

# 2022 ANNUAL REPORT

All Saints Lutheran Church



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## ANNUAL REPORT FROM THE PASTOR

A year ago, at the beginning of 2022, we were in the midst of Church Becoming discussions. These discussions led us to a focus during the season of Lent on our congregation's Core Values: Hospitality, Worship, Service, Faith Formation, and Giving. I'm going to use this framework of core values to share highlights from 2022:

### Meaningful and Engaging Worship

After all the pivots and challenges of the pandemic, in 2022 we settled into weekly worship with a single service, in person and on Zoom. Worship attendance remained fairly steady through the year – with the seasonal peaks and dips we know to expect – with average attendance around 65-70 (50-55 in person, 15-20 on Zoom). It is delightful to work on worship and music with Erin Reil and Nathan Cleaveland. We all share a commitment to excellence in music, reverence in worship, and caring for the gathered community. I am grateful for the Worship committee which supports worship in both the vision and the everyday details, and for all the worship assistants and altar care. It takes a whole team to create engaging worship experiences each week!

### Vibrant Faith Formation

It was a difficult year for faith formation; we haven't yet found new patterns and possibilities following the struggles of the pandemic years. We said goodbye to Faith Formation Director Martha Montaño, and we no longer have funds for that position. A strong Faith Formation team has formed to work with me, especially on adult faith formation, and we continue to explore ways to be in ministry with children, youth and families.

I have come to question whether vibrant faith formation is truly a core value for us anymore. We are nostalgic for the days of full Sunday schools and lots of youth participating; however, if faith formation is a value for us, we need to look at how to participate now, with the resources and people we have now, rather than longing to go back to something that has passed. I believe faith formation is vital for our lives of faith at all ages, and I hope we will discover new ways to be in community and grow in faith together.

### Christ-centered Mission and Service

All Saints continues to be strong in its service to the community. 2022 saw some changes, letting go of some of the things we have done and discovering new opportunities. Most significant is the great participation and leadership All Saints members have in Albuquerque Asylum Seeker Welcome, which brought new energy and focus to our mission and service, and in advocacy at the state and federal levels.

## Intentional Hospitality

We continue to welcome various groups to use our building for ongoing or one-time needs. We again provided space for the Rio Grande Symphonic Band and Rio Acapella music groups to rehearse weekly. We hosted the Girl Scout Day Camp and the local homeowner's association, as well as events for congregation members and their families. We provided a home base to five youth and young adult groups from around the country who were here for service-learning trips.

Our congregation welcomed eight new members in the fall, as well as folks who regularly worship with us but have not (yet) decided to join. As we live out this value of hospitality, it is important that we continue to practice ways to welcome visitors and newcomers *fully* into participation in our community.

## Generous Giving

I am incredibly grateful for all the people who have supported and continue to support All Saints financially, especially through the challenging pandemic years. We move into 2023 knowing that we have what we need to do the ministry we are called to do. I am grateful for a council and congregation that live and work within that framework of abundance and gratitude, which leads us to greater generosity in the wider church and community. The council decided to increase our giving to the synod from 6% to 6.5% of giving for 2023.

## Visitation Pastor

If the proposed budget is passed for 2023, we will move forward to hire Rev. Kathryn Schlechter as visitation pastor at All Saints. I look forward to working with Pastor Kate, who has thirty years of professional ministry experience as well as a degree in marriage and family counseling.

## Sabbatical

Last spring All Saints put in an application for a Lily Foundation grant to fund a sabbatical for me and special sabbatical activities for the congregation. We did not receive the grant, but I plan to re-apply for 2024. Whether or not we receive the grant this time around, I do plan to take a sabbatical in the summer of 2024.

When Bishop Gonia was at All Saints in December for the synod's Worry to Wonder event, he reminded us – 50 people from over a dozen congregations – that not all churches need to be all things. Nor can we. He used the example that many of our congregations are made up largely of retired people, and the population of retired folks in our community is not a stream that is going to dry up. We also know that the main way people decide to come to a new church is because they are *invited* by someone. My question, as we come into 2023, is this: how can we be intentional about inviting people into service and community with us? How can we focus on the things we do well, and invite more people to be part of it? In particular, I look forward in 2023 to exploring our commitment to being a Reconciling in Christ community recommitting

ourselves to intentional welcome for LGBTQA+ people, and including a commitment to racial justice as well.

It is a blessing to be here in ministry with you all.

Grace and peace, Pastor Kristin Schultz

## FAITH FORMATION MINISTRY

2022 was a year of transition as we said goodbye to Martha Montano, who has been our Faith Formation director since 2017. The position was originally funded by the Bibra bequest, and depended largely on the pandemic payroll protection grants in 2020 and 2021. We can no longer fund the position, so the responsibility for faith formation now lies with Pastor Kristin – and will volunteers to be part of planning and leading faith formation events for all ages.

Here are a few highlights in Faith Formation in 2022:

On Easter, we had a breakfast fellowship before worship, with all-ages activities such as coloring, crafts and making empty tomb rolls.

Youth and families attended Rainbow Trail Lutheran Camp

Youth, children and adult volunteers from All Saints joined Cross of Hope in June for RTLC Day Camp/VBS. It worked well and a fun time was had by all; we plan to continue the collaboration in 2023.

The first Saturday of Balloon Fiesta saw youth and volunteers gathered in our kitchen making burritos for our annual Balloons and Burritos breakfast. Attendance was good and it was a beautiful morning for food, balloons, and community.

The youth group had a fun baking day – rescheduled from Thanksgiving weekend to early in December – and then a bake sale which raised about \$350 for the Christmas Giving Tree

The family Gingerbread House Party was a fun gathering in December. 2022 saw fewer such gatherings, and I hope to bring back more such all-ages gatherings for fun connection and learning in 2023.

In the fall, the Lutheran pastors in Albuquerque started talking and realized we each had only a few students in the middle school age group, a traditional time for Confirmation instruction. We decided to work together, and began the Love God, Love Neighbor: 2<sup>nd</sup> Sunday Service gatherings. All Saints hosted in November, and has participated in a few other months. This kind of collaboration will be key to youth ministry moving forward.

## PROPERTY COMMITTEE

Property Folder: Personnel from the property committee are reviewing church records verifying compliance with fire codes, permits, etc. This effort will conclude with a property folder/binder which would identify all facility related items and maintain records in one location. This will make it easier for future property personnel to locate appropriate resources and/or contractors to support on-going facility related items.

Housekeeping: We terminated the company responsible for janitorial services at All Saints at the end of December 2022. We took bids and interviewed 6 to 8 potential companies to support the janitorial services in 2023 and ultimately selected Environmental Control to take over that effort in 2023. They will begin at the beginning of February 2023 by doing a deep cleaning of floors (carpet and hard surfaces) and other areas of the facility. Please remember that although we may have a janitorial service, it is the responsibility of all the members to do our part. If you spill something clean it up. If you use the kitchen clean up after yourself as well as wiping down the counter and spills on the floor. Keep the refrigerators clean, as well as sinks and coffee service. We will keep vacuums in the table closet in the fellowship hall.

To Do Board: We have also placed a facility white board on the wall across from the kitchen. When you note a facilities concern, please feel free to record it on this white board so that it may be addresses. Likewise, if you see something identified on the board and you have the capability to fix it, please do so and note that you are accomplishing the repair/fix on the board. Some items noted on this board cannot be addressed economically until we have consistent warm weather.

Spare Parts: The property committee is also generating a spare parts list for facility items. Besides the expected items like light bulbs, toilet paper, and other consumables we are also investigating the feasibility of keeping some common spare parts for our HVAC units and other large appliances [as some of you may know the supply chain system in our country has had its share of problems and if we find commonality in selected area, we may find it beneficial to purchase spare motors, etc., to facilitate future repairs.

Proactive Planning: Along the same lines we will be accomplishing an overall facility assessment on life-cycle as it relates to HVAC, plumbing, and other high-cost repair items so that we may budget for those items as opposed to responding to emergencies that put unforeseen impacts in our budgets.

Space/Closet Use: In the immediate future we are looking to assess if we are meeting the needs of the many organizations using our facilities which requires this congregation to

investigate our storage capabilities. The container has served well storing infrequent use items like Christmas decorations, chair and many other items, but we need to address use and responsibility for our existing storage closets.

This will include who may have ownership of a closet as well as whether some modification would be beneficial to meet everyone's need. Mel Bentz is soliciting input from all of the church organizations/committees so that we can deal with these areas of concern in a fair and equitable manner. This effort will also require that we may need to get rid of miscellaneous little used items. We will be posting a list of available items that we will be eliminating in case members of the church may have some use for them.

#### IN OUR RECENT HISTORY WE HAVE:

- Dealt with significant plumbing issues, some of which were due to the general lack of facility use during Covid as well as some poor installations from earlier years.
- Repaired bathroom stalls, replaced toilets, secured rocking toilets, etc
- Started outside yard maintenance, eliminating dead or near dead trees, dealt with aggressive willow weeds, performed janitorial functions in Jan.
- Updated time and programming on thermostats
- Reviewed and cleaned up storage of facility drawings.

Remember, as a member of All Saints, you too are a member of the property committee and come spring we look forward to your participation in Spring Cleanup.

#### FUTURE ITEMS TO BE ASSESSED:

- Parking lot care /striping
- Repair of outside watering systems
- Adding vegetation/ground care

Respectfully Submitted Mel Bentz, Tom Becker



## SOLAR PROJECT UPDATE

By the time you read this report, New Mexico Solar will have completed the installation of the solar system at the church. The next step will be inspections and approval of the system by PNM. The system should be “live” by the middle of February.

Completion of the installation of the system was deferred until January 2023 so we would be eligible to apply for a rebate on the cost of installation of the system from the IRS, which was made possible by the passage of the Inflation Reduction Act, by Congress. The “process” for applying for the rebate is being developed by the IRS and should be available around the first of March. Whether the church qualifies for the rebate, and if qualified, when that payment would be made, is yet to be determined.

Please let me know if I can answer any questions.

Jim Kruger

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505 553 0818

## MEMORIAL AND GIFTS COMMITTEE

The Memorial and Gifts Committee was reconvened in 2021.

**Chairperson:** Lyndi Dittmer-Perry

**Committee Members:** Priscilla Brower and Patty Ferdig.

The Memorial Fund Balance at the beginning of 2022 was \$6,271.61.

Memorials for 2022 totaled \$1,888.00.

There were three expenditures in 2022 totaling for \$4,006.95 for Family Promise, All Creation Sings hymnals, and organ music.

The ending balance is \$4,152.66.

There were no new Gifts to ASLC in 2022. Oversight of existing gifts are currently handled by the Finance Committee.

## WORSHIP MINISTRIES COMMITTEE

### Committee Members:

Kristin Schultz	Pastor
Brian Hughes	Chair
Erin Reil	Music Ministry Coordinator
Nathan Cleaveland	Organist, Pianist, Accompanist
Rhonda Bentz	Altar Care
Anne Carpenter-Wilson	Council Liaison
Lucy Archambault	Lay Representative
Priscilla Bower	Lay Representative
Eric Ferdig	Lay Representative
Vicki Easson	Lay Representative

The Worship Ministries Committee manages the logistics and budgets behind creating and delivering meaningful worship experiences. The committee is responsible for sanctuary décor, choral/visual support including instrument maintenance and providing sacramental and other supplies necessary for worship. Another focus is scheduling and providing the necessary training for worship assistants, lectors, acolytes and ushers.

The greatest challenge of 2022 was ongoing *change* caused by the COVID19 pandemic and recovery after things began to lighten up. Zoom services have become an integral part of our worship experience at All Saints. Over the year, many of the protocols initiated during the pandemic lightened: chairs were returned to pre-pandemic configuration, the pray ground came back, serving communion was done at the communion rail, masks were optional and suggested during spikes in the virus, and singing became more open not requiring masks. Zoom is now a feature of almost all services which are streamed in real time. We continue to be very grateful Steve Reil for his hard work on the technical aspects of streaming the services and thankful other members have joined Steve for the Technical A/V team at each service! The tasks and changes to those tasks to provide our beautiful and meaningful worship services have been completed by a large group of wonderful people who are part of the Altar Care Ministry, Music Ministry and the Worship Assistants.

Here are some details of music activities that occurred in 2022:

Rehearsals of the three musical groups are happening weekly: Hallelujah Ringers and Grace Notes meet weekly on Sunday afternoons and the Choir meets on Wednesday evenings. All three groups are growing in numbers and positive spirit.

Services are recorded and posted on YouTube and Facebook.

Erin writes a short blog post for the newsletter each month.

An All Saints Music Ministry website was created for the members of each ensemble to have easy access to their calendars and recordings for practice. This site has become an invaluable tool for the members of each group! Thank you, Erin!

The third annual Christmas Concert was held the Sunday before Christmas. The concert featured performances by the Hallelujah Ringers, All Saints Choir, Grace Notes and a solo by Erin Reil. The entire program was beautifully done and was enjoyed by all!!

The mission & vision statement specifically for All Saints Music Ministries continues to be a wonderful statement of the Ministry's path and is included in the Annual Report.

Technical improvements are an ongoing process to stream the services and new equipment has been purchased and donated to ensure good quality.

The music team (Erin and Nathan) works closely with Pastor Kristin with intention to provide music specific to each service. We are all very fortunate to have such talented, hardworking people work well together to provide beautiful and meaningful services.

The committee also worked on solutions for the storage of hymnals for each chair in the sanctuary and is currently in the process of ordering racks from the chairs' manufacturer that will be attached underneath the seat. Look for these coming soon. Also, the committee has been working on describing what a new baptismal font may look like to be created by an artist. This task is in progress and expected to be completed soon.

The Altar Care Ministry is growing and continues to provide the needed elements for communion. New this year is the use of only gluten free bread for communion.

The Congregation of All Saints Lutheran Church is truly blessed to have such an amazing Spiritual Leader in Pastor Kristin! We are also blessed by the wonderful music and spiritual experiences provided in our worship which is delivered by a wonderful group of servants who joyfully deliver love in all they do.

Many hands help to make light work. We thank all who have volunteered over the year with music, altar and as worship assistants. You are invaluable. We can never have too many hands helping. If you would like to volunteer your time and talent, your ministry gifts are always welcomed.

God's Grace and Peace,

Brian Hughes

## COMMUNITY OUTREACH MINISTRIES

### OUTREACH, ADVOCACY, RAPID RESPONSE (OAR)

**Mission:** We will serve those in our local and larger community who need food, clothing, health care, shelter, safety, justice and love. This mission statement reflects the core values of All Saints Lutheran Church and Pre-School. (Adopted 6/15/2022)

As I looked back at last year's report for Community Outreach, I said to myself: "Wow! We do a lot more than that!" So, this year, I am changing the format of the report which reflects *all that we do*.

#### WHAT WE DO

ABQ Asylum Seekers Welcome  
Christmas Giving Tree  
Conf. of Churches Interfaith Advocacy  
Family Promise  
Immigrant Justice  
Interfaith Hunger Coalition  
LFS Afghan Refugee Support  
Lutheran World Relief Quilters  
Mad Hatters  
New Mexico Ethics Commission  
New Mexico Faith Coalition  
Sierra Vista Food Collection

#### WHO WE SUPPORT (MONETARILY)

Border Servant Corp.  
Bread for the World  
Cristo Rey Iglesia Luterana  
Family Promise Albuquerque  
Lutheran Advocacy  
Lutheran World Relief  
Lutheran Campus Ministry  
Rainbow Trail Camp  
Reconciling in Christ  
ELCA World Hunger  
Young Adults in Global Mission

As you can see for yourself, we have been quite busy over the years that this committee has existed. Some of the highlights of 2022 include:

Seventy quilts were completed and sent to Lutheran World Relief as well as to Lutheran Family Services ABQ for local refugees. To cover the costs of shipping overseas we donated \$650 to LWR.

Our congregation has donated food to the Sierra Vista backpack program for 15 years.

We are fortunate to have a member of our church, Kurt Rager, working as the Director of Lutheran Advocacy Ministry here in New Mexico. Both Kurt and Judy Messal are our advocacy experts and work very hard to "make things happen" here in New Mexico.

Through Kurt Rager and members of the OAR Committee, All Saints formally and informally connects with several advocacy organizations that work for the well-being of people in New Mexico. The focus is on ending poverty and protecting the environment through good public policy. These groups include:

- Lutheran Advocacy Ministry-NM
- Interfaith Hunger Coalition
- New Mexico Food and Agriculture Policy Council
- New Mexico/El Paso Interfaith Power and Light
- Food, Hunger, Water, and Ag Workgroup
- Bread for the World, Southwest Region

And thanks for all the work of the Lutheran Advocacy NM members, a free lunch program for all students in New Mexico has now reached the governor's office.

One of our members, Karen Hyde donated her acreage and water to the "Indigenous Farm Hub" program in 2022 which teaches young indigenous farmers how to work the land and give access to those in need of fresh produce.

Ten members of our congregation are actively volunteering for the ABQ Asylum Seeker Welcome project.

Christmas gifts were given to families from Sierra Vista School

Mad Hatters donated 200 hand-made hats to those in need.

And the list goes on . . .

Submitted by:

Rae VanDeMotte, Chair

Outreach, Advocacy, Rapid Response Committee

## WOMEN OF THE ELCA

**Chairperson:** Rhonda Bentz, President of ASLC Women of the ELCA Unit

**Treasurer:** Vicki Easson

**Circles/ Leaders:**

Esperanza Circle	Nanette Morton
Joy Circle	Marjorie Lynn

**Mission Statement:** As a community of women created in the image of God, called to discipleship in Jesus Christ, and empowered by the Holy Spirit, we commit ourselves to grow in faith, affirm our gifts, and support one another in our callings, engage in ministry and action, and promote healing and wholeness in the church, the society, and the world.

**Committee/Ministry Report:**

Our unit has 2 circles with a diminishing number of (18) women registered as members. Our members and activities are “aging out” as we dwindle in size and ability to participate. Our church has had some success in initiating small co-ed groups, however these are not W-ELCA related. After covid vaccines came out, some of the women began circle meetings in-person again, to provide small group support and spiritual growth opportunities. In 2022 we just “masked” if we had concerns.

In addition to the monthly circle meetings, we would normally have joined with the Rocky Mountain Synod ([rmselca.org](http://rmselca.org)) and ELCA North NM Cluster Women’s Organizations to offer larger gatherings for all women. A WELCA convention was held in 2022, however no one from the All Saints unit attended in person or by zoom. A few of our women connect across the Synod by sharing in the W-ELCA newsletter, *Views from the Rockies*.

We stopped collecting offerings in 2022 and we have not solicited any funds for community or the hierarchy of WELCA. In the last 3 years, we have not done any focused fund raisers or completed any service projects. The church treasurer reports that WELCA did receive some targeted offerings in 2022 so the account has \$2,567.07. I will ask the remaining circle members where they would like to donate those funds and then discuss shutting down our formal WELCA unit. We would be left with Bible Study circles which is what we have now.

We mourn for the good old days but recognize a growing inability for our women to participate. Our church focus has switched to local hunger concerns and refugee asylum issues.

Yours, respectfully, Rhonda Bentz

## DEVELOPMENT COMMITTEE

A giant thank you to all the members of the ASLC family for your ongoing support of ASLC ministries, as well as your financial support. Your generosity reflects our thankfulness for everything God has done and continues to do for each of us.

*“Yes, my soul, find rest in God; my hope comes from him. Truly he is my rock and my salvation; he is my fortress, I will not be shaken. My salvation and my honor depend on God; he is my mighty rock, my refuge. Trust in him at all times, you people; pour out your hearts to him, for God is our refuge.” Psalm 62:5-8*

The following table shows the results of this past Fall’s campaign, “Grace In Action,” compared to the last two years.

### All Saints Lutheran Pledge Activity for the Year 2023

	2023	2022	2021
Commitments Received	57	54	59
Dollars Committed per week	\$3,375	\$3,483	\$3,726
Number of new commitments	17	11	8
Number of increased commitments	14	21	15
Number of with same commit. as last year	22	18	27
Number with reduced commitment	4	4	9

While the results of the campaigns over the last several years are mixed, the committee believes the efforts to increase and broaden the discussions about giving are being well received. This is supported by the fact that the number of those making a new commitment for 2023 increased by nearly 50%. The results are further impacted by the changing composition of the congregation.

Committee members are Jerry Ferdig, Jim Kruger, Kurt Rager, and Steve Reil.

Should you have any questions or have an interest in being part of the committee, please contact any of the Committee Members.

## ENDOWMENT FUND

**Chairperson:** Lee Liming

**Committee Members:** Tom Becker, Martha Debelak, Vicki Easson, Amy Lautenschlager, Lee Liming (chair), ex officio: Jim Kruger (fund treasurer)

Investments	12-31-21 Value	12-31-22 Value
T. Rowe Price Funds Total	\$171,003.53	\$136,691.40
Bank Balance	\$2,096.18	\$13,488.58
Mission Investment Fund	\$10,000.00	\$10,000.00
Total Investments (includes principal)	\$183,099.71	\$160,179.98
Principal	\$111,141.00	\$111,141.00
Total funds available for grants/gifts	\$71,958.71	\$49,038.98

### Recipients of Endowment Fund Grants - 2022

Organization/Person	Amount
Kristin Schultz – Wellness in the Desert Retreat	\$450.00
Kristin Schultz and Erin Reil - registration for 2023 Assoc. of Lutheran Church Musicians conference	\$690.00
Lee Liming - RiC Task Force registration for Reconciling Works training	\$220.00
Kristin Schultz - clothing for Asylum Seekers Welcome	\$500.00
Dawn Mace - step ladder for library	\$79.82
Rae Van De Motter - Family Promise	\$2500.00
Kristin Schultz - Owl meeting camera/mic	\$1,199.00
Steve Reil - Zoom worship equipment	\$924.00
<b>TOTAL</b>	<b>\$6,562.82</b>

**Note:** Any amount of unused awarded grant funds returned to the Endowment Fund are included in the bank balance.

**Note:** The Endowment Fund Committee approved an expenditure of \$7500.00 during 2021 in support of the church's solar panel project, but the funds have not yet been disbursed as the project is still underway. We expect to disburse those funds early in 2023 as the project nears completion.

Respectfully submitted,  
Lee Liming  
Endowment Fund Chair



## ALL SAINTS LUTHERAN PRESCHOOL

### BOARD MEMBERS

<b>President</b>	Jim Kruger
<b>Vice President</b>	Jerry Ferdig
<b>Secretary</b>	Gloria Napper-Owen
<b>Council Representative</b>	Gloria Napper-Owen
<b>Members</b>	Karen Hyde, Rochelle Anderson, Cyndi Nelson
<b>Treasurer</b>	Dan Mazan

The Preschool Board meets on the third Tuesday of each month. The meetings are typically 45 minutes to 1 hour long. Each year members retire so we are always in need of new volunteers. If you are interested see Ms. Marleta.

### TEACHERS & STAFF

<b>Director</b>	Marleta Anderson
<b>Infant Room</b>	Priscilla Martinez
<b>2/3's Room</b>	Bessie Sue King
<b>4/5's Room</b>	Kameron Kelsay

### THE PRESCHOOL MINISTRY

Since 1989 the Preschool has had an educationally sound curriculum based on strong Christian values. Little by little the preschool increased hours, became a year-round school and finally added the infant program. By doing this we now offer up to 10 hours a day, five days a week for infants to kindergarten. Change and growth are good! Pray for the Preschool as we continue in the years to come.

### FINANCIALLY

2022 / Income - \$190,666 and Expenses - \$198,674 = Year End \$-8008

Grant money will be held in Deferred Giving to be used for certain expenses and improvements in the preschool (\$63,000).

In 2022 the preschool contributed to the church through grant money for Plumbing repair (\$8000) and a new washer/dryer in the Janitor's closet. Preschool improvements included painting the entire preschool, moving a sink, adding a kitchenette/medical grade refrigerator and putting carpet squares in the Infant room. New pets were also added. They are a lobster, 2 birds, a frog, snail and a beta fish.

THANK YOU! To the children and families of the preschool, Pastor Kristin and the church staff, Preschool Board of Managers members and All Saints Lutheran church members who love and care for this important ministry.

Faithfully yours, Marleta M. Anderson (Your Director for 22 years)

## PRESCHOOL INCOME AND EXPENSE STATEMENT

	Current Period	Year to Date	YTD Prior Year	Annual Budget	Annual Budget %
<b>INCOME</b>					
General Preschool Income	\$0.00	\$55.05	\$20,603.64	\$0.00	0.00%
Preschool Income Tuition	10,684.50	150,171.40	148,623.18	196,236.00	76.53%
Preschool Income Donation	0.00	0.00	2,500.00	0.00	0.00%
Preschool Income Reimbursement	73.75	73.75	0.00	0.00	0.00%
Grant Income	7,643.95	40,365.85	1,415.91	0.00	0.00%
<b>TOTAL INCOME</b>	<b>18,402.20</b>	<b>190,666.05</b>	<b>173,142.73</b>	<b>196,236.00</b>	<b>97.16%</b>
<b>EXPENSE</b>					
Preschool Expenses	0.00	0.00	1,132.81	0.00	0.00%
Director Salary Expense	6,084.93	44,785.62	42,554.20	44,000.00	101.79%
Teacher's Salaries	12,688.25	89,288.88	68,742.25	112,320.00	79.50%
Pension and Health Expense	1,435.20	10,253.11	9,581.40	9,624.00	106.54%
General Operating Expense	0.00	55.00	55.00	0.00	0.00%
Advertising/Marketing	0.00	630.00	0.00	7,000.00	9.00%
Administration Expense	200.00	1,861.52	0.00	3,600.00	51.71%
Maintenance and Repairs	0.00	162.75	983.39	1,200.00	13.56%
Maintenance Contracts	109.38	600.84	531.61	490.44	122.51%
Family Events	0.00	90.27	0.00	0.00	0.00%
Office Supplies Expenses	0.00	0.00	0.00	1,000.00	0.00%
School Supplies	7.69	669.69	2,143.99	1,000.00	66.97%
Grant Expense	3,476.50	36,198.40	1,313.85	0.00	0.00%
Bookkeeping Expenses	848.53	3,680.23	3,397.04	3,397.00	108.34%
Miscellaneous Service Cos	0.00	0.00	360.98	0.00	0.00%
<b>TOTAL EXPENSES</b>	<b>26,286.64</b>	<b>198,674.94</b>	<b>139,313.48</b>	<b>195,631.44</b>	<b>101.56%</b>
<b>EXCESS INCOME/EXPENSES</b>	<b>-\$7,884.44</b>	<b>-\$8,008.89</b>	<b>\$33,829.25</b>	<b>\$604.56</b>	<b>-1,324.75%</b>

## 2022 ANNUAL CONGREGATIONAL MEETING MINUTES

**Meeting Called to order at Church and on Zoom:** 11:14 am by Kris Ericson. Kristin provided the opening prayer.

**Announcements:** Kristin provided updates and announcements for the church.

**Quorum Verified:** At least 50 required congregational members were present for the special council meeting. The quorum was verified by Brian Hughes.

**Vote to accept meeting minutes last year:** The minutes for last year's meeting were approved.

**Jim Perry and Jim Kruger Solar Update:** Jim Perry introduced himself as the contact point for solar panel construction. The construction won't begin until April.

**Clergy Renewal Sabbatical Grant:** Kristin introduced the Lily Grant she applied for, which provides \$50,000 for a sabbatical for clergy renewal. \$15,000 is to be spent for supply coverage of pastoral care and preaching and for renewal events in the congregation. Everyone was asked to fill out the sabbatical survey.

**Marleta Anderson Preschool Update:** Marleta, director of the preschool, provided an update to the congregation about the preschool, including the efforts to make Tier 3, which won't be possible until November 2022 at the earliest.

**Approve the annual report:** The Annual report was approved.

### **Ballot Voting:**

Anne Wilson and Tom Becker were elected to Council.

Martha Debelak, Vicki Easson, and Lee Liming were all reelected to the endowment committee.

Lucy Archambault and Priscilla Bower were elected to two-year terms to the nominating committee which will seek volunteers for council, endowment committee, nominating committee, and Synod Assembly delegates.

Brian and Randine Hughes were elected to be our Synod Delegates for the year.

**Budget Vote:** Diana provided an overview of the budget and fielded questions. Both the Congregational budget and Preschool budget passed.

**Meeting Adjourned:** 12:15 pm by Kris Ericson with a prayer.

## INCOME AND EXPENSE STATEMENT

GENERAL FUND 01, December 2022

	Current Period	Year to Date	YTD Prior Year	Annual Budget	Annual Budget %
<b>INCOME GIVING</b>					
General Giving	\$21,656.05	\$229,525.44	\$221,872.88	\$225,000.00	102.01%
Loose Offerings	208.00	1,045.00	833.00	1,750.00	59.71%
All Saints	0.00	118.00	127.00	0.00	0.00%
Thanksgiving	0.00	0.00	100.00	0.00	0.00%
Building/Mortgage	50.00	2,910.00	2,850.00	0.00	0.00%
Subtotal Giving	21,914.05	233,598.44	225,782.88	226,750.00	103.02%
<b>TEMP. RESTRICTED INCOME</b>					
Memorial Fund	2,040.00	2,188.00	105.00	0.00	0.00%
Adult Education Income	0.00	0.00	157.00	0.00	0.00%
Northern NM Conference	0.00	2,935.00	0.00	0.00	0.00%
Pastor Discretionary Fund	200.00	2,650.00	850.00	0.00	0.00%
Family Promise Fund	60.00	670.00	560.00	0.00	0.00%
Lutheran World Relief	0.00	315.00	485.00	0.00	0.00%
Outreach General Income	349.00	1,589.00	1,985.00	0.00	0.00%
Afghan Refugee Income	0.00	100.00	3,100.00	0.00	0.00%
Lutheran Funds	0.00	185.00	165.00	0.00	0.00%
World Hunger Funds	150.00	1,275.00	1,885.00	0.00	0.00%
Youth Offerings Fund	0.00	3,053.00	1,341.00	0.00	0.00%
WELCA General Fund	0.00	225.00	625.00	0.00	0.00%
Subtotal Temp. Restricted Income	2,799.00	15,185.00	11,258.00	0.00	0.00%

	Current Period	Year to Date	YTD Prior Year	Annual Budget	Annual Budget %
<b>OTHER CHURCH INCOME</b>					
Interest/Investment income	0.33	8,998.36	54.54	0.00	0.00%
Miscellaneous	5,183.39	28,893.69	35,103.31	23,020.30	125.51%
Contribution Bequests	0.00	0.00	5,002.10	0.00	0.00%
Facility Use Income	200.00	2,425.11	1,605.00	0.00	0.00%
Subtotal Other Church Income	5,383.72	40,317.16	41,764.95	23,020.30	175.14%
<b>TOWER INCOME</b>					
Tower	5,535.94	62,776.30	56,139.04	56,000.00	112.10%
Cell Tower Administration	-553.59	-8,402.26	-4,749.26	-5,200.00	161.58%
Subtotal Tower Income	4,982.35	54,374.04	51,389.78	50,800.00	107.04%
<b>TOTAL INCOME</b>	<b>35,079.12</b>	<b>343,474.64</b>	<b>330,195.61</b>	<b>300,570.30</b>	<b>114.27%</b>
<b>EXPENSE</b>					
<b>SALARIES AND BENEFITS</b>					
Administrators Salary	\$0.00	\$6,772.74	\$24,251.74	\$12,000.00	56.44%
Administrators Retirement	0.00	0.00	596.56	0.00	0.00%
Youth Director Salary	0.00	18,490.92	39,299.28	24,400.00	75.78%
Youth Director Retirement	0.00	-484.57	1,200.10	1,200.00	-40.38%
Organist	1,984.59	17,199.78	16,399.88	17,200.00	100.00%
Pastor Salary	10,996.07	61,243.54	56,721.33	61,306.00	99.90%
Payroll Taxes-Church	346.00	5,048.83	7,780.15	7,500.00	67.32%
Workers Comp Insurance	0.00	1,394.00	1,369.00	2,100.00	66.38%
Music Min. Coordinator	2,538.45	21,999.90	19,538.40	22,000.00	100.00%
Continuing Education Staff	0.00	0.00	839.00	250.00	0.00%
Visitation Pastor	0.00	200.00	0.00	3,600.00	5.56%

	Current Period	Year to Date	YTD Prior Year	Annual Budget	Annual Budget %
Subtotal Salaries And Benefits	15,865.11	131,865.14	167,995.44	151,556.00	87.01%
PASTORS EXPENSE					
Pastor Pro/Conference	152.02	1,014.32	1,000.00	1,000.00	101.43%
FICA Allowance 7.65%	1,329.76	6,875.75	6,241.26	6,214.24	110.65%
Pastor Book/Cell Phone	0.00	24.97	24.69	500.00	4.99%
Continuing Education Past	575.46	1,200.46	695.40	1,000.00	120.05%
Pastor Pension and Health	1,628.02	9,501.59	8,502.74	8,454.36	112.39%
Pastor Auto Allowance	0.00	535.80	446.22	600.00	89.30%
Pastors Housing	2,769.24	24,000.08	24,000.08	24,000.00	100.00%
Substitute Pastor	0.00	900.00	250.00	1,000.00	90.00%
Subtotal Pastors Expense	6,454.50	44,052.97	41,160.39	42,768.60	103.00%
BENEVOLENCE					
Benevolence Expenses Mission Support	1,784.00	13,820.00	14,175.00	14,055.00	98.33%
OUTREACH					
Lutheran Campus Ministry	0.00	900.00	900.00	900.00	100.00%
Cristo Rey Iglesia Lutera	0.00	1,000.00	1,000.00	1,000.00	100.00%
ELCA Missionary	0.00	1,000.00	0.00	1,000.00	100.00%
Lutheran Advocacy Expense	0.00	995.00	1,000.00	1,000.00	99.50%
Border Servant Corps	0.00	600.00	600.00	600.00	100.00%
Bread for the World Expense	0.00	200.00	200.00	200.00	100.00%
Miscellaneous Outreach	0.00	56.44	0.00	300.00	18.81%
Rainbow Trail	0.00	1,000.00	1,000.00	1,000.00	100.00%
Quilters Fund	0.00	0.00	0.00	300.00	0.00%
Advocacy & Social Ministry	0.00	0.00	0.00	300.00	0.00%
Reconcile in Christ	0.00	250.00	0.00	250.00	100.00%
Subtotal Outreach	0.00	6,001.44	4,700.00	6,850.00	87.61%

	Current Period	Year to Date	YTD Prior Year	Annual Budget	Annual Budget %
<b>WORSHIP</b>					
Altar Supplies Expenses	128.70	172.45	0.00	200.00	86.23%
Flowers	52.72	65.72	118.79	300.00	21.91%
Communion Wafers/Wine	0.00	0.00	0.00	300.00	0.00%
Eternal Lights	117.34	117.34	0.00	150.00	78.23%
Worship Music Licenses	0.00	578.00	406.00	800.00	72.25%
One License	0.00	0.00	277.00	0.00	0.00%
Music Supplies	0.00	157.00	189.35	0.00	0.00%
Music	0.00	565.73	368.50	650.00	87.04%
Instrument Maintenance	0.00	175.00	0.00	500.00	35.00%
Substitute Organist	0.00	600.00	600.00	500.00	120.00%
Worship Comm. Publishing	0.00	241.95	400.00	300.00	80.65%
Worship Planning Expenses	0.00	478.00	234.00	200.00	239.00%
Worship Enhancement Resources	399.60	776.63	304.00	400.00	194.16%
Worship Memberships	0.00	0.00	250.00	250.00	0.00%
Subtotal Worship	698.36	3,927.82	3,147.64	4,550.00	86.33%
<b>EDUCATION</b>					
Adult Education Expenses	0.00	36.00	691.11	0.00	0.00%
Sunday School	0.00	0.00	9.98	0.00	0.00%
Vacation Bible School	0.00	0.00	1,690.68	600.00	0.00%
The Lutheran	0.00	352.82	274.53	700.00	50.40%

	Current Period	Year to Date	YTD Prior Year	Annual Budget	Annual Budget %
Library	0.00	79.82	0.00	100.00	79.82%
Faith Formation	65.97	554.13	863.88	1,200.00	46.18%
Subtotal Education	65.97	1,022.77	3,530.18	2,600.00	39.34%
EVANGELISM					
Media Expenses	0.00	170.00	0.00	760.00	22.37%
Evangelism Marketing	0.00	583.70	0.00	640.00	91.20%
New Members	0.00	12.68	0.00	160.00	7.93%
Subtotal Evangelism	0.00	766.38	0.00	1,560.00	49.13%
YOUTH MINISTRY					
General Youth	0.00	207.44	2,619.02	1,000.00	20.74%
DEVELOPMENT					
Offering Envelopes Expense	0.00	435.83	371.63	360.00	
Pledge Campaign Expenses	0.00	50.00	0.00	750.00	6.67%
Subtotal Development	0.00	485.83	371.63	1,110.00	43.77%
CONGREGATION LIFE					
Events Expenses	0.00	274.96	0.00	200.00	137.48%
Coffee	0.00	13.14	0.00	100.00	13.14%
Supplies Expenses	0.00	1,297.83	298.72	250.00	519.13%
Subtotal Congregation Life	0.00	1,585.93	298.72	550.00	288.35%
CHURCH REPAIRS/MAINTENANCE					
Building Maintenance Expense	109.36	10,396.90	6,310.56	15,000.00	69.31%
Insurance/Property Tax Ex	1,285.90	16,505.74	13,105.72	14,000.00	117.90%
Janitorial Services	1,596.87	5,092.88	3,350.90	9,000.00	56.59%
Telephone/Web Services	669.17	4,444.30	5,184.92	4,000.00	111.11%
Utilities Expenses	1,771.57	21,771.93	19,012.72	10,000.00	217.72%
Refuse Expenses	117.24	3,454.76	8,117.24	3,600.00	95.97%



	Current Period	Year to Date	YTD Prior Year	Annual Budget	Annual Budget %
Subtotal Church Repairs/maintenance	5,550.11	61,666.51	55,082.06	55,600.00	110.91%
OFFICE SUPPORT					
QuickBooks Fees	36.75	376.25	416.50	600.00	62.71%
Support Expenses	3,539.38	10,591.83	0.00	600.00	1,765.31%
Building and Property Exp	0.00	25.00	25.00	0.00	0.00%
Office Supplies	272.22	1,627.74	4,315.38	3,800.00	42.84%
Postage and Delivery	5.38	669.32	969.33	900.00	74.37%
Printing & Publishing	1.00	1.00	218.27	250.00	0.40%
Lease Expenses	505.94	3,992.08	1,215.12	1,000.00	399.21%
Repairs and Maintenance	77.00	77.00	209.45	250.00	30.80%
Bookkeeping Expenses	848.54	3,678.94	3,399.04	3,500.00	105.11%
Power Church Expenses	0.00	730.00	730.00	730.00	100.00%
Subtotal Office Support	5,286.21	21,769.16	11,498.09	11,630.00	187.18%
FINANCE AND COUNCIL					
Mortgage Interest	179.97	17,729.15	12,872.56	12,300.00	144.14%
Finance/Council Expense	93.19	1,931.22	481.83	500.00	386.24%
Member Conference	0.00	1,038.35	281.89	1,000.00	103.84%
Subtotal Finance And Council	273.16	20,698.72	13,636.28	13,800.00	149.99%

	Current Period	Year to Date	YTD Prior Year	Annual Budget	Annual Budget %
TEMPORARY RESTRICTED					
Memorial Expenses	0.00	4,006.95	1,500.00	0.00	0.00%
Adult Education Expenses	0.00	0.00	-273.97	0.00	0.00%
Northern NM Conference	0.00	2,700.00	0.00	0.00	0.00%
Discretionary Pastor Expense	0.00	1,140.82	667.71	0.00	0.00%
Family Promise Expenses	0.00	1,384.12	473.10	0.00	0.00%
Lutheran World Relief Exp	0.00	445.00	767.00	0.00	0.00%
Music Flow Thru Expenses	0.00	10.00	0.00	0.00	0.00%
Outreach General Expenses	250.00	1,779.62	2,269.45	0.00	0.00%
Afghan Refugee Expenses	0.00	0.00	3,000.00	0.00	0.00%
The Lutheran Expenses	0.00	0.00	165.00	0.00	0.00%
World Hunger Appeal Expense	0.00	2,120.00	1,438.00	0.00	0.00%
Vacation Bible School Exp	0.00	796.90	0.00	0.00	0.00%
Youth Offerings Expense	611.44	3,599.10	167.37	0.00	0.00%
WELCA General Expenses	0.00	0.00	457.50	0.00	0.00%
Subtotal Temporary Restricted	861.44	17,982.51	10,631.16	0.00	0.00%
TOTAL EXPENSES	36,838.86	325,852.62	328,845.61	307,629.60	105.92%
EXCESS INCOME/EXPENSES	-\$1,759.74	\$17,622.02	\$1,350.00	-\$7,059.30	-249.63%

# BALANCE SHEET

CONSOLIDATED DECEMBER 2022

Current Year

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	Current Year
<b>ASSETS</b>	
Mission Investment Fund	74,646.84
MIF - Time Deposit Acct	53,621.63
US Bank	170,771.05
US Bank - Hass	39,707.36
Tech Med Stocks	1.00
Thrivent - Deposit Acct	50,000.00
Furniture and Equipment	188,909.20
Playground Equipment	41,228.97
Church Building	1,812,667.18
Building Improvement	506,500.26
Other Land	28,739.00
Accounts Receivable	2,189.25
<b>TOTAL ASSETS</b>	<u>\$2,969,255.15</u>
<b>LIABILITIES</b>	
Deferred Preschool Grant	63,707.63
Prepaid Tuition	580.00
Deferred Revenue	3,581.00
Payroll taxes Payable	3,479.33
Mortgage Payable	260,598.43
2nd Mortgage Pay	47,653.24
Accrued Expenses	5,040.27
<b>TOTAL LIABILITIES</b>	<u>390,327.71</u>

EQUITY

Church Fund Balance	\$2,552,905.31
Memorial Fund Balance	4,452.66
Northern NM Conference	441.92
Quilters Fund	95.96
Discretionary Pastor	3,886.74
Family Promise Equity	60.00
Lutheran World Relief Equ	315.00
Music Flow Thru Equity	126.23
Other Designated Equity	115.00
Outreach General Equitty	1,984.61
Afghan Refugee Equity	200.00
The Lutheran	185.00
World Hunger Equity	625.00
Vacation Bible School Eq	1,921.94
Youth Offerings	9,705.21
WELCA Fund	2,567.07
Ride Share Equity	3,264.52
Pre-School Fund Balance	-3,924.73
TOTAL EQUITY	<u>2,578,927.44</u>
TOTAL LIABILITIES AND EQUITY	<u>\$2,969,255.15</u>

This report should be filed online. Connect to the website (ELCA.org/congregationreport) and enter your congregation's ID and password (printed below). If you are unable to file electronically, complete this paper form and return it to your synod office by March 1, 2023.

Latest report on file: **2021**

1. Baptized membership at end of 2021	234
2. Baptized members received during 2022	
a. By baptism: children (15 yrs. and younger)	0
b. By baptism: adults (16 yrs. and older)	0
c. By affirmation of faith	7
d. By transfer	0
e. From other sources and statistical adjustment	0
f. Total members received this year	+ 7
3. Baptized members removed during 2022	
a. By death	5
b. By transfer	8
c. For other reasons and statistical adjustment	30
d. Total members removed this year	- 43
4. Baptized membership, end of 2022	180
5. Total confirmed membership, end of 2022	180
6. Number of baptized youth who were confirmed in 2022	0
7. In 2022, the number of weeks this congregation worshipped:	
a. On-site (in person)	52
b. Online (via streaming)	52
8. Average weekly worship attendance in 2022:	
a. On-site (in person)	50
b. Online (via streaming)	17
9. Total number of people (including children) actively participating in the life of the congregation in 2022	123

10. Race/ethnic origin of ACTIVE PARTICIPANTS. Must equal active participants on line 9:

African American/Black	African National/African Caribbean	American Indian/Alaska Native	Arab/Middle Eastern	Asian/Pacific Islander	Latino/Hispanic	Multi-racial	White	TOTAL
0	1	0	0	0	1	1	120	123

Verify the following congregation information; correct as necessary. Corrections can be made online at [ELCA.org/tools/updatecongregation](http://ELCA.org/tools/updatecongregation).

11. Phone: (505) 898-3932	12. Fax: (505) 792-1939
13. Email: <a href="mailto:aslca_slca@comcast.net">aslca_slca@comcast.net</a>	14. Website: <a href="http://www.allsaintsabq.org">http://www.allsaintsabq.org</a>

**INFORMATION ABOUT THIS CONGREGATION'S FINANCIAL STEWARDSHIP** (Please round all figures to nearest dollar. Omit cents.)

<b>18. Receipts during 2022</b>	
a. Regular giving	\$ 230,688
b. Designated giving	\$ 18,095
c. Earned Income (any source)	\$ 74,200
d. Grants (any source)	\$ 28,894
e. All other receipts	\$ 50,000
f. <b>TOTAL RECEIPTS</b>	<b>\$ 401,877</b>
<b>19. Assets as of December 31, 2022</b>	
a. Church real estate	\$ 2,578,044
b. Endowment and memorial funds	\$ 164,633
c. Cash, savings, bonds, etc.	\$ 388,747
d. All other assets	\$ 2,463
e. <b>TOTAL ASSETS</b>	<b>\$ 3,133,887</b>
20. Total indebtedness as of Dec. 31, 2022	\$ 390,327
21. Budgeted/projected 2023 Mission Support	\$ 15,060
<b>22. Gifts from the estates of deceased individuals received during 2022</b>	
a. Number of gifts received	0
b. <b>TOTAL VALUE</b> of gifts received	<b>\$ 0</b>

Congregation ID#: 05498 Online Password (2022 only): 43355605

Synod: Rocky Mountain Synod, ELCA

Conference: 2E09-North New Mexico

16. Location address describes where the church or place of worship is physically located. This may differ from the mailing address, but must identify a street name. Corrections should be made below:

All Saints Lutheran Church  
4800 All Saints Rd NW  
Albuquerque, New Mexico 87120-3110

18. Please tell us how each phrase describes this congregation:

	Hardly at all	Some-what	Very well
a. There is excitement about the future here.	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
b. This congregation is a positive force in the community.	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
c. This congregation is always ready to try something new.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

17. Please tell us how this congregation is at the following:

	Poor	Moderately good	Great
a. Seeking out and using the gifts of members of all ages.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
b. Helping members live out their faith in their daily lives.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

<b>23. Disbursements during 2022</b>	
a. Current operating expenses	\$ 279,900
b. Capital improvements	\$ 22,061
c. Payments on debts	\$ 24,517
d. Mission Support (regular synod benevolence)	\$ 13,820
e. Other benevolence sent directly to the synod (for any synod OR churchwide appeal including ELCA World Hunger, Lutheran Disaster Response, Missionary Sponsorship, etc.)	\$ 0
f. Other benevolence sent directly to the churchwide office (for any churchwide appeal including ELCA World Hunger, Disaster Response, Missionary Sponsorship, etc.)	\$ 1,000
g. Benevolence sent directly to any of the following:	
1. An activity in another country including a missionary, a congregation, a companion synod, a hunger program, disaster response, etc.	\$ 1,000
2. Camps	\$ 1,000
3. Campus ministry	\$ 900
4. Colleges	\$ 0
5. Seminaries	\$ 0
6. Social service group, agency or institution	\$ 1,845
h. All other benevolence sent directly to the recipient	\$ 256
i. Other expenses and realized losses	\$ 0
j. <b>TOTAL DISBURSEMENTS</b>	<b>\$ 346,299</b>



# TOGETHER INTO 2023



**Bishop Jim Gonja (right), joins in a blessing of three newly elected bishops for the Western Jurisdiction of the United Methodist Church: (front L to R) Rev. Cedrick Bridgforth, Rev. Dottie Escobedo-Frank, Rev. Carlo A. Rapanut.**

## Better Together in ministry

RMS congregations continue to proclaim the love and grace of Christ, even as they are challenged. A diminishing pool of available candidates and interim pastors is an opportunity to be more imaginative. In the Denver area, two congregations just miles apart formed a joint Parish Ministry taking advantage of the strengths and uniqueness of each congregation to be a place of grace and welcome in their neighborhoods. In New Mexico, two congregations 70 miles apart agreed to partner in ministry, sharing a pastor and discovering other ways to partner despite the distance. While the pastor leads worship in one congregation, worship is live-streamed to the opposite congregation. These congregations are *better together*.

8

### ORDINATIONS

These new pastors and deacons are among our 20 First Call ministers throughout the synod.

17

### INSTALLATIONS

New pastors or deacons were welcomed to serve in a new ministry context.

19

### CANDIDATES

They are supported by the RMS Candidacy Committee as they prepare for ministry.

Financial summary is not yet available.

More information at [rmselca.org](https://rmselca.org)

## NEXT FAITHFUL STEP CAMPAIGN EXCEEDS \$1.13 MILLION

We are extraordinarily grateful for gifts of over \$1.13 million in support of these initiatives:

### RACIAL JUSTICE TITHE

provided for Diversity, Equity, and Inclusion trainings, and a Racial Justice training event is planned for April 2023.

### EXCELLENCE IN LEADERSHIP

has touched the lives of more than 200 people in fifteen ELCA synods and other denominations.

### 3E LILLY GRANT

and matching funds have provided over \$600,000 in grants in support of 123 ministers' financial health and wellness.

### MESSIAH MOUNTAIN RETREAT CENTER

completed a beautiful and critical renovation of the Lodge.

### THE LUTHERAN CENTER

replaced the parking lot, and improvements to the facility will happen soon.

## Church in the world

*We are the heart and voice of Christ, alive through our interface with the world.*

The **Rocky Mountain Synod Disaster Response Team** has been meeting biweekly, then monthly, since the Marshall Fire in Boulder County (CO) in December 2021, coordinating our synodical response in partnership with two of our most-impacted congregations. The team secured a three-year grant from Lutheran Disaster Response to support the Chrysalis Initiative at Christ the Servant, Louisville, CO, a ministry to share the love of God in service to fire survivors and the surrounding community

**Lutheran Advocacy Ministry – New Mexico (LAM-NM)** mobilized the denominational leaders of the NM Conference of Churches as well as 500 members from 48 congregations to sign a letter in support of key legislation to cap storefront loans at 36%.

"**Thirsting For Water**" took place in September, a joint event of the **RMS Hunger Team**, **Lutheran Advocacy Ministry Colorado**, and the **RMS Creation Care Team** around the intersection of drought, water, food, energy, and public policy in our Western context, activating our Christian discipleship towards a vision of holistic wellbeing.

**Lutheran Advocacy Ministry Colorado (LAM-CO)** participated in a successful campaign that resulted in voter approval of free meals for public school students across Colorado after Congressional pandemic-era funding ended.

The **RMS Global Church Network** is exploring new ways to connect RMS ministries with the work of missionaries and the global church.

## Faith Formation

Youth and Adults attended the **ELCA Youth Summit** in November, as a catalyst to forming a new Synod Youth Council. For the first time in many years, an **RMS Youth Gathering** is planned for February 18-20, 2023 in Denver at Augustana Lutheran Church. And the **Faith Formation Network** gathers each month for support and relationship-building.

The Rocky Mountain Synod supports nine different **campus ministries** over four states. Of the nine, five are at church based sites, two are independent, and two are partly connected to a congregation. Between the nine sites, hundreds of students participate in community activities such as meals, time at local museums and other attractions, and worship opportunities.

### STRENGTHENING CONGREGATIONS

**Latino Basic Competency Training** is supporting the development of new Latino Ministry Partnerships.

**Excellence in Leadership (EiL)** is transformative. Said one participant: *"EiL transfigured my ministry--and my life. I learned language for how to be an adaptive leader and was part of a small group that helped me practice that before and during the early days of the pandemic. I was challenged to do self-reflection in a safe way; I learned how leadership theories could weave together into a transformational tapestry."*

**3E Vital Right-Shaped Ministry (VRSM)** has engaged 27 congregations in developing Values, Mission, and Vision. VRSM helps congregations increase their vitality and to "right-shape" for the present and future.

**VRSM** provided **Excellence in Leadership (EiL)** grants to nearly 30 congregational groups from the Rocky Mountain Synod.

82 congregations have engaged in five different **Stewardship for All Seasons** programs provided by **3E**.

Financial summary is not yet available.

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More information at [rmselca.org](https://rmselca.org)

