

2024 ANNUAL REPORT

**Presented at
The Annual Congregational Business Meeting**

January 26, 2025

President: Deb Koltveit

Pastor: Kurt Fangmeier



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**

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AGENDA OF THE SELC ANNUAL MEETING JANUARY 26, 2025

SIERRA EVANGELICAL LUTHERAN CHURCH ANNUAL CONGREGATION MEETING

1. CALL TO ORDER

2. OPENING PRAYER – Pastor Kurt Fangmeier

3. APPROVAL OF THE AGENDA

4. APPROVAL OF THE MINUTES FOR JANUARY 2024

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
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
Trustee	V Vacant	3 year position
Trust Fund	Vacant	3 year position
Lay Eucharistic Minister	Vacant	3 year position

6. OLD BUSINESS – N/A

7. NEW BUSINESS

A. 2025 Mission Plan:

1. Presentation of Narrative Mission Plan - Leslie McCourt
2. Overview of Detailed Plan, as needed – Leslie McCourt
3. Discussion and Voting – Shall the 2025 Mission Plan be accepted?

8. OTHER BUSINESS – N/A

9. CLOSING PRAYER – Congregation Member – Debra L. Koltveit

10. ADJOURNMENT

**SIERRA EVANGELICAL LUTHERAN CHURCH
ANNUAL CONGREGATION MEETING**

January 28, 2024

- 1) CALL TO ORDER
 - a) Meeting called to order at 10:32 am.
- 2) OPENING PRAYER – Pastor Patsy Koeneke
- 3) APPROVAL OF THE AGENDA
 - a) Joanna Michelich moved; Janet Bobar seconded; Motion to approve the 2024 Annual Congregational meeting agenda. Approved by acclamation.
- 4) APPROVAL OF THE MINUTES FOR JANUARY 2023
 - a) No corrections necessary. Ted Fichtl motioned to accept; Fred March seconded. Approved by acclamation.
- 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 Treasurer	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	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

 - a) Nomination from the floor: Joanna Michelich nominated Leslie McCourt for the open Treasurer position. Leslie will accept with the help of the outgoing treasurer Lynette Nowlan and the bookkeeper when/if hired.
 - b) Barb Wirsching motioned to accept the roster of nominees to include Leslie McCourt for Office for 2024. Seconded by Nancy Hagen. Accepted by acclamation.
- 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?

Joanne March motioned that the 2024 Mission Plan be accepted as presented. Seconded by Virginia Clevon.

66 Total Ballots Cast

0 No vote ballots

66 Yes vote ballots to approve the 2024 Mission Plan as presented.

Motion Passed.

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

(1) Nominations were accepted from the floor. Six congregational members were nominated.

The nominees were Kalyn Kelly, Helen Perdiue, Becky Randall, James Brunk, Leslie McCourt, and Cindy Wiste. The final nominees were James Brunk, Leslie McCourt, and Cindy Wiste.

(2) Fred March motioned that the final three nominees be approved to attend the Grand Canyon Synod Assembly. Seconded by Ted Fichtl. Motion passed.

8) OTHER BUSINESS

Thank you for participating in the Annual Meeting and thank you to all who helped.- Jim Clevon

9) CLOSING PRAYER – Congregation Member - Jim Clevon

10) ADJOURNMENT

Meeting adjourned at 11:20.

Respectfully Submitted,

Lynn Light

SELC Church Council Secretary

STATISTICAL REPORT

BAPTISMS

Lowen Rose Boltinghouse

CONFIRMANDS

NEW MEMBERS RECEIVED

Scottie Young	Ruth Young	Jaxson Young	Castor Young
Jeff Treganowan	Susan Treganown	Gary Andrews	Pat Andrews
Pam Williams	Kevin Starbuck		

IN MEMORY

Connie Schlosser	Miki Shaner	Robert Reiner
Shar Larsen	Rick Mueller	

MEMBERSHIP STATISTICS

Total Membership December 31, 2023

231 Baptized 172 Confirmed

Total Membership December 31, 2024

189 Baptized 142 Confirmed

Active Membership* December 31, 2024

119 in 95 households

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

WORSHIP ATTENDANCE

2023 Average per Sunday - 93

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

2024 Average per Sunday - 87

2024 Average of online "user" log-ins per Sunday - 26

SELC LEADERSHIP NOMINATIONS FOR 2025

Position	To be voted on	
	Current	Proposed
President	Debra Koltveit '24	Debra Koltveit
Vice President	Patricia Shaner '24	Patricia Shaner
Secretary	Lynn Light '23	Lynn Light
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	<u>Vacant</u>
Council Member At-Large	Kalyn Kelly '23	<u>Vacant</u>
Lay Eucharistic Minister	Jane Strain (Year 3 of Term 2)	<u>Vacant</u>
Trustee	James Brunk '24	<u>Vacant</u>
Trust Fund	Fred March (Year 3 of Term 2)	<u>Vacant</u>

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

Lay Eucharistic Minister	Carl McCourt	Year 2 of Term 1
Lay Eucharistic Minister	CJ Abraham	Year 3 of Term 2
Lay Eucharistic Minister	Anna Bratlien	Year 3 of Term 1
Trustee	Monty Brandes	Year 3 of Term 2
Trustee	Craig Anderson	Year 2 of Term 1
Trustee	Sandy Hall	Year 2 of Term 1
Trust Fund	Glen Sanner	Year 2 of Term 1
Trust Fund	Jan Bowie	Year 3 of Term 1
Trust Fund	Nancy Hagen	Year 3 of Term 1
Trust Fund	Carol Jordahl	Year 3 of Term 1

Nominating Team:

Lynn Light, Debra Koltveit, and the Congregation at large

2025 SELC NARRATIVE BUDGET

"Trusting Grace, Sharing Love, Changing Lives"

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

At Sierra Lutheran we strive to recognize and nurture the presence and power of the Holy Spirit in ourselves and each person we encounter along the way. As such, we are more than a building, we are an inclusive community of believers who have been drawn together by the grace of God in Jesus Christ, to serve in whatever way we can.

This year the Mission Plan Team is presenting the proposed 2025 plan in the form of a narrative budget. We hope to provide a fresh perspective on how your contributions support and grow our various ministries as we live into our mission statement, not only making a difference in our own community, but in the world. **Your contributions do make a difference** in spreading the Gospel and bringing the message of Christ's love and salvation to all.

As you review this plan, envision new ways we can continue to grow and serve as Christ's hands and feet through your contributions of time, talents and treasures.

The proposed narrative mission plan is broken down into three major categories: Worship and Music, Christian Education, and Community Care. Financial resources for each category are represented by: people, programs, and facilities.

People – accounts for Pastor's time and the time of all other paid positions

Programs – resources to support the service, i.e., Altar Guild, AV

Facilities – resources used to operate and maintain the physical building

Let's join together in making God's work our own!

"When did we see you a stranger and invite you in, or needing clothes and clothe you? When did we see you sick or in prison and go to visit you?" "The King will reply, 'Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me.'" Matt 25: 38-40

WORSHIP & MUSIC

What a glorious morning! The sun shines brightly. Many volunteers are busy preparing to welcome visitors, lead the music, set up sound, video and internet feed, usher, greet attendees, and attend to the last-minute details. All to provide a worship experience that shares God's love and instills hope in the community.

Members of the Altar Guild have prepared the sanctuary with beautiful linens, the color of the season draping the altar. The wine and bread remind us of the communion and blessings to come. The candles will soon be lit.

The video screens are on sharing the upcoming events at Sierra Lutheran. The microphones and other sound equipment have been activated to ensure all can hear the good word.

People are arriving and making their way to the entrance. Greeted with smiles, handshakes, and hugs, they enter with anticipation of worshipping Jesus.

The sanctuary is abuzz with morning greetings, laughter and chitter chatter. There's settling in the pews and bulletins being read. The choir in their robes enter and take their place at the front as Billie Hayes begins

one of her wonderful preludes that quiet the hearts and prepares the minds for worship. It is time for listening, praying, singing, communing, and praising together in community.

Do you ever consider what it takes for the weekly worship service to occur?

- The Worship and Music Committee met to discuss the aspects of worship, i.e., season, liturgy, music, and communion.
- The Administrative Assistant worked with the Pastor to create the bulletin
- including the gathering of information about upcoming events from the many Teams at Sierra Lutheran.
- The Pastor focused a third of the week studying the gospel, identifying its relevance to the current times, determining how to relay that relevance into a sermon, writing, editing, and practicing the delivery. Time is also spent preparing a children's sermon to share with the youth but enjoyed by all in attendance.
- The Music Director, Organist, and Handbell Director have selected music, held rehearsals with youth and adults. Guest musicians are sometimes invited to enhance worship. Cantatas are selected and rehearsed for Christmas and Easter.
- The Altar Guild ensured the applicable season linens adorn the altar with the candles placed, one on the right and one on the left. The wine and bread have been prepared. The baptismal font has been filled, and the Paschal candle placed next to it.
- The AV Team has readied and tested the computer equipment (microphones, speakers, backup systems) to present the service on the video screens and broadcast the service over the internet to a global audience.

Worship is not just on Sundays but includes weddings, funerals, Advent, and Lent.

It's also important to consider the following needs for all categories:

- a clean sanctuary, narthex, and restrooms
- electricity to provide light and air conditioning in the Southern Arizona summers.
- water to quench thirst and make coffee.
- upkeep for the organ and pianos to keep them sounding their best.
- Bibles, hymnals, and other song books to assist with participation.

People	\$91,754
Programs	17,171
Facilities	28,847
Total Worship	\$133,772

CHRISTIAN EDUCATION MINISTRY

The smell of coffee wafts from the Fellowship Hall. People are milling around, filling their mugs and visiting before finding their seats.

The Pastor comes in, ready for class. Some people might think he spends most of his time preparing for the Sunday Sermon; however, he spends approximately one third of his time preparing for and conducting confirmation classes, Sunday School, and morning/evening Bible studies. Each class covers a different topic, requiring significant preparation time.

The big whiteboard is rolled out, handouts are given, the AV system is set up for recording, and everyone waits in anticipation as we prepare to start.

Have you ever been spellbound? It can be magical and happen when you least expect it. Christian Education can provide that experience, taking us on wondrous adventures, presenting challenges, and giving us new insights into God’s plan for us and all of creation.

Throughout the week, SELC provides a variety of Christian Education opportunities led by the pastor, Director of Faith Formation (DFF), and laity. From Sunday school to mid-week Bible study, cross-generational ministries to guest speakers on a variety of topics, you never know what you might learn, but you can count on healthy, respectful interactions with caring Christians.

Our youth experience Christian education on a larger scale by meeting youth from other churches, participating in National Youth Gatherings and retreats. These trips provide holistic educational experiences for our young people.

People	\$71,127
Programs	14,343
Facilities	24,847
Total Christian Ed	\$110,316

COMMUNITY CARE

In the narthex, as you depart, there is a sign over the door that says, “Servants’ Entrance.” Each week we go out into the world, newly refreshed and ready to serve Christ in one another and our neighbors.

Within the Congregation:

- The Fellowship Team keeps us connected by supplying coffee for Sunday School, organizing potlucks, picnics in the park, Lenten soup suppers, and ice cream socials. They also tirelessly support other ministries within the church who need help with special events.
- The Pastor works with Shepherd’s Fold, leads chapel time and participates on the Shepherd’s Fold Advisory Board. He ministers to church members through homebound and hospital visitations and provides counseling and assistance.
- The DFF encourages the youth to participate in Christian community through various worship and social activities.
- The Evangelism Team maintains the church website, Facebook page, and the Welcome Center—a place where individuals can ask questions and receive information about our church, its beliefs and missions.
- The Administrative Assistant maintains the events calendar, publishes the Weekly Messenger, coordinates space for various activities, fields phone calls, greets visitors, and ensures they connect with the person who can help with their questions/needs.

In the larger community:

- The Pastor participates in community events, fosters ecumenical relationships with various local churches, and meets with individuals in search of guidance.

- We serve meals at both the Salvation Army and Good Neighbor Alliance
- The Backpack Program provides educational supplies to those children whose families are unable to afford them.
- We support a variety of programs through the Grand Canyon Synod including the Navajo Evangelical Lutheran Mission, the mission congregation of San Juan Bautista, Lutheran Campus Ministries, and Lutheran Social Services of the Southwest. We also support the ongoing fight for social justice, funding for ELCA seminaries, and efforts to grow the ELCA in the United States, and the Lutheran church throughout the world.

People	\$50,364
Programs	39,977
Facilities	24,847
Total Community Care	\$115,188

Our 2025 Proposed Mission Plan for Worship and Music, Christian Education, and Community Care

Stewardship is not just about money; it's about giving of ourselves. It's what we do when we say "yes" to Jesus. We work with the Pastor to deepen the congregation's understanding of stewardship by exploring time, talents and treasures and how to put them to the best use.



"The real question we face is not 'Can we afford to?' but rather, 'Can we afford not to?'" John Y. Bacon
- Pastor

EXPENSES	2025 Proposed Mission Plan	Worship and Music	Christian Education	Community Care
People	213,245	91,754	71,127	50,364
- Pastor	119,930	39,977	39,977	39,977
- Admin Assistant	22,169	7,390	7,390	7,390
- Office Assitance (PT)	1,615	538	538	538
- Bookkeeper (PT)	7,379	2,460	2,460	2,460
- Director of Christian Education (DFF)	18,674	-	18,674	-
- Nursery Attendant (3/4, 1/4 split)	1,679	1,259	420	-
- AV/IT Technician (3/4, 1/4 split)	6,676	5,007	1,669	-
- Music Director	12,918	12,918	-	-
- Principal Musician	18,442	18,442	-	-
- Substitute Musician	538	538	-	-
- Handbell Choir Director	3,225	3,225	-	-
Programs	48,215	10,025	4,900	33,290
- Worshipping	3,025	3,025	-	-
- Music	1,500	1,500	-	-
- Streaming/Licensing	3,000	3,000	-	-
- Youth Ministry	3,400	-	3,400	-
- Cross Generational Ministry	1,000	-	1,000	-
- Via de Cristo/Tirosh	100		100	
- Adult Education	400	-	400	-
- Local Benevolence (Sal Army, GNA, Pastor Discr, Backpack Pgm)	9,200	-	-	9,200
- GCS Benevolence	21,240	-	-	21,240
- Evangelism (Advertising, Web Site) 1/4	2,450		-	2,450
- Stewardship	2,500	2,500	-	-
- Fellowship	400	-	-	400
Program Support	23,276	7,146	9,443	6,687
- Office Supplies, Ofc Hosp	2,500	833	833	833
- Copier Lease/Maint	7,400	2,467	2,467	2,467
- Equip Maint	400	133	133	133
- Computer HW/SW	1,300	433	433	433
- Postage, Phone, Internet	5,786	1,929	1,929	1,929
- Council Retreat/Synod Assy	2,600	-	2,600	-
- Health Ministry	150	-	-	150
- Workmen's Comp Insurance (% spread based on % of total payroll in each category)	1,700	731	567	402
- Payroll Tax Administration (% spread based on % of total payroll in each category)	1,440	620	480	340
Facilities	74,540	24,847	24,847	24,847
- Utilities , refuse, recycling	30,508	10,169	10,169	10,169
- Custodial Service	13,740	4,580	4,580	4,580
- Insurance	15,012	5,004	5,004	5,004
- Facilities Maintenance, yard maint, pest control	15,280	5,093	5,093	5,093
	359,276	133,772	110,316	115,188

CONGREGATION COUNCIL PRESIDENT'S REPORT

Pastor Patsy Koeneke, our Interim Pastor did a good job to get us ready for our new pastor, and In February, Pastor Kurt Fangmeier arrived, ready to get started.

As you (may) know, there are some outside groups that use our facilities (Narcotics Anonymous and the Thunder Mountain Twirlers to name two, and Shepherd's Fold children have chapel time in the sanctuary. It's unusual to come by and not see any cars in the parking lot, so people stop by frequently and do things. Join them!

As always, the council discussed and funded numerous facility maintenance and landscaping items—I'm sure you've seen what Sandy Hall has done outside. For specific improvements check out the Stewardship Team report (leaks and a broken water mind come to mind).

I've wanted to stress two things this year, and you can be the judge of how I (and the council, since this is a team sport) did. First, I wanted to pass information to the congregation so they would know what was going on. If you read the Monday Messenger, you often found something from someone about what they'd done.

Second, I wanted to do was get more people involvement in church activities. Have we had more volunteers and more (and varied) projects? The Well Project, (see their report) raised \$6,338.98, which translates to five new wells (access to clean water) ELCA Good Gifts can construct and bring into use. New and different, indeed. Do you have an idea? Tell someone.

My mantra is common sense rules. If it makes sense, and we have the resources to do it, why not try? Consider the narrative budget. How many of you (be honest) find a multi-page spreadsheet useful or the ideal way to convey information? How many of you got as much information as you needed from the narrative budget we created? I know which one I prefer... That was this year's common sense project.

In keeping with getting more people involved, the nominating committee decided to open nominations for vacant positions on the council to the entire congregation. Surely, there's someone out there who would like to be on the council but doesn't know how to find information.

The nominating committee doesn't know everyone, but you do. From my perch in the choir loft, I don't get a chance to meet and greet as much as I'd like to, but your pew mates see you every week (since we have assigned seating, you know) and can get to know you easily. Think about who you'd like to see on the council, and ask them if they'd be willing. Or nominate yourself.

Part of the reason people are hesitant to get involved is they fear it will be a lifetime appointment or take 100 hours a week. Not to worry, all the council positions have term limits, so it's not a forever job. There are other things to do that are simple and don't involve lots of meetings or emails—putting up tables and chairs in the fellowship hall. Not only do many hands make light the work, but you get to know people outside of looking down the pew at them and shaking hands.

Another part of the hesitation is fear of the unknown. For most jobs, there's no special skill set or knowledge required. We have policies and procedures to use for guidance. Don't be afraid! Jump in and help us figure out our future priorities.

There are two things I'd like to accomplish this year. First is a church directory, with photos. We already have a contact to call, we need to schedule and execute.

The second is having a poster (or piece of paper on the bulletin board, or in the Monday Messenger, it doesn't have to be hard or elaborate). I'd like to post a casual photo of everyone and a brief biography so we can get to know each other better. Church is a community, and a family, let's make it better. If you're interested in being involved with either of these, let me know.

It's been a pleasure serving as your congregation council president this year. Thank you all for sharing your individual skills for the common good of the congregation and church. May God bless all of us and may 2025 be even better than 2024.

Debra L. Koltveit
President, SELC Congregation Council

PASTOR FANGMEIER'S REPORT

When starting a new call, there are so many duties and responsibilities that a new pastor must juggle. First and foremost is what I call "The Getting to Know You Stage." This involves learning people's names, faces, and who they are. Obviously, the larger the congregation, the more names, faces, and stories there are to learn. With about 110-120 active members at Sierra Lutheran, the challenge wasn't too daunting. (My first call had 800-900 active members). For the most part, I have learned your first names and faces, and some stories, but last names can be an on-going learning process, especially when some folks don't wear a name tag. And even then, I can still mix them up at the most importune moments. Regardless, I am grateful for the warm welcome I have received since starting at SELC back on Feb 1. I am especially grateful to the Grace Group that invited me early on to share in a meal and time of fellowship/friendship when I was so new in town and knew so few people.

Another challenge was finding housing. Thanks to the efforts of Virginia Clevon, I was finally able to find a suitable house where the roof didn't leak, the foundation wasn't splitting, and in a neighborhood I was not age restricted. (We looked at over 30 homes before finding one that fit the bill.) While the kitchen is far more extensive than I need for my personal, daily routine, it has allowed me to be a host for the church dinner group I was invited to become a part of.

Another part of this early stage has been getting to know the personality of the congregation. This has involved getting connected with the various ministry teams active in the congregation, learning the flow and style of the worship service, especially the liturgies known, the music speed and preferred genres, not to mention the little idiosyncrasies that come with the worship space, the worship leaders.

Another part of the personality of the congregation relates to bible studies and education opportunities. Do people prefer in-depth Bible studies or topical studies that can draw on the Bible? Plus learning what you have studied recently versus never before verses have no interest in at all. Do members prefer a more intellectual "thinking" approach or a more heart "feeling" centered approach? While leading studies, be that Biblically-centered or topically driven, is one of my favorite things to do as a pastor, I still need to know your preferences so I know what to offer and how to approach them. Based on my experience so far, you seem to be happy with whatever I offer since I can mix it up with various opportunities. Still, your input is always appreciated for future offerings.

I also was invited to be part of a local ecumenical pastors group which I attend monthly. This has helped me get to know the Sierra Vista community as well as partner with other churches. Our ecumenical park worship with St Stephen's Episcopal Church was the fruit of that relationship as we celebrated Coming-Out Day as part of our RIC commitment and ministry. The ecumenical Thanksgiving service with the Methodists was another example of our shared work in the Gospel.

Another part of getting to know you involved us welcoming new members into the family of God at SELC: The Youngs (Scottie and Ruth plus sons Castor and Jaxson), the Treganowans (Jeff and Susan), the Andrews (Gary and Pat), and Pam Williams.

After having taken the first few months to do all this, I shifted gears and focused on Shepherd Fold and its ministry. I did this because there seemed to be a certain angst in the congregation about finances and it was directed at SF. After a fairly extensive review and some relationship building with Jessica and James, SF's

director and asst. director, along with the board, we were able to discern that SF is in excellent financial health.

Once it was announced that, between SELC designated funds and savings from SF, the kitchen remodel (which will probably cost between \$150k-\$160K) will be COMPLETELY covered, the angst in the congregation about this completely melted away. I am grateful to Barb Williams and Patricia Shaner for their assistance and efforts regarding the board aspects, as well as Larry Rewis' tireless efforts at overseeing the kitchen project. It has taken over a year and a half, but the kitchen remodel parts for Phase 1 have started to arrive and will be installed starting in early January. Thanks be to God whose generosity and faithfulness have seen us through to this point and beyond. "God provides. We Serve."

Meanwhile, during the summer I began directing efforts to meeting those members who are shut-in or who have limited ability to get out and about. I am grateful to the Visitation team members for helping to introduce me to the various people and smooth out that process.

This all came at a time when the congregation was also facing a good deal of grief as we said goodbye to 4 members of the congregation and commended them to God's eternal care: Bob Reiner, Rick Mueller, Connie Schlosser, and Miki Shaner. I am grateful to the people of the Worship/Music and the Fellowship teams for their efforts in the related worship services and funeral luncheons that followed.

The fall was not what I had expected it to be. Having been with you for 6 months and feeling as though I had gotten a good sense of the congregation, I had hoped to initiate a Mission and Vision process / review. I got the presentation put together, consulted with the council about how best to present it, and then promptly got sick/injured over a month and a half, which completely derailed those plans as peoples' schedules became too hectic with the holidays approaching. Perhaps it was God's way of saying that this process would be better done in January or February of 2025.

As 2024 comes to an end, I wish to express my gratitude to Cindy Allen and Cindy Wiste for their support and guidance in the office and to Deb Koltveit and the rest of the council for their shared leadership as we guide this congregation and its God-given mission together with the leading of the Holy Spirit. I am blessed to surrounded by many able and talented people. Thanks be to God!

Lastly, on a personal note, my sister and I were relieved to finally be able to bury our parents at the end of April. Both of our parents passed in 2023, my father a mere 6 days before Christmas, and so with the busyness of Christmas, my transition to Sierra Lutheran, tax season for my sister, as well as Lent and Easter for me, we finally had time to fulfill our duties to our parents and commit them to God's eternal care. On a happier note, I am grateful to have found an active bridge group here in Sierra Vista where I have been able to spend some of my free time having fun, so that my life does not unhealthily and completely revolve around the church and pastoral work.

In Christ's service and yours,
Pr. Kurt

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

I can't believe that I've been working here (albeit part time) for a year and a half now. Time flies! First a shout out and huge thank you to Pastor Kurt and Cindy Allen, my work colleagues! They are both so helpful and fun to work with (picture the blind leading the blind). We 3 are a great team!

Age Grouped Faith formation is going well for the most part. We don't have a lot of children or youth, but those we do have, we love dearly. We don't have two teachers for the 3-year-old through 1st grade students, so when they show up, Cindy Wiste and Carrisa Bratlien will teach them. Our 3rd through 5th grade students meet with Erin Stephenson and Anna and Carrisa Bratlien. The middle school and high school youth meet with Margaret Reilly and James Brunk in the youth room. Starting in January the middle school confirmation students will meet with the adult forum in the Fellowship Hall to enrich their studies. They will also be using worship notes to help them learn how to worship and listen for important points during the services.

Every month (usually the 2nd Sunday of each month) we do a Generations In Faith Together (GIFT). Those sessions are well attended with anywhere between 30 and 60 people! We have held several of our GIFT sessions around the topics of learning about our siblings in Christ who are often marginalized in society. We learned a lot about those on the autism spectrum with Dr. LeSueur. We learned more about our LGBTQIA siblings with a focus on "Intersex". Our February GIFT focused on water insecurity and how that has a big impact on hunger. We had a mission this year to raise enough money to build safe water access for one community. With matching funds from the Endowment fund, that turned into a goal of raising enough for safe water for two communities. But naturally, this congregation raised over \$12,000 with matching funds which is enough for safe water for almost 5 communities! GO SELC!! In August we presented Global Refuge with Rev. Eric Schaffer. That was a fun day with Ted Nguyen and his mother (former refugee family we sponsored) visiting. What a wonderful weekend! In September we held our GIFT on God's Work, Our Hands by packing shower kits for people without access to showers to be used at the Cove and Good Neighbor Alliance.

Our High School and Middle School youth went shopping for Stocking Stuffers We went to Walmart and shopped for 10 children. We didn't wrap the gifts this year but the organization we give them to wrapped them. Thank you for your generous donations to Stocking Stuffers!

We had 4 youth and 3 adults attend the National Youth Gathering in New Orleans in July. They had a great time (both the youth and adults!) This gathering is the main reason that I was hired to be the interim DFF since I've had experience with 8 previous gatherings. I need to tell you for future information, please put the youth gathering into the mission plan every year with an amount that will go directly into the dedicated fund for the youth. This is an expensive, but important ministry for them. And NOTHING burns out a youth director faster than fundraising! We give generously to all other ministries and include them in the mission plan. The youth gathering takes place every three years, so the next one is in 2027. It costs about \$1500 per person including hotel, food, offerings, air fare, shuttles, etc. I'll get off my soap box now!

So, there you have it! Looking back at 2024 and looking forward to 2025!
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. finsecretary@selcaz.org.

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

Carl McCourt
Joanne March
Craig Anderson
Tony Hagen

Erin Stephenson
Deanna Sanner
Lynette Nowlan

Terry Markstrom
Barbara Wirsching
Rebecca Dennis
Fred March

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 ministries and day-to-day operations. The second is Designated Funds, which are typically one-time donations to a specific ministry.

2024 Giving to General Fund

Envelope Offering	Loose Plate Offering	Local Use Only	Non-Designated Thrivent	General Fund Reimb	Total General Fund Income
\$247,100.60	\$89,320.53	\$575.00	\$ 2,276.00	\$484.23	\$339,776.36

Please note that Thrivent Choice dollars are 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. If you wish to have them designated to a specific fund, please contact me at finsecretary@selcaz.org.

Envelope offering totals include donations received through Vanco and other financial institutions.

2024 Designated gifts totaled \$73,011.13. Refer to the Treasurer's Dedicated Account Report for a list of the many and varied designated gifts received.

Envelopes for 2025 have been assigned to 47 households/individuals. If you want envelopes, please contact me. We have 10 households who send contributions directly from their bank/financial institution and 33 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 at finsecretary@selcaz.org.

Commitments for 2025: 62 households returned Intent Cards totaling \$236,456. Last year we had 51 responses. If you haven't turned in an Intent 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 REPORT

Fiscal Year 2024 was a good year for SELC financially. We realized a slight increase in income from 2023 while our expenses decreased. In terms of expenses, our largest savings were in the areas of personnel, utilities and office supplies. Thank you for your generous giving, and to personnel and ministry leaders who continue carefully managing their expenses.

2024	YTD
Income	346,369
Expenses	303,958
Net Income	42,411

2023	YTD
Income	345,022
Expenses	312,072
Net Income	32,950

This year's 2025 proposed Mission Plan is in a new format. Rather than just presenting a spreadsheet with numbers, the narrative mission plan tells a story of how your giving contributes to our community of faith. It provides a link between dollars and our missions of Worship and Music, Christian Education and Community Care. Within these three mission areas, costs are further broken down by people, programs and facilities. We hope this revised format provides a clearer picture of how your contributions allow us to live into 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," not just in our community but in the world. Of course, as a Mission Plan Team, our goal is also to always be totally transparent. If you would like a copy of the detail spreadsheet used to build this budget, you can pick up a copy at the office or have one emailed to you. I also want to express my heartfelt thanks to those who served with me on this year's Mission Plan Team: Lynette Nowlan, Fred March, Sandy Stephenson, Deb Koltveit and Pastor Kurt. Your suggestions, time, writing, and tireless editing were invaluable in transitioning to this new format.

Your servant in Christ,
Leslie McCourt

TREASURER'S FINANCIAL REPORT

01/06/2025
11:37 am

Sierra Evangelical Lutheran Church Dedicated Accounts Activity as of December 2024 by Account

		Book 01 - SELC Church					
		Beginning	December		Year-to-date		Ending
Account		Balance	In	Out	In	Out	Balance
Major 00 - Ungrouped							
Minor 00 - Ungrouped							
017-00-00-19	TBD	0.00	0.00	-1,130.50	1,130.50	-1,130.50	0.00
	Totals	0.00	0.00	-1,130.50	1,130.50	-1,130.50	0.00
Major 00 - Ungrouped							
Minor 01 - Youth Activities							
017-00-01-02	Faith Stepping Stones Ded	100.00	0.00	0.00	0.00	0.00	100.00
017-00-01-11	DFF Discretionary Funds	360.79	0.00	-0.34	0.00	-360.79	0.00
017-00-01-16	Youth Ministries Dedicate	19,858.68	335.48	0.00	2,153.64	-15,478.13	6,534.19
017-00-01-27	Stocking Stuffers	347.16	292.83	-884.06	2,101.45	-884.06	1,564.55
017-00-01-28	Faith Formation Offerings	184.83	0.00	-292.83	108.00	-292.83	0.00
	Totals	20,851.46	628.31	-1,177.23	4,363.09	-17,015.81	8,198.74
Major 00 - Ungrouped							
Minor 02 - Memorials							
017-00-02-27	J.Huffman End - Medical	3,021.16	0.00	0.00	0.00	-476.00	2,545.16
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	-150.00	0.00
017-00-02-59	M.Hewitt Mem-Landscaping	1,295.13	0.00	0.00	0.00	-1,295.13	0.00
017-00-02-68	Endowment Fund Memorials	0.00	0.00	0.00	574.98	-574.98	0.00
017-00-02-69	Reiner Memorial - Kitchen	0.00	0.00	-760.00	760.00	-760.00	0.00
017-00-02-70	Memorial - Miki Shaner	0.00	0.00	0.00	130.50	-130.50	0.00
	Totals	4,639.86	0.00	-760.00	1,465.48	-3,386.61	2,718.73
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	26.45	0.00	0.00	0.00	-26.45	0.00
017-00-04-04	Prayer Shawl Ministry	62.92	0.00	0.00	0.00	0.00	62.92
017-00-04-06	Backpack Sunday Dedicated	60.00	0.00	0.00	86.00	-100.00	46.00
017-00-04-07	Salvation Army Dedicated	0.00	0.00	0.00	0.00	0.00	0.00
017-00-04-10	Good Neighbor Alliance	0.00	0.00	0.00	0.00	0.00	0.00
017-00-04-13	Navajo Evan Luthern Msn	0.00	0.00	-200.00	200.00	-200.00	0.00
017-00-04-14	Food Bank	0.00	0.00	0.00	0.00	0.00	0.00
017-00-04-15	ELCA Open Doors Grant	335.14	0.00	-335.14	0.00	-335.14	0.00
017-00-04-16	Better Bucks Program	47.00	0.00	0.00	0.00	0.00	47.00
017-00-04-18	Peaches Pantry	0.00	0.00	0.00	0.00	0.00	0.00
017-00-04-22	ELCA Good Gift	0.00	0.00	0.00	0.00	0.00	0.00
017-00-04-23	Public School - Lunch Debt	0.00	0.00	0.00	95.00	-95.00	0.00
017-00-04-24	Showers of Grace (GWOH)	0.00	0.00	0.00	566.54	-60.83	505.71

* - Inactive account

01/06/2025
11:37 am

Sierra Evangelical Lutheran Church
Dedicated Accounts Activity as of December 2024
by Account

Book 01 - SELC Church							
Account		Beginning	December		Year-to-date		Ending
		Balance	In	Out	In	Out	Balance
Totals		1,012.36	0.00	-535.14	947.54	-817.42	1,142.48
Major 00 - Ungrouped							
Minor 05 - Church Operations							
017-00-05-03	Special Projects Funding	19,989.79	0.00	-5,500.00	0.00	-19,989.79	0.00
017-00-05-07	Savings - Operations	26,342.50	0.00	0.00	0.00	-26,342.50	0.00
017-00-05-08	Fellowship Audio	0.00	0.00	0.00	500.00	-500.00	0.00
017-00-05-09	Audio Visual	0.00	250.00	0.00	960.77	-390.77	570.00
Totals		46,332.29	250.00	-5,500.00	1,460.77	-47,223.06	570.00
Major 00 - Ungrouped							
Minor 06 - Shepherd's Fold							
017-00-06-00	Shepherd's Fold Dedicated	0.00	0.00	0.00	0.00	0.00	0.00
017-00-06-19	Microwave for Kitchen	0.00	0.00	0.00	100.00	-100.00	0.00
Totals		0.00	0.00	0.00	100.00	-100.00	0.00
Major 00 - Ungrouped							
Minor 07 - W-SELC							
017-00-07-00	W-SELC	1,689.42	0.00	0.00	0.00	-100.00	1,589.42
017-00-07-01	W-SELC Rummage Sale	2,043.49	0.00	0.00	0.00	0.00	2,043.49
017-00-07-02	Quilters	790.66	0.00	0.00	2,355.00	-703.63	2,442.03
017-00-07-03	Funeral Receptions	2,319.08	0.00	-10.57	200.00	-335.62	2,183.46
017-00-07-05	Quilt Raffel	0.00	0.00	0.00	0.00	0.00	0.00
Totals		6,842.65	0.00	-10.57	2,555.00	-1,139.25	8,258.40
Major 00 - Ungrouped							
Minor 08 - Maintenance							
017-00-08-00	Blding Maint Conting	10,000.00	3,246.32	0.00	3,246.32	0.00	13,246.32
017-00-08-01	Custodial Svcs Dedicated	1,162.50	0.00	0.00	0.00	-350.00	812.50
017-00-08-03	Landscaping	1,639.20	0.00	-8.44	1,295.20	-365.21	2,569.19
017-00-08-04	Floors & Paint - Choir	5,000.00	0.00	0.00	0.00	-928.13	4,071.87
017-00-08-05	FH Kitch Cabs & Counters	55,000.00	0.00	-55,600.00	600.00	-55,600.00	0.00
017-00-08-06	Kitchen Remodel	0.00	66,761.27	0.00	96,761.27	0.00	96,761.27
017-00-08-07	Bldg Maintenance	31,692.03	0.00	-2,115.82	6,439.79	-38,131.82	0.00
Totals		104,493.73	70,007.59	-57,724.26	108,342.58	-95,375.16	117,461.15
Major 00 - Ungrouped							
Minor 09 - Benevolence							
017-00-09-01	Hunger Jar	0.00	0.00	0.00	0.00	0.00	0.00
017-00-09-04	ELCA World Hunger	0.00	0.00	0.00	0.00	0.00	0.00
017-00-09-05	Lutheran World Relief	0.00	0.00	0.00	0.00	0.00	0.00
017-00-09-07	Disaster Relief	0.00	0.00	-2,000.00	2,000.00	-2,000.00	0.00
017-00-09-09	Lutheran Campus Ministrie	0.00	0.00	0.00	0.00	0.00	0.00
017-00-09-10	Lutheran Soc Services SW	0.00	0.00	0.00	0.00	0.00	0.00
017-00-09-14	Well Project	0.00	706.85	0.00	6,998.95	-5,102.75	1,896.20

* - Inactive account

01/06/2025
11:37 am

Sierra Evangelical Lutheran Church
Dedicated Accounts Activity as of December 2024
by Account

		Book 01 - SELC Church					
Account		Beginning	December		Year-to-date		Ending
		Balance	In	Out	In	Out	Balance
017-00-09-15	RIC - Reconciling Works Collection	0.00	0.00	0.00	1,083.65	-1,083.65	0.00
017-00-09-16	VdC Ultreya	0.00	0.00	0.00	135.00	-135.00	0.00
	Totals	0.00	706.85	-2,000.00	10,217.60	-8,321.40	1,896.20
Major 00 - Ungrouped							
Minor 10 - Administration							
017-00-10-01	Columbarium Fund	2,434.78	0.00	0.00	2,200.00	-378.00	4,256.78
017-00-10-02	Temp Transfer Account	0.00	56,629.29	-56,629.29	220,107.82	-220,107.82	0.00
017-00-10-03	Office Hosp Dedicated	0.00	0.00	0.00	9.00	-9.00	0.00
017-00-10-05	FH Insurance Claim Pymt	4,836.27	0.00	-4,901.27	65.00	-4,901.27	0.00
017-00-10-06	Congregational Gift	3,954.16	0.00	0.00	0.00	-3,954.16	0.00
017-00-10-08	SELC Trust	0.00	0.00	0.00	0.00	0.00	0.00
	Totals	11,225.21	56,629.29	-61,530.56	222,381.82	-229,350.25	4,256.78
Major 00 - Ungrouped							
Minor 11 - Music							
017-00-11-00	Music Ministry (General)	7,232.41	2,733.44	-39.24	2,892.04	-2,613.18	7,511.27
017-00-11-01	Guest Musicians Dedicated	0.00	0.00	0.00	0.00	0.00	0.00
017-00-11-02	Music Ministry (Organ)	11,626.79	0.00	0.00	0.00	0.00	11,626.79
017-00-11-03	Choir Dedicated	1,000.00	0.00	-1,600.00	600.00	-1,600.00	0.00
017-00-11-04	Music Special Project	1,500.00	0.00	-1,500.00	0.00	-1,500.00	0.00
017-00-11-05	Music Ministry (Bells)	233.98	794.20	-523.87	794.20	-661.61	366.57
	Totals	21,593.18	3,527.64	-3,663.11	4,286.24	-6,374.79	19,504.63
Major 00 - Ungrouped							
Minor 12 - Pastor							
017-00-12-00	Pastor's Discre Dedicate	1,175.77	0.00	0.00	900.00	-1,485.00	590.77
017-00-12-02	Adult Curriculum Dedicate	0.00	240.00	-237.48	330.00	-327.48	2.52
	Totals	1,175.77	240.00	-237.48	1,230.00	-1,812.48	593.29
Major 00 - Ungrouped							
Minor 13 - Church Ministries							
017-00-13-01	Altar Guild Dedicated	6,719.53	312.48	-323.00	2,469.25	-2,179.57	7,009.21
017-00-13-02	Men's Prayer Bkfst	398.52	290.00	-1,315.00	1,259.00	-1,315.00	342.52
	Totals	7,118.05	602.48	-1,638.00	3,728.25	-3,494.57	7,351.73
Book 01 - SELC Church		225,284.56	132,592.16	-135,906.85	362,208.87	-415,541.30	171,952.13

* - Inactive account

1/6/2025
11:40 am

Sierra Evangelical Lutheran Church
Treasurer's Report
Finance year 2024, December

<u>Book 01: SFLC Church</u>	Actual	Actual	Budget	Remaining
	<u>Dec. 2024</u>	<u>as of 12/31/2024</u>	<u>2024</u>	<u>Budget</u>
<u>Income</u>				
<u>00 - (no Major group)</u>				
<u>00 - (no Minor group)</u>				
015-00-00-01 General Contributions	42,619.28	343,451.76	0.00	-343,451.76
015-00-00-02 Local Use Only Contrib	50.00	575.00	0.00	-575.00
015-00-00-03 Thrivent Contributions	0.00	1,271.00	0.00	-1,271.00
015-00-00-04 Interest	110.77	1,071.13	0.00	-1,071.13
00 - (no Minor group):	42,780.05	346,368.89	0.00	-346,368.89
00 - (no Major group):	42,780.05	346,368.89	0.00	-346,368.89
Income:	42,780.05	346,368.89	0.00	-346,368.89

1/6/2025
11:40 am

Sierra Evangelical Lutheran Church
Treasurer's Report
Finance year 2024, December

<u>Book 01: SELC Church</u>	Actual Dec. 2024	Actual as of 12/31/2024	Budget 2024	Remaining Budget
Expense				
00 - (no Major group)				
00 - (no Minor group)				
016-00-00-00 Miscellaneous Expense	0.00	0.03	0.00	-0.03
00 - (no Minor group):	0.00	0.03	0.00	-0.03
00 - (no Major group):	0.00	0.03	0.00	-0.03
01 - Personnel				
01 - Pastor				
016-01-01-01 Pastor Salary	6,800.00	79,454.18	75,500.00	-3,954.18
016-01-01-02 Pastor FICA	0.00	534.07	5,000.00	4,465.93
016-01-01-03 Pastor Benefits	1,836.56	20,363.16	21,100.00	736.84
016-01-01-04 Pastor CED	0.00	420.00	2,000.00	1,580.00
016-01-01-05 Pastor Housing	0.00	1,500.00	1,500.00	0.00
016-01-01-06 Pastor Mileage	328.17	822.17	4,500.00	3,677.83
016-01-01-07 Substitute Pastor/Sabb	0.00	0.00	2,500.00	2,500.00
016-01-01-08 Pastor Profession Expense	0.00	0.00	1,000.00	1,000.00
016-01-01-10 Pastor Moving Expenses	0.00	3,719.52	10,000.00	6,280.48
01 - Pastor:	8,964.73	106,813.10	123,100.00	16,286.90
02 - Director Faith Formation				
016-01-02-01 Dir of Faith Form Salary	208.08	10,424.15	19,656.00	9,231.85
016-01-02-02 Dir of Faith Formati FICA	15.92	797.61	1,504.00	706.39
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	0.00	600.00	600.00
016-01-02-06 Dir of Faith Prof Expense	0.00	0.00	200.00	200.00
02 - Director Faith Formation:	224.00	11,221.76	22,960.00	11,738.24
03 - Admin Assistant				
016-01-03-01 Admin Assist Salary	1,731.93	19,852.17	20,748.00	895.83
016-01-03-02 Admin Assist FICA	132.49	1,518.70	1,584.00	65.30
03 - Admin Assistant:	1,864.42	21,370.87	22,332.00	961.13
04 - Office Assist., Part Time				
016-01-04-01 Office Asst Salary	0.00	1,587.98	5,510.00	3,922.02
016-01-04-02 Office Assist, FICA	0.00	133.07	422.00	288.93
04 - Office Assist., Part Time:	0.00	1,721.05	5,932.00	4,210.95
13 - Adult Handbell Choir Dir				
016-01-13-01 Handbell Choir Dir Salary	250.00	3,000.02	2,790.00	-210.02
016-01-13-02 Handbell Choir Dir FICA	19.12	229.51	230.00	0.49
13 - Adult Handbell Choir Dir:	269.12	3,229.53	3,020.00	-209.53
18 - Bookkeeper-Part Time				
016-01-18-01 Bookkeeper Salary	0.00	0.00	7,200.00	7,200.00
18 - Bookkeeper-Part Time:	0.00	0.00	7,200.00	7,200.00
19 - Nursery Attendant				
016-01-19-03 Nursery Attendant, Salary	104.04	1,362.16	2,727.00	1,364.84
016-01-19-04 Nursery Attendant FICA	7.96	105.39	209.00	103.61
19 - Nursery Attendant:	112.00	1,467.55	2,936.00	1,468.45
20 - Music Director				
016-01-20-01 Music Director Salary	1,000.00	12,000.00	12,000.00	0.00
016-01-20-02 Music Director FICA	76.50	918.00	918.00	0.00
20 - Music Director:	1,076.50	12,918.00	12,918.00	0.00

1/6/2025
11:40 am

Sierra Evangelical Lutheran Church
Treasurer's Report
Finance year 2024, December

<u>Book 01: SELC Church</u>	Actual Dec. 2024	Actual as of 12/31/2024	Budget 2024	Remaining Budget
21 - Principal Musician				
016-01-21-00 Principal Musician FICA	109.21	1,310.51	1,311.00	0.49
016-01-21-01 Principal Muscian Salary	1,427.59	17,131.08	17,131.00	-0.08
21 - Principal Musician:	1,536.80	18,441.59	18,442.00	0.41
23 - Substitute Musician				
016-01-23-00 Sub Musician FICA	0.00	0.00	77.00	77.00
016-01-23-01 Sub Musician Salary	0.00	0.00	1,000.00	1,000.00
23 - Substitute Musician:	0.00	0.00	1,077.00	1,077.00
24 - Worship and Music				
016-01-24-01 Audio Visual Technician	0.00	0.00	4,824.00	4,824.00
016-01-24-02 Audio Visual Tech FICA	0.00	0.00	349.00	349.00
24 - Worship and Music:	0.00	0.00	5,173.00	5,173.00
01 - Personnel:	14,047.57	177,183.45	225,090.00	47,906.55
02 - Benevolence				
01 - Grand Canyon Synod				
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
03 - Local Benevolence				
016-02-03-02 Salvation Army	353.46	2,956.17	3,300.00	343.83
016-02-03-03 Good Neighbor Alliance	175.00	2,100.00	2,100.00	0.00
03 - Local Benevolence:	528.46	5,056.17	5,400.00	343.83
04 - Outreach				
016-02-04-02 Backpack Program	0.00	2,368.53	2,600.00	231.47
016-02-04-04 Helping Hearts Tutoring	0.00	0.00	400.00	400.00
04 - Outreach:	0.00	2,368.53	3,000.00	631.47
02 - Benevolence:	5,538.46	27,464.70	28,440.00	975.30
03 - Utilities				
00 - (no Minor group)				
016-03-00-01 Electricity	717.59	13,053.61	18,343.00	5,289.39
016-03-00-02 Gas	845.48	7,343.09	8,190.00	846.91
016-03-00-03 Water	143.52	1,701.38	1,980.00	278.62
016-03-00-04 Refuse	0.00	2,179.54	2,200.00	20.46
016-03-00-05 Recycling	34.00	408.00	408.00	0.00
00 - (no Minor group):	1,740.59	24,685.62	31,121.00	6,435.38
03 - Utilities:	1,740.59	24,685.62	31,121.00	6,435.38
04 - Facilities				
01 - Custodial Services				
016-04-01-01 Custodial Services	1,000.00	12,000.00	12,540.00	540.00
016-04-01-02 Custodial Supplies	155.67	731.18	1,200.00	468.82
01 - Custodial Services:	1,155.67	12,731.18	13,740.00	1,008.82
02 - Insurance				
016-04-02-01 Insurance	0.00	13,912.00	15,012.00	1,100.00
02 - Insurance:	0.00	13,912.00	15,012.00	1,100.00

1/6/2025
11:40 am

Sierra Evangelical Lutheran Church
Treasurer's Report
Finance year 2024, December

<u>Book 01: SELC Church</u>	Actual Dec. 2024	Actual as of 12/31/2024	Budget 2024	Remaining Budget
03 - Facility Maintenance				
016-04-03-01 Facility Maintenance	0.00	8,986.36	10,000.00	1,013.64
016-04-03-04 Pest Control	110.00	660.00	660.00	0.00
016-04-03-05 Yard Maintenance	385.00	4,235.00	5,082.00	847.00
03 - Facility Maintenance:	495.00	13,881.36	15,742.00	1,860.64
04 - Facilities:	1,650.67	40,524.54	44,494.00	3,969.46
05 - Faith Formation				
01 - Faith Formation				
016-05-01-01 Faith Form Ed Supplies	9.21	458.41	500.00	41.59
016-05-01-04 Confirmation Sply & Mtl.	0.00	98.07	500.00	401.93
016-05-01-08 Cross General Ministry	11.43	643.71	1,000.00	356.29
016-05-01-09 Children & Youth Curr	105.37	313.29	300.00	-13.29
016-05-01-10 Adult Curriculum	0.00	7.38	400.00	392.62
016-05-01-11 Via De Cristo	0.00	0.00	100.00	100.00
01 - Faith Formation:	126.01	1,520.86	2,800.00	1,279.14
03 - Youth Programs				
016-05-03-02 Youth Ministry (MS/HS)	8.67	8.67	1,200.00	1,191.33
016-05-03-05 Youth Travel Expenses	0.00	0.00	200.00	200.00
016-05-03-06 Special Events	55.29	254.91	200.00	-54.91
016-05-03-07 Faith Milestones	0.00	0.00	500.00	500.00
03 - Youth Programs:	63.96	263.58	2,100.00	1,836.42
05 - Faith Formation:	189.97	1,784.44	4,900.00	3,115.56
06 - Altar/Worship Supplies				
00 - (no Minor group)				
016-06-00-01 Worship Supplies	128.40	1,080.00	1,400.00	320.00
016-06-00-02 Streaming/Licensing/AV	53.19	2,998.23	3,000.00	1.77
016-06-00-03 Altar Guild Worship Suppl	50.43	1,082.03	1,500.00	417.97
016-06-00-04 Music Supplies/Eqpt Maint	225.00	837.36	3,300.00	2,462.64
016-06-00-05 Ecumenicl Worship Support	0.00	0.00	100.00	100.00
00 - (no Minor group):	457.02	5,997.62	9,300.00	3,302.38
06 - Altar/Worship Supplies:	457.02	5,997.62	9,300.00	3,302.38
07 - Administration				
00 - (no Minor group)				
016-07-00-01 Council Retreat	0.00	33.61	600.00	566.39
016-07-00-02 Synod Assembly	0.00	2,113.99	2,100.00	-13.99
016-07-00-04 Insurance/Workmen's Comp	0.00	1,275.00	1,700.00	425.00
016-07-00-05 Health Ministry	0.00	147.83	150.00	2.17
016-07-00-06 Payroll/Tax Administr	101.40	1,502.09	1,600.00	97.91
016-07-00-07 Postage	0.00	1,340.00	1,874.00	534.00
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	8.70	200.00	191.30
016-07-00-11 Copier Lease/Maintenance	751.37	7,493.35	6,500.00	-993.35
016-07-00-15 New Pastor Search	0.00	556.51	0.00	-556.51
00 - (no Minor group):	852.77	14,471.08	15,199.00	727.92
01 - Office Supplies				
016-07-01-01 General Office Supplies	480.42	1,757.23	3,000.00	1,242.77
016-07-01-02 Computer HW/SW	600.00	1,254.54	1,200.00	-54.54
016-07-01-03 Office Hospitality	55.11	482.06	500.00	17.94

1/6/2025
11:40 am

Sierra Evangelical Lutheran Church
Treasurer's Report
Finance year 2024, December

<u>Book 01: SELC Church</u>	Actual Dec. 2024	Actual as of 12/31/2024	Budget 2024	Remaining Budget
01 - Office Supplies:	1,135.53	3,493.83	4,700.00	1,206.17
02 - Communications				
016-07-02-01 Internet	235.39	2,954.60	3,047.00	92.40
016-07-02-02 Telephone	139.46	1,820.25	2,400.00	579.75
02 - Communications:	374.85	4,774.85	5,447.00	672.15
07 - Administration:	2,363.15	22,739.76	25,346.00	2,606.24
08 - Evangelism				
00 - (no Minor group)				
016-08-00-01 Advertising	0.00	1,131.22	550.00	-581.22
016-08-00-03 Newcomer Materials	0.00	187.25	350.00	162.75
016-08-00-04 Web Site Dev/Maintenance	963.90	963.90	1,100.00	136.10
00 - (no Minor group):	963.90	2,282.37	2,000.00	-282.37
08 - Evangelism:	963.90	2,282.37	2,000.00	-282.37
09 - Stewardship				
00 - (no Minor group)				
016-09-00-01 Stewardship	49.53	1,164.48	1,200.00	35.52
00 - (no Minor group):	49.53	1,164.48	1,200.00	35.52
09 - Stewardship:	49.53	1,164.48	1,200.00	35.52
10 - Fellowship				
00 - (no Minor group)				
016-10-00-01 Fellowship	0.00	131.25	400.00	268.75
00 - (no Minor group):	0.00	131.25	400.00	268.75
10 - Fellowship:	0.00	131.25	400.00	268.75
Expense:	27,000.86	303,958.26	372,291.00	68,332.74

1/6/2025
11:40 am

Sierra Evangelical Lutheran Church
Treasurer's Report
Finance year 2024, December

Summary, Book 01: SELC Church	Actual Dec. 2024	Actual as of 12/31/2024	Budget 2024	Remaining Budget
Income:	42,780.05	346,368.89	0.00	-346,368.89
- Expense:	27,000.86	303,958.26	372,291.00	68,332.74
Net Income:	15,779.19	42,410.63	-372,291.00	-414,701.63

1/6/2025
11:41 am

Sierra Evangelical Lutheran Church
Balance Sheet
Finance year 2024 as of 12/31/2024

Book 01 - SELC Church

	Balance as of 1/1/2024	Balance as of 12/31/2024	Change	Percent change
Assets				
00 - (no Major group)				
00 - (no Minor group)				
011-00-00-01 Mission Investment Fund	55,810.16	80,991.00	25,180.84	45.1%
011-00-00-05 SWCU Checking	25,000.00	25,000.00	0.00	- %
011-00-00-06 SWCU Savings - Dedicated	198,942.06	171,952.13	-26,989.93	-13.6%
011-00-00-07 SWCU Savings - Operations	54,208.06	76,745.92	22,537.86	41.6%
011-00-00-09 Columbarium - MIF Invest.	20,851.20	21,397.16	545.96	2.6%
011-00-00-10 Accounts Receivable	10,308.07	0.00	-10,308.07	-100.0%
00 - (no Minor group):	365,119.55	376,086.21	10,966.66	3.0%
00 - (no Major group):	365,119.55	376,086.21	10,966.66	3.0%
Total assets:	365,119.55	376,086.21	10,966.66	3.0%

Liabilities

00 - (no Major group)

00 - (no Minor group)

012-00-00-02 Due To Columbarium	20,851.20	21,397.16	545.96	2.6%
00 - (no Minor group):	20,851.20	21,397.16	545.96	2.6%
00 - (no Major group):	20,851.20	21,397.16	545.96	2.6%
Liabilities:	20,851.20	21,397.16	545.96	2.6%

Dedicated

00 - (no Major group)

01 - Youth Activities

01 - Youth Activities:	20,851.46	8,198.74	-12,652.72	-60.7%
02 - Memorials				
02 - Memorials:	4,639.86	2,718.73	-1,921.13	-41.4%
04 - Community Outreach				
04 - Community Outreach:	1,012.36	1,142.48	130.12	12.9%
05 - Church Operations				
05 - Church Operations:	46,332.29	570.00	-45,762.29	-98.8%
07 - W-SELC				
07 - W-SELC:	6,842.65	8,258.40	1,415.75	20.7%
08 - Maintenance				
08 - Maintenance:	104,493.73	117,461.15	12,967.42	12.4%
09 - Benevolence				
09 - Benevolence:	0.00	1,896.20	1,896.20	- %
10 - Administration				
10 - Administration:	11,225.21	4,256.78	-6,968.43	-62.1%
11 - Music				
11 - Music:	21,593.18	19,504.63	-2,088.55	-9.7%
12 - Pastor				
12 - Pastor:	1,175.77	593.29	-582.48	-49.5%
13 - Church Ministries				

* = Inactive

1/6/2025
11:41 am

Sierra Evangelical Lutheran Church
Balance Sheet
Finance year 2024 as of 12/31/2024

Book 01 - SELC Church	Balance as of 1/1/2024	Balance as of 12/31/2024	Change	Percent change
13 - Church Ministries:	7,118.05	7,351.73	233.68	3.3%
00 - (no Major group):	225,284.56	171,952.13	-53,332.43	-23.7%
Dedicated:	225,284.56	171,952.13	-53,332.43	-23.7%
Equity				
00 - (no Major group)				
00 - (no Minor group)				
013-00-00-00 Additional Equity	0.00	21,342.50	21,342.50	- %
00 - (no Minor group):	0.00	21,342.50	21,342.50	- %
00 - (no Major group):	0.00	21,342.50	21,342.50	- %
Equity:	0.00	21,342.50	21,342.50	- %
Book equity:	118,983.79	161,394.42	42,410.63	35.6%
Total liabilities, dedicated and equity:	365,119.55	376,086.21	10,966.66	3.0%

* = Inactive

1/6/2025
04:54 pm

Sierra Evangelical Lutheran Church
Balance Sheet
Finance year 2024 as of 12/31/2024

Book 02 - Endowment Fund		Balance as of	Balance as of	Change	Percent
		1/1/2024	12/31/2024		change
Assets					
00 - (no Major group)					
00 - (no Minor group)					
021-00-00-01	SWCU Checking	0.00	7,730.01	7,730.01	- %
021-00-00-02	Principal Investment	161,793.00	162,367.98	574.98	0.4%
021-00-00-03	Spendable	174,592.14	218,792.42	44,200.28	25.3%
00 - (no Minor group):		336,385.14	388,890.41	52,505.27	15.6%
00 - (no Major group):		336,385.14	388,890.41	52,505.27	15.6%
Total assets:		336,385.14	388,890.41	52,505.27	15.6%

Equity

00 - (no Major group)					
00 - (no Minor group)					
023-00-00-00	Fund Balance	336,385.14	336,385.14	0.00	- %
00 - (no Minor group):		336,385.14	336,385.14	0.00	- %
00 - (no Major group):		336,385.14	336,385.14	0.00	- %
Equity:		336,385.14	336,385.14	0.00	- %
Book equity:		0.00	52,505.27	52,505.27	- %
Total liabilities, dedicated and equity:		336,385.14	388,890.41	52,505.27	15.6%

1/6/2025
04:47 pm

Sierra Evangelical Lutheran Church
Income Statement for 2024 as of 12/31/2024

Book 02 - Endowment Fund		December	Year-to-date as of
			12/31/2024
Income			
025-00-00-01	Dividend/Capital Gain	20,456.61	26,648.03
025-00-00-02	Investment Income	0.00	0.00
025-00-00-03	Market Value Income	-15,388.01	31,090.45
025-00-00-04	Donations	574.98	574.98
Income:		\$ 5,643.58	\$ 58,313.46
Expense			
026-00-00-01	Youth	0.00	0.00
026-00-00-02	Education	0.00	2,500.00
026-00-00-03	Community Outreach	380.03	3,308.19
Expense:		\$ 380.03	\$ 5,808.19
Summary for Book 02 - Endowment Fund			
		December	Year-to-date as of
			12/31/2024
Income:		5,643.58	58,313.46
- Expense:		380.03	5,808.19
Net Income:		\$ 5,263.55	\$ 52,505.27

1/6/2025
04:52 pm

Sierra Evangelical Lutheran Church
Treasurer's Report
Finance year 2024, December

Book 02: Endowment Fund

Actual Actual
Dec. 2024 as of 12/31/2024

Income

00 - (no Major group)

00 - (no Minor group)

025-00-00-01 Dividend/Capital Gain	20,456.61	26,648.03
025-00-00-03 Market Value Income	-15,388.01	31,090.45
025-00-00-04 Donations	574.98	574.98
00 - (no Minor group):	5,643.58	58,313.46
00 - (no Major group):	5,643.58	58,313.46
Income:	5,643.58	58,313.46

Expense

00 - (no Major group)

00 - (no Minor group)

026-00-00-02 Education	0.00	2,500.00
026-00-00-03 Community Outreach	380.03	3,308.19
00 - (no Minor group):	380.03	5,808.19
00 - (no Major group):	380.03	5,808.19
Expense:	380.03	5,808.19

Summary, Book 02: Endowment Fund

Actual Actual
Dec. 2024 as of 12/31/2024

Income:	5,643.58	58,313.46
- Expense:	380.03	5,808.19
Net Income:	5,263.55	52,505.27

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 flower 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	4612
Palm Sunday	96
Easter - 9 AM	111
Christmas Eve - 4 PM	38
8 PM	76
Home Communion	75
Ultreya	43
1 Funeral with communion	92

ALTAR GUILD FINANCIAL REPORT

BALANCE JANUARY 1, 2024 **\$ 6,569.53**

PAYMENTS RECEIVED

ALTAR FLOWERS	1,466.00
SANCTUARY CANDLES 7-DAY	225.00
DONATION	100.00

TOTAL PAYMENTS RECEIVED **+ 1,791.00**

EXPENDITURES

ALTAR FLOWERS	60.00
CURLY WILLOWS	31.94
SANCTUARY CANDLES 7-DAY	275.87
SAFEWAY GIFT CARDS - (3)	750.00
EASTER LILLIES	23.88
CHRISTMAS TREE	390.77
SACRISTY REFRIGERATOR	730.61
PLASTIC VASES	8.14
ROSEMARY PLANT	31.46
HANGING OF GREENS SUPPLIES	21.56

TOTAL EXPENDITURES **- 2,324.23**

BALANCE DECEMBER 18, 2024 **\$ 6,036.30**

DONNA BRYAN
ALTAR GUILD

COLUMBARIUM REPORT

The Columbarium Committee did not need to meet in 2024. The committee takes turns watering the plants in the Columbarium and make any important decisions on changes when we meet. Cindy Wiste handles talking to the family of the deceased. Glen Sanner or Dave Dechant both can handle affixing the placard to the marble surface of the niche cover. Glen Sanner or Dave Dechant or Cindy Wiste are all able to handle the actual placement of the urn on the day of the memorial service.

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

(See the Financial Secretary's Report for the financial information on the Columbarium.)

A huge thank you to our Columbarium Committee:

Debra Brown

Dave and Beth Dechant

Margaret Howard

Glen and Deanna Sanner

Cindy Wiste

ENDOWMENT FUND REPORT
(Formerly known as Trust Fund.)

The SELC Endowment Fund disbursed more money to help those in need this year than in any year since its establishment. More than \$13,000 was provided to organizations and individuals in need. The Endowment Fund grew to a total of \$381,160.40 through mutual fund growth and donations even though a significant amount of funds were provided to those in need. Because of this year's fund growth, we expect to be able to disburse over \$15,000 in 2025.

In May the Endowment Fund Committee decided to place a maximum limit on the amount of funds disbursed each year. The maximum would be 4% of the balance in the fund as of the beginning of each year. This decision was made to prevent depletion of the fund and is a standard used by the ELCA Ministry Growth Fund and other endowment funds.

At the SELC annual meeting the update of the Continuing Resolution Supporting the Endowment Fund was approved. The name change from Trust Fund to Endowment Fund was also approved. The name "Trust Fund" will continue to be used when contacting Vanguard Voyager Services since a change to the name at Vanguard would require that we close the account and establish a new one.

This year's income and expenditures of the Endowment Fund are provided below:

2024 INCOME

Memorials and Donations	\$575
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2024 EXPENDITURES

Water Project	\$6,886.20
SV School Lunches	\$1,000
Youth Registration for Synod Assembly	\$140
Shepherd's Fold Scholarship	\$2,500
Showers of Grace	\$1,500
Rental Assistance	\$1,500
Wheelchair Ramp	\$152
TOTAL	\$13,678.20

ENDOWMENT FUND END 2023	\$336,385
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ENDOWMENT FUND END 2024	\$381,160.40
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Respectfully submitted,
Janice Bowie, Nancy Hagen, Carol Jordahl, Fred March, Glen Sanner

EVANGELISM TEAM REPORT

Evangelism is the message of good news!

SELC'S 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 morning coffee continues to be served in the fellowship hall to encourage more participation in the activities there, especially GIFT and Faith Formation classes. We continue to use ceramic mugs which are sanitized before being used again.

For advent and Easter, we sponsored Lenten Soup Suppers and helped the Council serve Easter breakfast.

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

We volunteered to provide funeral receptions and have hosted four receptions in 2024.

Our annual picnic was combined with a Coming Out worship service in November. It was a beautiful day with potluck food, bring your own table service, and lots of fun and fellowship with our friends at St. Stevens Episcopal church. 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 had a light meal afterward for the carolers.

We have worked with Cindy Wiste and Becky Randall to educate the congregation in support of the ELCA's Good Gifts program which ended in December. Enough funds were donated to provide four 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, Connie Kelher, Joanna Michelich, Carl McCourt, Chari Poteet, with 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

The committee was established in 2023 to focus on one of our congregation's priorities: assist in alleviating food insecurity in our community and globally.

In support of ELCA World Hunger's 50th anniversary a challenge was made to raise funds of at least \$2500 to purchase a "Safe Water Access" through ELCA Good Gifts. One of the biggest challenges to overcoming poverty is lack of access to clean water. As of mid-December, we had raised over \$6,250 in donations. \$500 of the donations were from a quilt raffle for a beautiful quilt made by Leslie McCourt. With matching funds from our Endowment Fund we donated over \$12,500 to ELCA Good Gifts, the amount for five "Clean Water Access" to help provide hundreds of families with clean, safe water.

On September 8 for "God's Work, Our Hands" Sunday our outreach was "Showers of Grace." Dr. Deluca, grants and media manager of Good Neighbor Alliance (GNA), was our guest speaker. GNA serves vulnerable children in our community, meals for our homeless, and shelter for homeless and families in need. Approximately 450 washcloths and towels were donated by members along with monetary gifts for this outreach. Hygiene supplies were purchased using funds primarily from our Endowment Fund. Grab-and-go hygiene packs were assembled and are being donated to the Cove in Sierra Vista and GNA. Hygiene products were also donated to Body of Christ Ministries and Peach's Pantry. Laundry detergent is also being donated to GNA, where those without utilities can do one load of laundry per week free of charge. With changing needs in our community scarves, stocking hats, gloves, and socks were also purchased to be distributed to those in need in Cochise County by GNA. We will continue to supply needed items in 2025 until supplies and/or funds run out.

In December a request was made for sweaters, sweatshirts, and jackets in good condition to be donated to GNA. We had a very good response.

The committee meets on the second Sunday after Faith Formation to discuss how our congregation can best alleviate food insecurity locally and globally. All are welcome to attend and/or give ideas how to best accomplish this.

Members are Anna Bratlien, Carrisa Bratlien, Sandy Hall, Margaret Howard, Carl McCourt, Becky Randall, Erin Stephenson, Barb Williams, Cindy Wiste.

Respectfully submitted,

Becky Randall
Chair of the Hunger Ministry Committee

LAY EUCHARISTIC MINISTER REPORT

We are dedicated to serving our congregation by bringing the Holy Communion sacrament to those unable to attend services. This report outlines our ministry's activities, accomplishments, and areas of growth.

Key Activities: We conduct Holy Communion in the church and at special services.

We also conduct monthly home communion on the first Sunday throughout the year. The home communion group was divided into two subgroups for effective outreach. One group is members living in a facility. The other group is members residing in their own homes. We maintained a consistent and reliable schedule ensuring our members are well informed and confident of our reliability. Visits were conducted with sensibility and care to ensure all members received the sacrament in a dignified manner. After each visit, we provided a concise and personally sensitive report to the Pastor. These reports highlighted pastoral care needs or concerns.

Achievements: We provided uninterrupted monthly communion to all identified members.

Collaboration through sensitive detailed reporting was strengthened allowing the church to address additional spiritual or emotional needs effectively. Our challenges were: (1.) balancing our members needs with a limited availability of volunteers, and (2) ensuring our reports provided to the Pastor captured all necessary details without breaching sensitivities.

Areas of growth:

The LEM substitute list needs to be activated to ensure sufficient experienced members are available to conduct home communion. The LEM reports need to be consistent, comprehensive, and provide sensitive feedback to the Pastor. Possibly a standard format could be created to assist LEM reporting. Finally, LEM efforts need to foster communications between our ministry and the wider church community, i.e. visitation teams and member families. The need to contact family members, if necessary, could be considered.

In conclusion, The LEM team's goal is to ensure our members feel seen, valued, and supported. By maintaining our monthly schedule and providing meaningful follow-up reports to the Pastor, this ministry continues to embody our church's mission of love and service. We look forward to building on this foundation in the coming year.

Respectfully
Jane Strain

MUSIC MINISTRY REPORT

The Adult Choir, Sierra Ringers, Gloryland and Good News singers continue to rehearse and to prepare the weekly responsibilities of providing Special Music at the Sunday services. We are also very fortunate to have singers and ringers who are willing to sing and ring as soloists, duets and trios when needed. Also, we are fortunate to have Billie Hayes and Paul Gregory and Deb Kolveit to play piano and organ duets.

The choir, along with guest instrumentalists sang “Who Is This King” by Lloyd Larson and Joseph Martin for the Easter Cantata in March and “the Winter Rose” by Joseph Martin in December for the Christmas Cantata.

All of the groups keep busy and we have a wonderful time preparing the music for the congregation. If you like to sing, we would love to have you join us.

Adult Choir – Wednesday’s at 6:30

Sierra Ringers – Thursday’s at 10:00

Gloryland – when we sing

Good News – Sunday mornings at 11:15

Submitted:

Sunny Fichtl

RECONCILING IN CHRIST TEAM

The Reconciling in Christ (RIC) Program is a public way for our faith community to see, name, celebrate, and advocate for people of all sexual orientations, gender identities, and gender expressions. Our ministry team is involved in being a visible SELC presence in the community and seeking to partner with other churches in supporting LGBTQIA+ events such as Bisbee and Tucson Pride.

In 2024 we were involved in the following education and discussions which occur during some of our GIFT Sundays.

- The Genderbread Person, a tool helping us explore the complexity of gender, sexuality and social justice.
- Autism with guest speaker Dr. Lesuer
- Anti-Racism and a privilege walk
- Being intersex. What it means and the unique challenges facing those who are.

These sessions help us celebrate both the sameness and struggles people face who we often see as different.

SELC also hosted a Coming Out Celebration in the Park with St. Stephen's' Episcopal Church.

If you are interested in being part of our Ministry Team, please contact Leslie McCourt at mccourtlesli@gmail.com.

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.

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 more than two decades with 2024 being another successful year giving 135 backpacks filled with age-appropriate school supplies to local schools to students in need on Backpack Sunday, August 4, 2024. In addition to this special outreach program, the congregation had breakfast together and wrote a welcome back to school note that was put in each backpack.

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 or 6 servers from SELC provided, prepared and served an average of 16 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. For more information about this ministry or to assist, contact Penny Crane.

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 have totaled over 1,600 pounds of non- perishable foodstuffs.

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 2024, we have received 192 prayer requests. In addition, we also continue to pray for a number of 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, 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) 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, 39 prayer shawls were made and 26 prayer shawls were given out. If you would like to participate in this ministry, please contact Leslie at mccourtleslie@gmail.com or leave a message at the church office.

Salvation Army Meals

Barbara Williams

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

SELC provides lunch once a month at the Salvation Army for the local hungry population. At this time we have five active volunteers. We currently serve between 120 and 130 people on the fourth Friday of each month. Our local Peter Piper Pizza helps by granting us several discounts for the 32 pizzas we buy each month. Peter Piper has been very accommodating and generous. We also provide salad and dressings to go with the pizza. Desserts are provided by local grocery stores who donate baked goods. \$3300 has been allocated in the mission plan this year for this community outreach and we will end up using all of that. We have seen a steady increase in the number of visitors we feed. There is a wide range of clients, from people who are obviously homeless, to those who have incomes that don't stretch to all their needs. We see people in their senior years as well as the occasional young family with children. There are no tests of eligibility for guests. All are welcome.

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.

Members of SELC volunteer driving for VICaP. So far this year, from several organizations in our community, 66 volunteers have driven over 62,465 miles for 436 actively registered Neighbors. VICaP volunteers provided transportation to almost 2,000 medical appointments or grocery shopping trips, donating over 4,170 hours of their time. For more information about this ministry, go to <http://www.vicapsv.org>.

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. 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. 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.

The following ministry service team representatives submit their own report which can be found elsewhere in this Annual Report:

Columbarium Fund

Shepherd's Fold Child Care Center

Stitch in Time Quilters

Visitation Ministry

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

SHEPHERD'S FOLD CHILDCARE CENTER REPORT

We currently have 35 children enrolled in Shepherd's Fold Childcare Center. We have a wait list in our Two's classroom. We are raising the rates in January to accommodate the increase in minimum wage/cost of living increase. Minimum wage has increased to \$14.70 beginning Jan. 1, 2025. We have increased our rates \$4.00 per day across all rooms. The current rates for service are as follows;

- Infants - \$68 per day, \$340.00 for a full week.
- Toddlers (ages 1 – 2) - \$66 per day, \$330.00 for a full week
- Preschoolers (ages 3-5) - \$64 per day, \$320.00 for a full week

We have 15 children on DES. 43% on DES. 43% of the children on DES are from single parent households. 10% of the children on DES are in the care of DCS (the Department of Child Safety, formerly CPS). 17% of children receiving childcare financial assistance are from families with 2 incomes and work low or mid incomes or work part-time. Currently, we are getting the following from DES.

- Infants - \$64.15 per day
- Toddlers (1-2 yrs.-old) - \$48.70 per day
- Preschoolers (3-5 yrs.-old) – \$42.00 per day

We also get incentive money for being a 3-star center that brings up the payments as follows.

- Infants - \$96.23 per day
- Toddlers - \$73.05 per day
- Preschoolers - \$63.00 per day

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.

Families that are approved are given a co-pay level that I must charge no matter how much money we get, 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 by DES.

It is also important to know that each child gets up to 5 absences per month that DES will pay for. Any absence over 5 and all holidays are the financial responsibility of the parents/guardians.

June 2024, these rates were maintained by DES using federal funds. The extra funds that were being given to centers for staff ended as expected June 2024.

We have 4 children on FTF scholarships and 2 on the waitlist for the scholarships. 11% on FTF Scholarships. 25% of the children on the FTF Scholarships have 2 incomes and mid to low-income jobs. 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.

We have 15 students that pay out of pocket, which is 43%. The families that pay out of pocket, one of them get funds from their work to assist paying for childcare. 93% of the children that pay out of pocket have 2 incomes and work high paying jobs.

We currently have 13 members of staff in total.

We have hired a new lead for our 3 and 4's classroom and are waiting for her fingerprint card and TB test to start her training. We plan on hiring a floater as well as an assistant teacher in our infant room.

The kitchen project is starting January 18th. So much for having it finished by the end of last year. We will be using the salvation army's kitchen to prep our food while our kitchen is out of commission. We expect the construction to take two to four weeks and have planned a couple weeks of a simple menu to use during this time. We are not closing the center for this construction.

We continue to hear that we have a good reputation in the community, in particular, with working with children with special needs. We have families return to us when their families expand and are looking forward to greeting back one of our former employees who wants to enroll her new baby with us once they are born.

We continue to do our best working with these children with special needs and utilizing all the resources we have available to assist us. We pride ourselves for being a safe and loving place for these students, and for the difference we make in their lives. To the best of our ability, we teach these students to be independent and be inclusive to their needs and wants.

We continue to work with outside entities that provide services to our students. This year past year, the school district reorganized their special needs program, and we will be working with them more closely as they will be accepting less children to receive onsite care with them, and will instead be giving services to the children in our center where they already attend. This has been a bumpy process as the school district did not communicate effectively their intent for the program and the roles, we now play in these students' lives. We have always been willing to work with therapists and counselors, so this is just expanding that to the school district and their educators and the therapists they work with.

We continue to stay in the black for the year. We had lots of high end purchases this year, in particular the almost \$100,000.00 toward the kitchen and upgraded appliances. We are working with the Early childhood business solutions, and our board, as well as other knowledgeable people such as Pat Schaner from the Church council to restructure and see if we can make some changes such as paying our staff more, offering more benefits, possibly finding other ways to fund the center so we can take some of the responsibility off the shoulders of the parents. Overall, just becoming a smoother run and professional center that families can afford and love to bring their children to.

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 families that had trouble bringing in supplies would then have the option to simply pay for our supplies if needed. This part of the program works well as we have supplies on hand and can get reimbursed for them by the parents. Many of the parents are still opting to bring in their own supplies, rather than purchase ours long term.

I have made some changes to our parent involvement events. Illness continues to be at an all-time high and I have made the decision to turn our events into more of a spread-out interactive event, rather than gathering dozens of people in close quarters to watch a performance. This allows the parents to interact with their children, it allows the teachers and parents to share space and stories about their children, interact and get to know each other. It gives the children the freedom to walk around and have fun, rather than freeze up or cry because they do not understand how to perform in front of their parents. It allows for more learning opportunities with their parents, for their parents to spend some one-on-one time with their younger children, lets the teachers show some strategies we use in the classroom and models to the parents some of the fun and inventive ways they can teach their children. They were a lot of fun, and I plan on doing at least three to four events each year.

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 in tuition. Without these programs, and the church support and facilities, our families would not be given the quality of care they are currently receiving. We have the lowest ratios for centers in the area, which is particularly important to quality care. Our teachers have less stress and can focus more attention on the children that really need it. We serve healthy meals and snacks that some of the children would not get if not for school. We can accommodate a part-week for families that work part-time. We continue to offer part week slots for families which is helpful for many struggling to pay for childcare.

Shepherd's Fold Board Members:

Diana Wilcox, Barb Williams, Connie Keller, Kim Renbeck

SELC Liaison:

Patricia Shaner

STEWARDSHIP TEAM REPORT

The stewardship team had another change in 2024. After the arrival of our new pastor, Kurt Fangmeier, meetings were held to discuss the duties and responsibilities of the maintenance managers (formerly known as trustees) and the stewardship team. It was agreed that the senior maintenance manager who is a member of the congregation council report directly to the council rather than to the stewardship team, none of whom are on the council. Therefore, the stewardship team is not overseeing the facilities of our campus.

Pastor Fangmeier introduced a new stewardship campaign - creating a community of Generosity -in late September, continuing through October. November 3 was the ingathering of our intent cards and November 10 we had a catered Celebration Brunch. Please read the Financial Secretary's report for the result of the campaign.

SELC continues to offer online giving (VANCO) for SELC members & friends. This can be for regular, special or one-time contributions. Currently we have 39 households 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), 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 11 individuals that are using this option.

We sincerely thank all who have been so faithful for their stewardship commitments whether it is your time, talents or treasures throughout 2024.

The current members of the Stewardship team are Larry Rewis, Leslie McCourt, 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 hurt, while enjoying fellowship, prayer and sharing with each other as we quilt.

2024 was a busy year. In which we donated a total of sixty-five quilts:

- Twenty were delivered to the Navajo Evangelical Lutheran Church in Rock Point. Thank you, Carol and Monty, for transporting those quilts!
- Five were donated to the Southwest Cancer Center.
- Twenty-Three were given to Lutheran World Relief.
- Seventeen were made for various veterans' organizations.

In May there was a "Blessing of the Quilts". Forty-two quilts were displayed and available for purchase in the sanctuary. Thirty-two were bought, and your generous donations will enable us to purchase batting and materials for future projects.

New members are always welcome. We meet in the Fellowship Hall every Thursday from 9 am to 12 pm, come when you can and leave when you must. No sewing skills are required, but if you do sew, we have machines available for use. If you are interested in joining, or for more information, contact Terry Markstrom or Elaine Grahm.

Submitted by Terry Markstrom and Elaine Grahm

TRUSTEE'S REPORT

JANUARY / FEBRUARY

1. Repaired waterline that ruptured past main shutoff.

MARCH

1. Patched hole in wall in restroom by church office.
2. Worked on sink trap in Sacristy.

APRIL

1. Repaired walk behind weed trimmer.
2. Mowed alley.

MAY

1. Mowed alley.
2. Fixed faucet leak in Sacristy.

JUNE

1. Replaced capacitor in A/C unit in Fellowship Hall by Kitchen.
2. Replaced motor in same A/C unit in Fellowship Hall.

JULY

1. Repaired floor on 2nd floor of Lyons Hall, 2nd story doorsill East classroom. This has been a problem for some time when getting East wind and rain. The floor was not level and had a gap under the door and sill, causing a leak on the ground floor. Repaired by putting self-leveling concrete on.
2. Put television on bracket and installed on wall in conference/meeting room.

AUGUST

1. Replaced cartridge on urinal in Fellowship Hall restroom.
2. Installed ballast in light fixture in men's restroom in Fellowship Hall.

SEPTEMBER

1. Maintenance on all A/C units.
2. Fixed thermostat in Classroom #4

OCTOBER

1. Craig Anderson and I replaced tiles on floor in Sanctuary on Choir side.

NOVEMBER

1. Cleaned Pastors office for pet hair and dandruff.
2. Fixed sink and tightened all toilet seats in women restroom in Fellowship Hall.

DECEMBER

1. Installed 4 lighted lights switches in halls of Church.
2. Installed burnt out light in Sanctuary that shines on Cross.

Respectfully Submitted,
Monty Brandes
Head Trustee

VISITATION MINISTRY REPORT

I first heard of the Visitation Committee when Ellie Unruh asked me to be her partner in visiting those who for one reason or another were unable to make it to church. Ellie was the leader of the committee and had meetings every other month at her house. After hospitalizations Ellie moved to Albuquerque to be near family.

I started having the meetings every other month at our home. At that time members figure out dates on the calendar when we can visit. Before visiting we call and arrange a suitable time. Church members let us know if they wish to be visited and we usually spend about 45 minutes with each person. A couple of the committee members either make phone calls or send cards.

Our goal is to listen to what each person wishes to talk about and inform them as to what is happening at church. Many times we end our visit with prayer or a blessing for them. As it turns out, we are the ones who have received the blessing by just being with them.

Fifteen church members have volunteered their time for the Visitation Committee. One of them is an alternate in case someone is ill. I send my thanks to all of them.

Deanna Sanner

WORSHIP AND MUSIC REPORT

The Worship and Music Committee began the New Year making plans for Lent, Holy Week and Easter since Easter came early in 2024. Ash Wednesday came on February 14th so we had to “jump right in”. Plans were made for the mid-week services and soup suppers with different committees providing the soup each week. In February we welcomed our new Pastor, Kurt Fangmeier. Members of the committee are Becky Randall – Altar Guild, Cindy Wiste -Acolytes, Faith Formations and Secretary, Jane Strain – Council Liaison, James Brunk – Lectors, Sunny Fichtl – Chair and Music, Paul Gregory - Sierra Ringers, Billie Hayes – Organist, Anna Bratlien – Ushers.

We received a gift of song books from Pastor Kurt’s former church, Living Christ Lutheran in Flagstaff, AZ which we will be using from time to time learning new hymns and praise songs. More copies were ordered for the congregation. We are also responsible for purchasing “Christ In Our Home”, the monthly devotionals found at the Welcoming Center.

The focus of the committee is to ensure that volunteers are available as Lectors, Acolytes, Altar Guild, Ushers, Greeters and music each Sunday. The Worship and Music Committee meets on the third Tuesday of the month at 11:00 in the Music room. Please feel free to join us if you have questions or concerns. Or, would just like to see what goes into the weekly services, Festival Sundays, Lent, Easter, Advent, Christmas etc. You would be welcome.

Submitted:
Sunny Fichtl