05 FH Insurance Claim Pymt	3,034.77	0.00	0.00	1,801.50	0.00	4,836.27
017-00-10-06 Gift for Intern	3,954.16	0.00	0.00	0.00	0.00	3,954.16
Totals	13,714.07	21,366.25	-21,366.25	141,571.38	-144,060.24	11,225.21

**Major 00 - Ungrouped**  
**Minor 11 - Music**

017-00-11-00 Music Ministry (General)	3,187.17	10,608.07	-6,174.94	11,208.07	-7,162.83	7,232.41
017-00-11-01 Guest Musicians	120.00	0.00	0.00	150.00	-270.00	0.00
017-00-11-02 Music Ministry (Organ)	11,626.79	0.00	0.00	0.00	0.00	11,626.79

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Sierra Evangelical Lutheran Church  
**Dedicated Accounts Activity as of December 2023**  
 by Account  
 Book 01 - SELC Church

Account	Beginning Balance	December		Year-to-date		Ending Balance
		In	Out	In	Out	
017-00-11-03 Choir Dedicated	1,000.00	0.00	0.00	0.00	0.00	1,000.00
017-00-11-04 Music Special Project	1,500.00	0.00	0.00	0.00	0.00	1,500.00
017-00-11-05 Music Ministry (Bells)	237.08	50.00	0.00	50.00	-53.10	233.98
<b>Totals</b>	<b>17,671.04</b>	<b>10,658.07</b>	<b>-6,174.94</b>	<b>11,408.07</b>	<b>-7,485.93</b>	<b>21,593.18</b>

**Major 00 - Ungrouped**  
**Minor 12 - Pastor**

017-00-12-00 Pastor's Discre Dedicate	1,401.20	0.00	0.00	1,562.99	-1,788.42	1,175.77
017-00-12-04 Dedic Intern Ord Tvl	496.81	0.00	0.00	0.00	-496.81	0.00
<b>Totals</b>	<b>1,898.01</b>	<b>0.00</b>	<b>0.00</b>	<b>1,562.99</b>	<b>-2,285.23</b>	<b>1,175.77</b>

**Major 00 - Ungrouped**  
**Minor 13 - Church Ministries**

017-00-13-01 Altar Guild Dedicated	5,682.77	125.00	-55.07	1,943.00	-906.24	6,719.53
017-00-13-02 Men's Prayer Bkfst	1,197.52	0.00	0.00	476.00	-1,275.00	398.52
<b>Totals</b>	<b>6,880.29</b>	<b>125.00</b>	<b>-55.07</b>	<b>3,249.00</b>	<b>-3,011.24</b>	<b>7,118.05</b>
<hr/>						
	274,809.96	92,344.18	-77,884.51	350,655.17	-400,180.57	225,284.56

\* - Inactive account

## **Treasurer's Report**

Fiscal Year 2023 has come to a close. 2023, in general, has been quite a year for SELC. A Pastor resignation, a time of transition full of activities and an interim Pastor and finally an opportunity to Call a new Pastor in 2024. While it may not be directly visible, all of these things have an impact on finances. Some impacts are good, i.e., less expenses and a new spirit of giving. Some impacts are not so good. It has been identified that the SELC campus needs some TLC which unfortunately, costs money. With the lower expenses in 2023, SELC ended the fiscal year with a Net Income of \$32,138, which allows for additional savings to be carried into 2024 and future years for use if the need arises. The other positive for 2023 was that the renewed spirit of giving has provided dollars for the different Building Maintenance projects that either were completed or have begun and will be completed in 2024.

When reviewing the Treasurer's Report please keep in mind that the Mission Plan is just that – a plan. You will note that there were a few cases in which the expenses were higher than anticipated. In particular, the cost of utilities was exceptionally higher than in prior years, the Council agreed to hire and pay a Handbell Director, the number of people needed a hot lunch at the Salvation Army increased along with the cost of that hot lunch, and last, the price of liability insurance increased, and the Council added some additional coverage. Even with these higher-than-expected costs, SELC operations stayed within the 2023 Mission Plan by \$96,884.

2023 was the last year in my term as your Treasurer. I want to thank you for allowing me this opportunity as it was both a learning and growing experience.

**Lynette M. Nowlan,  
Treasurer**

## ALTAR GUILD REPORT

The Altar Guild continues to be a sub-committee of the Worship and Music Committee. Its purpose is to prepare our space for worship, especially the altar and chancel area for all worship services. The overall goal of the Altar Guild is to see that the worship space is kept beautiful and in good working order both to glorify God and to provide a setting for meaningful worship.

A primary responsibility is in preparation for communion. The Guild continued to seasonally decorate for Christmas, Easter and Pentecost. We continue to care for the linens, paraments and vestments and communion ware. We also prepare the Sanctuary for all special services such as weddings, Baptisms and funerals.

Members: Lynette Nowlan, Becky Randall, Donna Bryan, Wilma Bell, Connie Kelher, Patricia Shaner, and Lynn Light. We are currently functioning without officers, filling in and helping each other out where needed. Donna Bryan continues to keep track of flowers and Eternal light candle money since church members donate directly for those items. Bread bakers are Virginia Clevon, and Glen Sanner.

In Christ,  
Altar Guild representative  
Lynn Light

## ALTAR GUILD COMMUNION STATISTICS

One Service Sundays 9 AM		4012
Ash Wednesday -10:15 AM		26
6:30 PM		47
Palm Sunday		115
Easter - 9 AM		126
Christmas Eve – 9AM		70
7 PM	96	
Home Communion		87
Ultrea		48

## ALTAR GUILD FINANCIAL REPORT

<b>BALANCE JANUARY 1, 2023</b>		<b>\$ 5,632.77</b>
<b>PAYMENTS RECEIVED</b>		
Altar Guild Flowers	\$ 638.00	
Sanctuary Candles 7-Day	300.00	
<b>DONATIONS RECEIVED</b>		
Virginia Cleven Donation	600.00	
Anonymous Donation	100.00	
Becky Randall Donation	100.00	
Anonymous Donation	105.00	
<b>TOTAL PAYMENTS RECEIVED</b>		<b>+ 1,843.00</b>
<b>EXPENDITURES</b>		
Altar Flowers	205.56	
Sanctuary Candles 7-Day	395.61	
Safeway Gift Card	250.00	
Rosemary Plants	31.31	
Bread Napkins	23.76	
<b>TOTAL EXPENDITURES</b>		<b>906.24</b>
<b>BALANCE ON HAND DECEMBER 31, 2023</b>		<b>\$ 6569.53</b>

Submitted  
Donna Bryan  
Altar Guild Treasurer

## COLUMBARIUM REPORT

<b>DEDICATED FUND FOR COLUMBARIUM</b>	<b>EXPENSES</b>	<b>INCOME</b>	<b>BALANCE</b>
Beginning Balance, January 1, 2023			\$6725.14
Income: Gifts, Sale of niches, urns, and plaques		1000.00	
Expenses: Purchase of urns and plaques, and misc.	290.36		
Mission Investment Fund Certificate purchase	5000.00		
Ending Balance, December 31, 2023			\$2434.78

<b>MISSION INVESTMENT FUND FOR COLUMBARIUM</b>	<b>EXPENSES</b>	<b>INCOME</b>	<b>BALANCE</b>
Beginning Balance, January 1, 2023			\$15,694.30
Invested \$5000 from our Dedicated account in MIF certificate		5000.00	
Interest earned		156.90	
Ending Balance on December 31, 2023			\$20,851.20

*(The SELC Financial person is also keeping records for the Columbarium Mission Investment Fund)*

The Columbarium Committee met once in 2023 to discuss prices of Urns and Plaques and voted to raise the prices to meet the rising cost of purchasing those items. We had come to a point where we were charging less than we were paying.

We also voted to put \$5000 from our dedicated funds into the ELCA Mission Investment Fund since we don't have a need for that money yet. We will someday need to expand the Columbarium so that money is put aside and earning interest to save for that need. The committee also takes turns watering the plants in the Columbarium.

Submitted by Cynthia A. Wiste, record keeper for the Columbarium.

## EVANGELISM TEAM REPORT

Evangelism is the message of good news!

SELCS Evangelism Team helps to promote friendliness and hospitality as hands, hearts, and voices for Christ to all we meet and to show our care for those new to our church and community.

The team continues to:

1. Have a Welcome Center on the patio providing a variety of informational materials, ministry pamphlets and a friendly face to greet and assist with answering questions.
2. Provide Greeters, Lectors, and Pot Holders for members and visitors.
3. Advertise our church presence in the community, especially during Lent, Easter, Advent, and Christmas.
4. Welcome and encourage everyone to welcome new members and visitors.
5. Participate with the pastor in the new member process.

The Evangelism Team welcomes others to join the team in sharing the good news of God's love.

Submitted by:

Dave Dechant, Evangelism Team Chair  
And Leslie McCourt, Team Webmaster



## FELLOWSHIP TEAM REPORT

Sunday coffee on the patio has continued but due to lack of participation, offered only on the patio on the first Sunday of the month and on special occasions such as GIFT and Faith Formation. By serving in the fellowship hall we hope to encourage more participation in the activities there. We continue to use ceramic mugs which are sanitized before being used again.

In the Spring, we hosted what is becoming an annual formal English tea for the ladies. A fun afternoon of dressing up and sampling typical English tea and food served by several of our gentlemen dressed as black tie waiters.

In April, we hosted a good old fashioned going away potluck party for the Perrys in addition to a going away reception after the May 7th service which was attended by Bishop Hutterer.

In May we helped support the Ice Cream Social organized by the Intern Committee to welcome our Interim Pastor Patsy.

To help remain in contact with members, we continued sending birthday cards through May to those who had given us their birthdays. That completed a year of sending cards as a reminder that folks aren't forgotten.

In July, we provided breakfast for the congregation on Backpack Sunday coordinated by Carol Jordahl.

In August we organized a Cleaning Workday sponsored by funds from Thrivent. About 15 enthusiastic workers came to clean and organize the kitchen and some of the fellowship hall cabinets. Morning goodies and sub sandwiches for lunch were served for the workers.

We volunteered to provide funeral receptions until a regular reception person or group is formed. We have hosted three receptions in 2023

Our annual picnic was offered at Len Roberts Park in November. Homemade ice cream was served by Jim Thompson and Glen Sanner again! It was a beautiful day with potluck food, bring your own table service, games, prizes, and lots of fun and fellowship. Shepherd's Fold families were invited but unfortunately, none attended. About 50 congregational members and friends attended. Thanks to Kalyn for taking pictures.

In December we caroled to several shut-ins and then held a pizza party afterward for the carolers. Helen Perdiue and Cindy Wiste had a cookie making party for the youth, giving the cookies to our shut-ins.

Currently we are working with Cindy Wiste and Becky Randall to educate the congregation in support of the ELCA's Good Gifts program which will last into 2024. We're hoping to collect enough funds to provide two wells through the Good Gifts program that will benefit communities who currently have limited access to clean water.

For all our large group events we try to use real dishes, flatware, and cups to be environmentally conscious. Thank you to all the volunteers that help clean up after an event!!

We have been able to operate below our yearly budget of \$400 thanks to Margaret Reilly who provides coffee and supplies, plus many volunteers who provide food and Thrivent grants for various events.

Our current team members are Helen Perdiue, Becky Randall, Deanna Sanner, Carl McCourt, Chari Poteet, Cindy Wiste, DFF, who coordinates her FF and youth activities with us. We can always use new members and/or suggestions for fellowship events. Please contact any team member with your ideas or to volunteer. WE LOVE volunteers, new committee members or temporary help!!

Respectfully,  
Sandy Hall, FT Chair

## HUNGER MINISTRY COMMITTEE

This year the Hunger Ministry committee was established to focus on one of our congregation's priorities, to assist in alleviating food insecurity in our community.

Food insecurity is the inability to reliably access sufficient nutritious food to support an active, healthy lifestyle, due to a lack of physical, social, or financial resources. Food insecurity requires both immediate relief, such as emergency food assistance from food banks, and long-term solutions focused on reducing poverty and increasing equitable access to healthy food.

In July during a Transition Committee forum the following people volunteered for this committee: Barb Williams, Katy Regan, Becky Randall, Nancy Hagen, Carl McCourt, Margaret Reilly, and Erin Stephenson.

An initial meeting was held on August 6 with approximately twenty-five people attending. We discussed how the congregation is currently supporting local organizations to alleviate food insecurity and how we may further assist.

The congregation assists in alleviating food insecurity in our community by supporting our local Salvation Army, Peach's Pantry and Good Neighbor Alliance with both monetary and food donations. This year the congregation also donated nonperishable food items for the Cochise County-Wide Food Drive in July and the Body of Christ Ministries in October/November. Please see the Service Team Outreach Report for details.

In September for "God's Work, Our Hands" Sunday our outreach was Peach's Pantry. Sarah Pacheco, Founder & Executive Director, was the guest speaker. By giving both nonperishable food items and monetary donations the congregation helped supply economically disadvantaged children in our local public schools with food for weekends. The Stitch-in-Time Quilters raised further funds to support Peach's Pantry.

This year during the Grand Canyon Synod assembly a resolution entitled "Encouraging congregations to support local hunger ministries, increase awareness of hunger and poverty issues, and increase opportunities to financially support the work of ELCA World Hunger" was passed. It challenges each of its congregations, in the next three years to take concrete steps to:

- increase their support of local hunger ministries,
- increase their awareness of hunger and poverty issues through educational resources developed by ELCA World Hunger, and
- increase opportunities to financially support the work of ELCA World Hunger, and
- collect and maintain data on existing hunger and feeding ministries to support this resolution.

In July the Congregation Council passed a motion to support the resolution.

During the Advent season ELCA Good Gifts educational resources were shared to increase awareness of hunger and poverty issues around the world. One of the biggest challenges to overcoming poverty is lack of access to clean water. Opportunities were given to financially support ELCA Good Gifts. These gifts are real examples from projects currently supported through ELCA churchwide ministries.

In November a group of seven met to help plan December's GIFT program, a further introduction to ELCA Good Gifts. Sharon Magnuson, ELCA Mission Funding Director for the Churchwide Office, was present to answer questions following the presentation.

In 2024 the committee plans to meet on a more regular basis to discuss how the congregation can best alleviate food insecurity locally and globally. All are welcome to attend and/or give ideas how to best accomplish this.

Respectfully submitted, Becky Randall, Committee Representative

## **LAY EUCHARISTIC MINISTER REPORT**

(LEM'S) were Carrisa Bratlien, CJ Abraham, Jane Strain and Anna Bratlien. Our responsibilities are to assist with serving communion at worship services and praying with the pastor prior to each service, and providing home communion to those who are unable to attend church services due to illness, disabilities and lack of mobility or transportation. As LEM'S we do ask the home bounds if they need a ride to church to always reach out to us. A lot of them watch the live stream of our service. Sometimes we were a little shorthanded and would like to say thanks to our former LEM'S who cheerfully stepped up to assist when we needed their help.

During the 1st and 2nd Sunday of the month, we paired up to visit and provide communion to the home bound and others at rehabilitation centers, assisted living facilities and life care. On average we have 12 people to visit per month, including but not limited to John Wickizer, Sharlene and Howard Larsen, Anne Nowak, Barbara Dennis, Faye Toto, Mary Alexander, Nancy Trimble, Pam Williams, Ro Decker, Sue Mount and Sylvia Rosenkrans. To ease the workload, it was decided to break up those we visit into two groups. For the visits the LEM'S receive a copy of the communion service so they can follow and participate in the service. It is truly a humbling, experience, blessing and honor to share the sacrament sitting in their living rooms.

MY time as a LEM has been an honor and the best time I have felt to be a part of this and serve in this position.

In Christ,  
Carrisa Bratlien  
God bless you all.

## **MUSIC MINISTRY REPORT**

In January 2023 Dr. Sarah Lopez was hired as the Music Director and took the responsibilities of directing the choir and acquiring special music for Sunday morning services when the choir isn't singing. Along with Sunday anthems the choir performed an Easter cantata on Palm Sunday, "Come Touch the Robe" accompanied by Billie Hayes and a selection of instrumentalists.

In July, 2023, after the resignation of Dr. Sarah Lopez, Sunny Fichtl took the responsibilities of the Music Director. Billie Hayes continues as the organist and Paul Gregory will continue as the Sierra Ringers director.

In July a Women's Ensemble was organized and in August a Youth Choir began after Faith Formation on Sunday mornings. The Youth sang with the Adult Choir in October. Our goal is to have each group sing or ring at least one Sunday a month.

The Christmas Cantata "Night of the Father's Love" by Pepper Choplin was presented on December 17<sup>th</sup> with instrumentalists, organ and the three guest lectors.

Submitted  
Sunny Fichtl

## RECONCILING IN CHRIST TEAM

The Reconciling in Christ (RIC) Program is a public way for faith communities to see, name, celebrate, and advocate for people of all sexual orientations, gender identities, and gender expressions in the Lutheran church. Our goal, however, is to express our “welcoming to all” motto by reaching out to all marginalized communities in our area.

We participated in the September 30<sup>th</sup> Tucson Pride by working with the Lutheran Church of Foothills and other various ELCA communities in providing individuals with information on various faith affirming communities in the area.

On October 4<sup>th</sup> we had the privilege of meeting with Pastor Naomi Hartman from the Lutheran Church of the Foothills. She provided valuable information on evaluating organizations we partner with, ways to support the marginalized in our community, opportunities for continuing education, building relationships, and suggestions on how to promote and participate in events within our community.

If you would like to become involved in our RIC ministry, please contact Leslie McCourt at [mccourtleslie@gmail.com](mailto:mccourtleslie@gmail.com) or leave a message at the church office

## SERVICE TEAM OUTREACH REPORT

This list of our ministry service teams includes the mission or objectives and a contact person for most. **If you are interested in assisting on any of the teams, please contact the person listed for each team.**

### **Good Neighbor Alliance**

Penny Crane

*Mission - Assists displaced families and persons in need with safe, temporary shelter and access to supportive service and work toward helping them achieve economic and social self-sufficiency.*

This year a small group of 5 servers from SELC provided, prepared and served an average of 13 people the evening meal on the 3rd Tuesday of each month at 6:00 p.m. More servers are welcome to help share the joy of service to others.

### **Peach's Pantry and St. Vincent De Paul Food Collections**

Carl McCourt

*Mission - To provide food on weekends to school children in the Sierra Vista and surrounding area who are economically disadvantaged and to provide food for the poor.*

So far this year, our weekly collections had totaled over 1,600 pounds of non-perishable foodstuffs.

### **Body of Christ Ministries**

*Mission – To help the homeless with food support*

Including our help, 20 turkeys and food boxes were given at Thanksgiving time

### **Prayer Chain**

Leslie McCourt

*Mission - A group of people who have committed to pray for others as the need arises.*

It's called a "prayer chain" because the individual members are "linked" by prayer. Each link in our prayer chain represents one person devoted to pray for the needs of others. The imagery of a prayer chain also calls to mind the unity and strength of believers raising their united petitions to God. Our SELC prayer chain currently consists of 86 volunteers. To date, in 2023, we have received 326 prayer requests. In addition, we also continue to pray for 31 individuals on our long-term prayer list who face challenges that cannot be quickly resolved and need our continuing prayers. If you would like to become a member of our prayer chain, please email me at [mccourtleslie@gmail.com](mailto:mccourtleslie@gmail.com), or leave a message with the church office. Prayer requests may be sent via email to the point of contact listed in the weekly bulletin or submitted at our online website ([selcaz.org](http://selcaz.org)) by clicking on the Prayer Request box in the featured links.

### **Prayer Shawl Ministry**

Leslie McCourt

*Mission - Compassion and the love of knitting/crocheting have been combined into a prayerful ministry and spiritual practice which reaches out to those in need of comfort and solace, as well as in celebration and joy.*

This year, 45 prayer shawls were given out.

### **Salvation Army Meals**

Barbara Williams

*Mission - To preach the gospel of Jesus Christ and to meet human needs in His name without discrimination.*

This year five members of the congregation have worked at Salvation Army to serve lunch on the fourth Friday of the month. Generally three volunteers at a time are needed to cover the lunch hour. We purchase pizza from Peter Piper Pizza, where they give us whatever discounts corporate allows. We also buy salad ingredients and salad dressing to accompany the pizza. Cost for the pizza ranges between \$250 and \$290, depending on how many guests are expected. We've seen an increase this year from an average of 100 or so to more than 130, with more young families attending, particularly in the summer. We would welcome more volunteers who'd like to help out. For more information, go to: <https://sierravista.salvationarmy.org>.

### **Volunteer Interfaith Caregiver Program-VICaP**

Carl McCourt

*Mission - To help our neighbors to maintain their quality of life. Volunteers provide transportation and other services to help the elderly continue to live independently.*

Three members of SELC volunteer driving for VICaP. So far this year (Jan 1 through Dec 6), all 80 total volunteers have provided services to 512 registered “Neighbors” throughout the county and have given over 5,457 hours of their time, driven over 75,937 miles, and provided rides to 2,419 appointments (medical or grocery), with 10,816 "trips" (stops during ride appointments).

For more information about this ministry, go to <http://www.vicapsv.org>.

### **Backpack Program**

Carol Jordahl

*Mission – To alleviate a financial burden for many families. Before the beginning of the school year we buy and fill backpacks with necessary school supplies to be blessed and then distributed to various schools within the Sierra Vista area, with special emphasis on the West End.*

SELC has been supporting the backpack program for nearly two decades with 2023 being another successful year giving 161 backpacks (11 of which were to SELC students) filled with age-appropriate school supplies, to 8 schools.

### **Lutheran Social Services of the Southwest Aging and Disability Services**

*Mission - To assist Lutheran Social Services of the Southwest, LSS-SW in the area of aging and disability services in Cochise County to prevent seniors and individuals with disabilities from experiencing isolation, loneliness, and health risks, so that they can live safely in their homes and within their communities.*

For more information about this ministry, go to: <http://www.lss-sw.org/aging-disability-services>.

### **Lutheran Social Services of the Southwest Refugee Project**

*Mission - To assist Lutheran Social Services of the Southwest, (LSS-SW) in Welcome Teams to build self-reliant foundations for refugees each year.*

Lutheran Social Services of the Southwest (LSS-SW) in Tucson is currently providing homes and work for refugees from a number of world stress locations. The staff at LSS-SW finds space (such as hotel rooms or AIRBnBs for them to live for the first few days until more permanent housing can be found. The Refugee Youth Mentorship Program (RYMP) finds ways to connect refugees with mentors to build confidence in building marketable skills. Refugee women are given help by the Refugee Women’s Empowerment Program. Hundreds of refugees and immigrants were helped in the past year. The need is great! If your interest is peaked after reading this, consider taking an on-line “COME and SEE” tour to find out all of the many wonderful things this group does during times of crisis and transition. You can make a monetary contribution through our SELC Refugee Ministry dedicated account. 100% of these funds will be sent to LSS-SW; Tucson to be used where needed most – such as rent & utility deposits, purchase of household furnishings, etc. To do this, please write a check to SELC and indicate that it’s for the Refugee Ministry on the reference line of your check. For more information about this ministry, go to: <http://www.lss-sw.org/refugeeservices> or contact Edwin Andrade at 520-539-0233, his email is [EAndrade@lss-sw.org](mailto:EAndrade@lss-sw.org) Offices are located at 3364 East Grant Road, Tucson, AZ 85716

### **Helping Hearts Tutoring**

*For many years Sierra Lutheran offered free tutoring to students of the nearby Bella Vista Elementary School once a week to work on improving student math and reading skills.*

This program was stopped in 2021 due to Covid. We hope for it to be reactivated in the future.

Jim Thompson, Council Member-at-Large, Service liaison

## SHEPHERD'S FOLD CHILDCARE CENTER(SFCCC) REPORT

Purpose: The purpose of the SFCCC is to provide a caring learning environment for the children of this congregation and the larger community that will enable them to grow physically, spiritually, intellectually, emotionally, and socially.

From Jessica Hursh, Director and James Anderson, Assistant Director of SFCCC:

**We currently have 44 children enrolled in SFCCC.** We have a wait list in our One / Two-year-old classrooms. We just enrolled the last children on our infant waitlist. We are raising the rates in January to accommodate the increase in minimum wage/cost of living. We are anticipating having to raise rates continually to keep up with the cost-of-living increases as well as minimum wage increases. This is concerning as we know many of our families struggle to afford childcare at current costs.

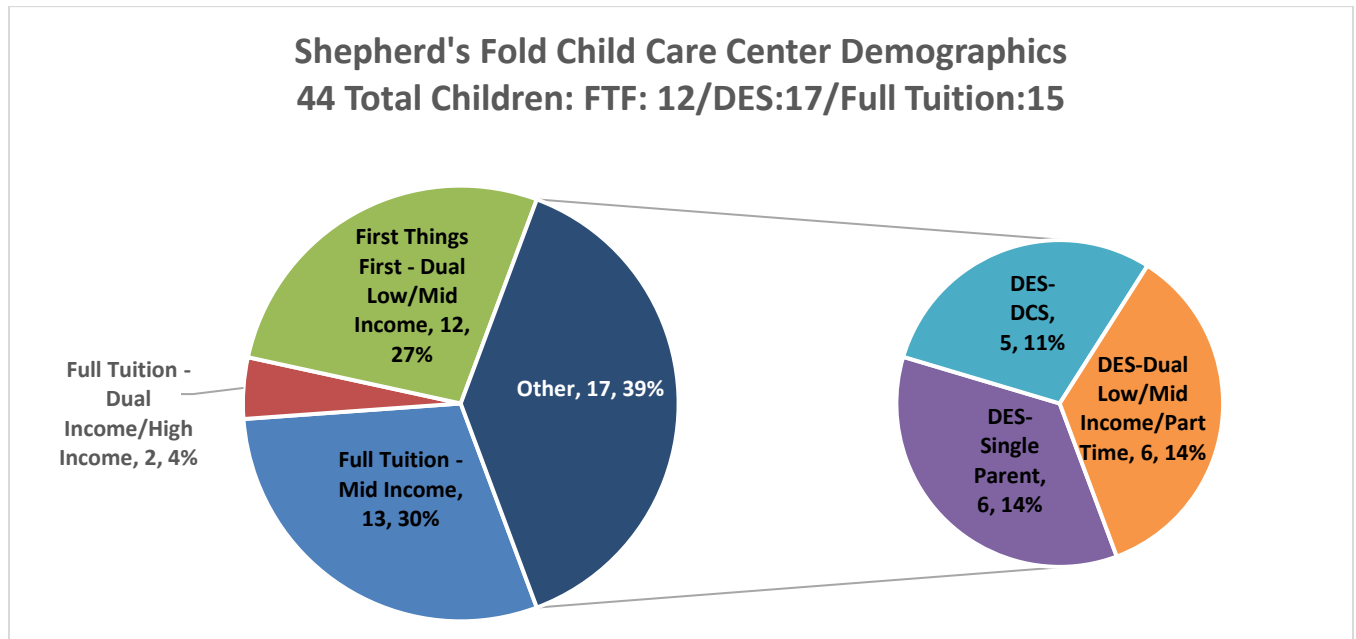


FIGURE 1

1. Figure 1 shows the current breakdown of SFCCC's demographics by FTF, DES, and Full Tuition.
2. We have **12 children on FTF scholarships** and 2 on the waitlist for the scholarships. The scholarships are awarded as follows:
  - Infants - \$2,050.00 per month
  - Toddlers (same ages as above) - \$1,250.00 per month
  - Preschoolers - \$1,050.00 per month

This amount is subtracted from the number of days we are charging for tuition that month. The greatest number of days we would be charging for a month would be 23. We calculate as follows. (Days charged tuition) x (amount of tuition for that child) – (Scholarship amount) = family's out of pocket cost. The most a family would have to pay out of pocket for their preschool child (the age that receives the least in scholarship money) is \$238.00 for the month. This is about 10.35 per day, a huge help when the normal out of pocket for a preschooler is \$56 per day.

3. We have **17 children on DES** - Currently, we are getting the following from DES.
  - Infants - \$64.15 per day
  - Toddlers (1-2 yrs.-old) - \$46.15 per day
  - Preschoolers (3-5 yrs.-old) – 40.80 per day

We also get incentive money for being a 3-star center that increases the payments to:

- Infants - \$96.23 per day
- Toddlers - \$69.23 per day
- Preschoolers - \$61.20 per day

**NOTE: Children that have a diagnosis of a special need can get DES that will pay \$96.23 per day. We do not currently have anyone using this currently.**

- a. Families that are approved for DES are given a co-pay level that must be charged no matter how much money we get from DES. So, a child that has a co-pay of \$1 per day, will always be charged the \$1 per day attended. The co-pay levels go from \$1 - \$5 per day depending on their income. Children in DCS' custody have their co-pay waived.
  - b. It is also important to know that DES will pay for each child to have up to 5 absences per month. Any absence over 5, and all holidays, are the responsibility of the parents/guardians.
  - c. **NOTE:** The \$64.15 base rate that we get now from DES, will most likely go back down to \$48 once the extra COVID dollars from the government expires. This will affect the overall rate that parents/guardians will have to pay monthly. We are also waiting to see what happens with First Things First (FTF).
4. We have **15 students that pay completely out of pocket.**
  5. We currently have **16 members on staff.** The SFCCC staff very much appreciate the kind and caring hearts of the men's prayer breakfast group for providing gift cards at Thanksgiving for each staff member of SFCCC. Thank you very much!
  6. **Grants:**
    - a. We received a grant of \$150,000.00 and used it to upgrade our playground. We had turf with a very thick pad underneath it put in to solve the problem of our fall zone always having the need have the dirt turned over. We had 2 sunshades put in to make the playground a little safer from the sun and replace an old one that was starting to show wear and tear from the elements. We had 3 climbing mushrooms, contrabass chimes, flower gongs, and root view planters installed as well as new trikes, sheds for storage of playground equipment, and a playground ski-ball machine for the kids to enjoy. It has been a wonderful change for the students.
    - b. Thanks to the Childcare Stabilization grant from DES, we were able to give our teachers a bonus each month from JAN to JUN of this year and with the final installment we gave a larger bonus in NOV.
  7. The new kitchen stove, hood, and fire suppression system should be installed by 31 DEC 2023.
  8. **Good news stories:** We have an incredibly good reputation by word of mouth, and we also have people who come to us because they were enrolled in the past and want to bring their children back to SFCCC.
    - a. We have a child that came to us with several developmental delays. He walked around the classroom and didn't engage with anyone or anything. We thought he might not be able to hear, but a test proved that it wasn't his hearing. We collaborated with the parents for the last 3 years and have seen this child grow and begin to talk, sing, form attachments, work through frustrations, and thrive. His parents have been at odds about him and his needs. We have been a support for both and have been a haven when mom didn't think the special needs preschool had his interests at heart and encouraged her to work towards getting him resources. The family is going to move soon, but the



mother has expressed her gratitude to us for being a positive part of their lives and he will continue to attend until the move.

- b. We have a family where the child was terribly angry and volatile. She didn't like school and she didn't like to be told what to do. We had many struggles with her, trying to get her to understand transitions, trying to give her ways to vent her frustrations and to express her feelings. She was delayed in her speech as well. Her mother trusts us and knows her daughter is happy and safe here. The child will be starting kindergarten next year. She is now a happy, and talkative young lady who shows more love and compassion now than the temper and frustration that used to rule her days.
  - c. We have just enrolled the 8-month-old twin sisters of a parent who had her former set of twins, yes, that's two sets of twins, who came to SFCCC for a couple of years until they graduated up to kindergarten.
9. We continue to stay in the black for the year. \$772,781.94 Total Expenses vs. \$892,532.01 total income, including grants, etc. Please see the annual income statement for the breakdown.
  10. We have added a Diapering program to the center. The goal of this is to make things simpler for the parents and cut down on the times families run out and forget to bring the supplies needed for their child/ren. The program is optional and will be \$20 a week for their child to receive diapers and wipes for that week of care. For families that opt out of the program, we will give a warning when they are low on supplies and if they forget and we run out we will charge them for our supplies they use after one last curtesy warning.
  11. **GREAT NEWS!** We would like to hold a **welcoming open house** for the church and congregation for Valentine's Day. I would have liked to have had it earlier, but I have been working to improve our procedures to make things more efficient. It is exceptionally important to us to foster a great relationship with the congregation. This is something that I and the SFCCC Advisory Board will be turning our attention to in the new year.
  12. We are currently part of CACFP (Child and Adult Care Food Program), First Things First (FTF), DES (Dept. of Economic Security), ECBS (Early Childhood Business Solutions), and Empower. These programs give us financial aid to be able to pay for food, to purchase supplies or replacement items, to pay our teachers, and to assist families with tuition. Without these programs, and the church support and facilities, our families would not be given the quality of care they are currently receiving. Also, we have the most teacher to student ratios for centers in the area. For example, the state ratio within the 3- & 4-year-old classroom is 13 children to 1 teacher. However, SFCCC has 8 children to 1 teacher. This is extremely important to quality care. Our teachers have less stress and can focus their attention on the children that need it most. We serve healthy meals and snacks that some of the children would never get if they were not at SFCCC. Additionally, SFCCC is one of the few centers in town that offers part time slots and doesn't require payment for full time care. Some centers require parents/guardians to pay for a full week even if their child/ren only come 2 days a week. I would like to continue to be able to offer part-weeks as we have a huge need within our community.

**Shepherd's Fold Advisory Board Members:**

Larry Rewis, Chair

Barbara Williams, Secretary

Diana Wilcox, Treasurer

Connie Kelher

Sandy Urlie – Vice President, SELC Council Member

Kim Renbeck

Helen Perdiue

12:54 PM  
12/14/23  
Accrual Basis

**Shepherd's Fold Child Care Center**  
Balance Sheet

**As of November 30, 2023**  
Nov 30, 23

**ASSETS**

**Current Assets**

**Checking/Savings**

100 - Well Fargo Bank Checking 241,200.77  
105 - Wells Fargo Savings 483.97

**Total Checking/Savings** 241,684.74

**Accounts Receivable**

1200 - Accounts Receivable 1,412.07

**Total Accounts Receivable** 1,412.07

**Other Current Assets**

1300 - Allowance for doubtful accounts -611.31

**Total Other Current Assets** -611.31

**Total Current Assets** 242,485.50

**TOTAL ASSETS** 242,485.50

**LIABILITIES & EQUITY**

**Liabilities**

**Current Liabilities**

**Accounts Payable**

2000 - Accounts Payable 338.10

**Total Accounts Payable** 338.10

**Other Current Liabilities**

2400 - Deferred Revenue 8,118.97

**Total Other Current Liabilities** 8,118.97

**Total Current Liabilities** 8,457.07

**Total Liabilities** 8,457.07

**Equity**

30000 - Opening Balance Equity 6,697.06

390 - Retained Earnings 107,581.30

Net Income 119,750.07

**Total Equity** 234,028.43

**TOTAL LIABILITIES & EQUITY** 242,485.50

JANUARY – NOVEMBER 2023 PROFIT/LOSS FOR SFCCC

	<u>Jan - Nov 23</u>
<b>Income</b>	
401 · Bank Interest	0.67
402-8 · Grants	185,000.00
<b>402 · Child Care Income</b>	
402-1 · DES Payment	309,975.56
402-2 · Tuition, DES Client Income	9,057.33
402-3 · FTF Income	162,593.00
402-4 · Tuition, FTF Client Income	586.60
402-5 · Tuition, Regular Income	200,235.60
402-6 · CACFP Reimbursement Income	<u>23,256.42</u>
<b>Total 402 · Child Care Income</b>	705,704.51
<b>403 · Donations &amp; Gifts</b>	
403-1 · Fundraiser	155.00
403-3 · Free Will Offering	<u>1,623.25</u>
<b>Total 403 · Donations &amp; Gifts</b>	1,778.25
<b>408 · Reimbursements and returns</b>	<u>48.58</u>
<b>Total Income</b>	892,532.01
<b>Expense</b>	
<b>600 · Administrative</b>	
600-03 · Computer Maintenance/Software	4,533.58
600-04 · Printer Ink/Maintenance	1,436.22
600-05 · Fingerprinting	306.36
600-06 · Licensing	1.00
600-07 · Office supplies	960.10
600-09 · Telephone	859.85
600-10 · Training	504.00
600-15 · Workman's Comp liability insur	5,824.86
600-16 · Sales Tax	3,211.75
600-17 · Expenses against Fund Raiser	831.00
600-18 · Staff Meeting Expenses	322.51
600-19 · Mailing	57.06
600-20 · Miscellaneous Expenses	752.97
600-25 · Reimbursements	840.55
600-35 · Milage	401.02
600 · Administrative - Other	<u>46.81</u>
<b>Total 600 · Administrative</b>	20,889.64
<b>615 · Advertising</b>	
615-1 · DEX (Phone Book)	<u>695.40</u>
<b>Total 615 · Advertising</b>	695.40
<b>616 · Curriculum</b>	1,409.80
<b>617 · Equipment</b>	
617-1 · Playground Equipment	29,211.94
617 · Equipment - Other	<u>11,792.10</u>
<b>Total 617 · Equipment</b>	41,004.04

<b>620 - Facility Cost</b>	
620-2 - Bldg Maintenance/Repairs	14,676.52
620-3 - Playground Maintenance	120,278.00
620 - Facility Cost - Other	<u>210.00</u>
<b>Total 620 - Facility Cost</b>	135,164.52
<b>621 - Food</b>	
621-1 - CACFP	17,689.14
621-2 - CACFP Food Service Supplies	<u>1,851.40</u>
<b>Total 621 - Food</b>	19,540.54
<b>623 - Supplies</b>	
623-1 - Cleaning/Sanitation Supplies	7,395.79
623-3 - Medical and Hygiene Supplies	2,871.12
623-4 - Miscellaneous Supplies	<u>123.80</u>
<b>Total 623 - Supplies</b>	10,390.71
<b>740 - Payroll Wages (Gross Wages)</b>	381,554.17
<b>760 - Payroll Expenses (SFCC Portion)</b>	<u>162,133.12</u>
<b>Total Expense</b>	<u>772,781.94</u>
<b>Net Income</b>	<u><u>119,750.07</u></u>

## STEWARDSHIP TEAM REPORT

The stewardship team had a big change in 2023. During the congregational forums held earlier this year, overseeing the upkeep of the SELC buildings (facilities) was added to the stewardship team responsibilities. The team received lists from Pastor Koeneke & other member as to the needs. The team reviewed these lists & set priorities. At the time of this report being written and submitted to the church office, the following are the lists of projects that have been completed, funded projects in process & currently planned projects.

### **Projects completed:**

1. Excess trash was taken to the dump.
2. Bookcases and books were removed from the Fellowship Hall and donated.
3. Shepherd's Fold garden area was cleaned up.
4. Pew removal and installation of a shorter pew to accommodate wheelchairs was installed.
5. All flat roofs were recoated.
6. Fellowship Hall & classrooms 1-4 in the same building have new LED light fixtures and ceiling tiles.
7. Landscape remediation around the buildings completed to allow the exterior of church to be painted.
8. Fellowship Hall has been painted inside and the Pastor's office has been painted.

### **In process projects**

1. Fellowship Hall – new kitchen stove, range hood & fire suppression system will be installed.
2. All of the exterior of our church buildings will be painted.
3. Fellowship Hall - worn out kitchen cabinets and counter tops will be replaced.

### **Currently planned projects for 2024 provided funding is available**

1. Fellowship Hall floors cleaned and waxed – funded.
2. Sanctuary tile needs replaced – choir side – funded.
3. Repair or replace malfunctioning doorknobs and locks.
4. Re-surface and stripe parking lots and replace crumbling tire stops.
5. Purchase a security camera system for church campus.

SELC continues to offer online giving (VANCO) for SELC members & friends. This can be for regular, special or one-time contributions. Currently we have 44 household using this service. There are several options to choose from: credit card, debit card, checking account or savings account. If anyone is interested, you may go to the SELC website ([selcaz.org](http://selcaz.org)), click on giving to sign up or you may call the financial secretary, Sandra Stephenson (#502-378-4678) for help.

Another option that is available is to have your financial institution send a check directly to SELC for the amount of your contribution. This can be monthly or whatever schedule you prefer to set up. There are 15 individuals that are using this option.

The Financial Secretary reports that there were 51 commitment cards returned for 2024. Thank you for your response for this important part of our life together at SELC.

We sincerely thank all who have been so faithful for their stewardship commitments throughout 2023.

The current members of the Stewardship team are Carl McCourt, Kylie Burford, Larry Rewis, Lynette Nowlan, Sandra Stephenson, Ted Fichtl and Joanne March (chairperson).

Submitted by Joanne March

## STITCH-IN-TIME QUILTERS REPORT

We exist to show individuals love in a tangible way. During times of illness, loss of a child or other personal crisis, a physical, touchable expression of care and concern can be very important. Our members create beautiful quilts that provide care, comfort, and encouragement to the hurting, while enjoying fellowship, prayer and sharing with each other as we quilt.

In 2023 our ministry donated:

- Eleven small size quilts to Lori's Place-Cochise Family Advocacy Center.
- Twenty two adult quilts to the Grand Canyon Synod in support of Lutheran World Relief.
- Four small patriotic quilts to the veterans hospital in Tucson.

During the fall we raffled off four quilts and raised \$1,000 which was donated to Peaches Pantry.

Currently we have twenty one quilts on hand.

Our current members are: Jan Bowie, Carol Brandes, Elaine Grahm, Jean Hall, Edith Jennings, Joyce Maloney, Terry Markstrom, Leslie McCourt, Sylvia Rosenkrans, and Irene Sisson. All *joyfully* making hand-crafted, tie quilts for those in need while also enjoying fellowship and homemade goodies.

We always welcome new members--no sewing skills are required, but if you do sew, we have machines available for your use. If you would like to join us, we meet the first and third Thursday of each month from 9 am to 12 pm in the Fellowship Hall. If you are interested in joining us, or for more information., contact Terry Markstrom or Elaine Grahm.

Submitted by Terry Markstrom and Elaine Grahm

## TRUSTEES REPORT

### February and March

1. Repair lights over Choir area
2. Repaired water line going to garden area. The line has ruptured due to tree roots.
3. I added a shutoff so the whole campus is not without water. Replaced line by trenching 4 feet east, 15 ft north, and 4 feet west to main line.

**This is something that needs to be addressed. There is no shutoff to each building. If one building has a problem all the water must be shut off at the main.**

### April

1. Repaired toilet in Women's restroom Fellowship Hall.
2. Removed pews for bell choir with help from Carl McCourt.

### June

1. Replaced sink faucet in women's Restroom Fellowship Hall.

### July

1. Cut weeds in alley.
2. Replaced parts in men's restroom toilet fellowship Hall

### August

1. Worked on cabinet doors in church office.
2. Oiled door hinges between Narthex and sanctuary.
3. Repaired toilet restroom in Narthex
4. Fixed hose that leaked behind sanitizer in kitchen fellowship Hall.
5. Mowed Garden area.

### September

1. Started getting estimates for coating of flat roof on Lyons Hall and flat roof on church.
2. Talked to insurance company about water damage to cabinets from hose rupture at sanitizer

### October

3. Fixed water leak under sink in sacristy.
4. Installed new door stop front door fellowship hall
5. Install new door closer in one of classrooms fellowship hall.
6. Fixed all window locks in classrooms east side.

### November

1. New coating on flat roof finished.
  2. Fixed water leak at urinal fellowship hall.
- The rest was all done in Fellowship Hall:
3. Replaced ballast in light fixture men's restroom.
  4. Replace electrical outlet.
  5. Fix front door so they will close and lock.

The church campus is beginning to show age and more monies, or time will be needed to keep up the buildings. We as a congregation will need to think about more people to do more work or spend more money to hire professionals to do the work. I have not spent any time in the rooms of Shepard's Fold. I am sure they have needs also.

Monty Brandes Property Trustee

## TRUST FUND REPORT

The purpose of the Sierra Evangelical Lutheran Church Trust Fund is to enhance the work of the church by establishing new ministries and stewardship opportunities additional to and apart from the general operation of the congregation, with emphasis on support for our ministry to youth and the elderly. The Sierra Evangelical Lutheran Church Trust Fund is comprised of a perpetual fund where principal is maintained and returns may be reinvested or used for designated purposes in accordance with the Establishing Resolution, and a memorial fund where both the principal and returns may be reinvested or used in accordance with the Establishing Resolution.

The Resolution establishing the Sierra Evangelical Lutheran Church Trust Fund was approved in 1989 and amended in 1998. The initial gifts of \$32,606 were donated to the Trust Fund in 1997. The Trust Fund has now grown to more than \$340,000 through stock growth, returns and donations. Trust Fund assets have been invested in what is considered a prudent allocation of mutual funds. While the stock market has had numerous ups and downs this year, end of year returns have been very positive.

In 2023 Trust Fund assets remain invested in Vanguard's Balanced Index Fund, Windsor II Fund, and Intermediate Term Investment-Grade Fund. Funds which had been invested in the Total Bond Market Index Fund were moved to the Balanced Index Fund due to extended poor performance. A checking account is maintained at the National Bank of Arizona (NBA) for administrative purposes and to facilitate Memorial Fund disbursements. A Memorial Fund transfer of \$5,000 from NBA to Vanguard's Balanced Index Fund was made to increase returns.

In 2023 the ELCA Gift Planner, Lisa Higginbotham, was contacted to seek advice on updating the Trust Fund Resolution. The information provided by Ms. Higginbotham was used to update the Resolution. Numerous meetings were held by the Trust Fund Committee to review and update the resolution pending Synod approval.

### **Trust Fund 2023 Expenditures:**

Student Loan	\$3,503
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### **Trust Fund 2023 Income:**

Perpetual Fund Memorials	\$80,106
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### **Transfer of Funds:**

Memorial Fund NBA transfer to Vanguard	\$5,000
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<b>PERPETUAL FUND PRINCIPLE:</b>	\$161,793
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### **SUMMARY OF ACCOUNTS 31 December 2023:**

Perpetual Fund:	\$316,603.77
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Memorial Fund	\$16,204.33
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<b>Trust Fund Total</b>	<b>\$332,808.10</b>
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Respectfully Submitted,

Fred March, Carol Jordahl, Nancy Hagen, Monty Brandes, Janice Bowie



## VISITATION MINISTRY REPORT

The purpose of the Visitation Team is to see people who are not able to come to church if they wish to be visited. We try to contact each person once a week.

At present there are 9 people serving on the team who go out visiting, call or send cards.

The team members are Jeannette Johansson, Deanna Sanner, Penny Crane, Fred March, Glen Sanner, Joanne March, Becky Randall, Joanna Michelich and Clara Abraham. We are open to having more members on our team.

Every two months we have a meeting to go over our schedules and pick weeks to visit.

Deanna Sanner  
Team Leader

## WOMEN OF SELC REPORT

The women of SELC continue to be busy and support the Congregation through assisting with funeral receptions, box tops for education, the greeting card program, and eyeglasses and hearing aids.

We had representatives attend the Kino Conference Spring Gathering hosted by [Our Saviour's Lutheran Church](#) in Tucson. During the meeting I was installed as the Kino Conference secretary. The next Kino Conference Spring Gathering will be held on Saturday, February 3, 2024 from 10 am to 12:30 pm at Our Saviour's Lutheran Church 1200 North Campbell Avenue, Tucson, AZ. The theme for the 2024 gathering is "Embody the Word." Please stay tuned for more information.

Lisa Sherry recently moved to Benson and both she and Bob are back worshipping at SELC. Lisa has a passion for women's programs and on November 10th was installed as secretary for the Grand Canyon Women of the ELCA.

Lisa and I plan on working together to revitalize our women's programs at SELC. Please keep your eye on the Messenger and your bulletin in 2024 for upcoming events.

Submitted by  
Leslie McCourt

## WORSHIP AND MUSIC REPORT

January 2023 the Worship and Music Committee started the year with a new chairperson, Sunny Fichtl and a new Music Director, Dr. Sarah Lopez. Other members of the committee are Becky Randall – Altar Guild, Linda Perry - Acolyte scheduling and training, Carrisa Bratlien – Church Council, Mary Alexander – Lector Scheduling, Anna Bratlien, Usher Scheduling, Paul Gregory – Bell Choir, Billie Hayes – Organist, and Pastor Mark Perry.

In May the committee welcomed James Brunk who took the responsibility of scheduling lector in place of Mary Alexander, Kalyn Kelly who is organizing and training acolytes in place of Linda Perry, and at the resignation of Dr. Lopez, Sunny Fichtl will be the new Music Director. Pastor Patsy Koeneke has joined the committee in place of Pastor Mark Perry.

The focus of the committee is to ensure that the weekly church services, festival Sundays, Advent and Lent services run smoothly and that includes dressing the altar, communion, ushering, special music, selection of lectors and acolytes. Other issues include piano tuning and holiday decorations.

The Worship and Music committee meets the first Monday of each month at 11:00 in the Music Room. If you have questions or concerns, you are welcome to join us.

Submitted,  
Sunny Fichtl

