

2018

2018 American Lutheran Church Annual Report



Congregational Meeting

January 27, 2019

American Lutheran Church

1085 Scott Drive

Prescott, AZ 86301

(928) 445-4348

www.americanlutheran.net

AELC Annual Meeting

Agenda

Call to Order

Dr. Tray Schreiber

Opening Hymn

ELW 705

Devotion

Rev. Erich Sokoloski

President's Opening Remarks

Dr. Tray Schreiber

Business

- Approval of Minutes from Congregational Meeting in 2018
- State of the Church Message – Pastor Shannon
- Unfinished Business – Motion to delete position of Coordinator of Finance – Dr. Schreiber
- Adoption of Document Revisions – Dr. Darrel Smith
- Adoption of 2019 Budget – Mr. John Porter
- Nominating Committee Report – Pastor Shannon
- Election of 2019 Council Members
- Election of 2019 Nominating Committee Members
- Recognition of 2018 Council Members – Pastor Shannon
- Installation of 2019 Council Members – Pastor Shannon
- Adjournment and Closing Prayer

Closing Hymn

ELW 840

Table of Contents

General Reports

- Minutes of 2018 Congregational Meeting pp. 5 - 6
- Proposed Governing Document Revisions p. 7
- Nominating Committee Report and Elections p. 8
- Council Coordinators: Areas of Responsibility pp. 9 - 10

Staff Reports

- Senior Pastor: Jack Shannon pp. 11 - 14
- Associate Pastor: Erich Sokoloski pp. 15 - 17
- Pastor of Caring Ministries: Don McMillan pp. 18 - 19
- Director of Administration and Membership Report: Jill Spasoro pp. 20 - 23
- Minister of Music: David Sherman pp. 24 - 25
- Director of Contemporary Music: Kenny James pp. 26 - 27
- Director of American Lutheran Preschool: Lori Barbe pp. 28 - 29
- Director of Children's Ministries: Tricia Sokoloski & Kathy Lilley pp. 30 - 33
- Director of Student Ministry: Tony Clark p. 34

Council Reports

- Council President: Tray Schreiber pp. 35 - 36
- Coordinator of Worship and Music: Dee Isham pp. 37 - 39
- Coordinator of Finance: Lois Hilgendorf pp. 40 - 41
- Coordinator of Children's Education: Helen Carr pp. 42 - 46
- Coordinator of Adult Education: Susan Hutson pp. 47 - 48
- Coordinator of Membership and Growth: Candi Shively pp. 49 - 50
- Coordinator of Property and Assets: Larry Fagan pp. 51 - 52
- Coordinator of Youth Ministry: Eva Janckila pp. 53 - 54
- Coordinator of Stewardship: Polly Lamkin pp. 55 - 56
- Financial Secretary: Roger Brammer pp. 57 - 58

Ministry Reports

- Von Bora Quilters Group p. 59
- Teens' and Moms' Closets: Krystal Koons p. 60
- Safety & Security Team: Earl Campbell pp. 61 - 63
- Prayer Ministries: Becky Shields pp. 64 - 65
- Women of Wisdom: Lynda Kieckhefer pp. 66 - 67
- Retired and Resourceful: Don Jepsen pp. 68 - 69
- Puppet Ministry: Dick Morgan pp. 70 - 71
- Crossfire Men's Ministry: Dan Olsen pp. 72 - 73
- Endowment Committee: Dave Helgeson pp. 74 - 75
- Celebrate Recovery: Vicki Sams p. 76
- Community Meal p. 77
- Benevolence Committee: Lenna Erickson pp. 78 - 79
- Treasurer's 2018 Report and 2019 Budget: John Porter pp. 80 - 84



Annual Congregational Meeting January 28, 2018 12:00 P.M.

Call to Order – Dr. Tray Schreiber – 12:01 P.M.

We have a quorum – 720 members; 36 needed; recorded/present 124

Opening Hymn – LBW 550

Devotion – Rev. Jack Shannon

President's Opening Remarks – Dr. Tray Schreiber

Please read your Annual Report. We need every member of ALC and we have a place for you to be involved. HE is there for all of us. Look for ways you can be involved at church.

Business

- **Approval of Minutes from Congregation Meeting in 2017**
Motion to approve minutes of 2017 Congregational Meeting made by Bill Morris and seconded by Karen Johnson. MSP
- **State of the Church Message – Pastor Shannon**
Much of what happens here at ALC goes under the radar. Go down to the Contemporary end and look at all the improvements we've made. These improvements are encouraging. The long-term health of a church depends on attracting young families. The majority of our last group of new members are primarily attending Contemporary worship. This is good news! We have to work at keeping our church family together and eliminating the barrier between Traditional and Contemporary worshippers. This will take some creativity. A common space where we can fellowship together is on the horizon. We want to honor our traditional roots, but we want to incorporate some new ideas into our worship, including a new hymnal.
Pastor Erich – A healthy church is a multi-generational church. Each generation has its strengths and gifts. We do beautiful worship here. We want to continue to add to our numbers. We are a dynamic congregation and we face changes. The Rock is undergoing a transformation for our youth. We need your time and talent to be healthy and moving in the direction of God.
- **Adoption of Bylaws Change – Tray Schreiber**
Motion to adopt 2018 Bylaws Change made by Dee Isham and seconded by Connie Ellis. John Ottosen expressed the feeling that the timing is not correct for the Bylaws Change. He suggested postponing this change for a year. Pam Jamison explained that we have a financial secretary and Cinda, the bookkeeper, as well as the money counters. We don't feel that two full time council positions are necessary. It is doable for one person with the support from the financial secretary and bookkeeper. We have already performed the budget tasks with only the treasurer, Pam Jamison, and no Coordinator of Finance and Budget.
Roger Brammer takes issue with the statement that we've had a full financial audit. What are the exact duties of the treasurer? What are the duties of the Coordinator of Finance and Budget? Roger would like the duties of the Coordinator read.
Bylaws Chapter 6.02 were read by Tray Schreiber. Roger had made a motion to table (Postpone consideration for 1 year) this consideration for one year. It was seconded by John Ottosen. A vote by a show of hands was taken. MSP
- Dee Isham – **Moved that the name of Council Coordinator of Youth Education be changed to Council Coordinator of Youth and Family Ministries.** Karen Johnson seconded the motion. Paper ballots collected. MSP
- **Adoption of 2018 Budget** – Pam Jamison made the motion that the Budget for 2018 be accepted. It was seconded by Dee Isham. MSP

During discussion of the budget, Tom Lamkin made a motion to see the Pastors' raises (including Pastor Don) increased from 3% to 5% conditional on the congregation's ability to pay for it. Janet Ottosen seconded the motion. A vote by show of hands was taken and the **Motion Failed**. This conditional nature was deemed by the parliamentarian to be problematic, having amended the proposed budget by adding an additional 2% to the line item for pastoral salaries to be distributed per our HR guidelines. Following discussion, a paper ballot resulted in 57 Yes, 54 No and 2 abstentions **MSP**

- **Nominating Committee Report** – Pastor Shannon

Motion requested to accept the following individuals (two listed in report):

Helen Carr Coordinator of Children's Education, Eva Janckila Coordinator of Youth and Family, Candi Shively Council Coordinator of Membership, Growth, and Support; John Porter Treasurer. Motion seconded by Melissa Scott. Council Coordinator of Finance will be appointed.

MSP

- **Election of 2018 Council Members**

- **Election of 2018 Nominating Committee Members**

2018 Nominating Committee members are Pastor Jack Shannon, Pam Jamison, and Cheryl Ring.

- **Recognition of 2017 Council Members** – Pastor Shannon

Pam Jamison and Cheryl Ring are the outgoing Council Members

- **Installation of 2018 Council Members** – Pastor Shannon

Officers: President Tray Schreiber, Vice-President Bill Morris, Secretary Cheryl Peterman, Treasurer John Porter

Council Coordinators: Helen Carr Coordinator of Children's Education, Jay Collier Coordinator of Community Outreach, Larry Fagan Coordinator of Property and Assets, Susan Hutson Coordinator of Adult Education, Dee Isham Coordinator of Worship and Music, Eva Janckila Coordinator of Youth and Young Adults, Polly Lamkin Coordinator of Stewardship and Missions, Candi Shively Coordinator of Membership, Growth and Support

- **Motion from the floor** – Becky Shields

Recognizing our Heavenly Father's great desire to hear constantly the praises and intercessions of His precious, chosen people, I move that we designate 2018 specifically as a Year of Prayer. Furthermore, I call on each member of American Lutheran Church to set aside daily time for prayer – prayer for the church on earth that it may reach the hearts and lives of all, guidance for this congregation as we seek to do His will, prayer for our country that we might be faithful to His word and work for peace, prayer for our friends and neighbors in whatever circumstances, prayer for our families that they may remain strong and faithful in the love of Christ, and prayer for ourselves that we too, might follow more closely the direction of our savior. Mr. Chairman, I so move. It was seconded by Elliot Peterman.

MSP

- **Adjournment**

Motion to adjourn made by Janet Ottosen and seconded by Darrel Smith.

1:43 P.M.

MSP

- **Closing Prayer**

Closing Hymn – LBW 534

Proposed Document Revisions

Recommendation of changes by the council re: Constitution, Bylaws

CONSTITUTION: No changes recommended (**Note:** *The Constitution and Bylaws were thoroughly reviewed and revised in 2015. Approved by Congregation on 9/27/15 and ratified on 10/11/15.*)

BYLAWS:

Excerpts from Bylaws and recommended by council on 12/20/18 (proposed changes are highlighted).

CHAPTER 7 – CHURCH COUNCIL COORDINATOR

B7.01 The thirteen Council Coordinators shall be elected at the annual meeting of the Congregation, each for a term of three years. Four of the Council Coordinators shall serve as officers appointed annually by the council.

The nine other Council Coordinators positions are as follows:

1. Council Coordinator of Adult Education
2. Council Coordinator of Children's Education and Family Ministries
3. Council Coordinator of Community Outreach
4. Council Coordinator of Finance and Budget
5. Council Coordinator of Membership Growth and Support
6. Council Coordinator of Property and Assets
7. Council Coordinator of Stewardship and Missions
8. Council Coordinator of Worship and Music
9. Council Coordinator of Youth and Family Ministries

CHAPTER 8 - OTHER BOARDS AND COMMITTEES

B8.01 Only the Church Council can establish a Standing or Ad Hoc Committee that will have duties involving the church as a whole, or if the proposed committee has duties involving the collection and disbursement of Church funds. Standing committees or boards shall have their own charter or bylaws and be responsible to the Church Council, either directly or through the Church staff.

Delete the following:

- a. ~~Human Resources Committee. This committee shall develop and maintain a Human Resources Policy and Procedures Manual which will be used to define and regulate the employment of the Church staff personnel. The committee will be responsible to the Director of Administration and to the Vice President.~~

Add the following:

- a. **Financial Review Committee.** This committee shall work with the **Treasurer, the Council Coordinator of Finance and Budget** and the **Director of Administration** on all internal reviews of church financial records.

NOMINATING COMMITTEE REPORT AND ELECTIONS

SUBMITTED BY: PASTOR JACK SHANNON

COUNCIL MEMBERS TO BE ELECTED THIS ANNUAL MEETING (2018)

Bill Morris – President (second 3-year term expires 2021)

Earl Campbell – Vice President (first 3-year term expires 2021)

Pam Burmood – Worship (first 3-year term expires 2021)

Tony White – Properties and Assets (first 3-year term expires 2021)

NOTE: All council terms begin and expire at the Annual Congregational Meeting in January (e.g. Council terms ending 2021 actually end at the Annual Congregational Meeting in January 2022).

THANKS TO THOSE WHO HAVE COMPLETED A FULL OR PARTIAL COUNCIL TERM AND ARE NOT RUNNING FOR RE-ELECTION: Tray Schreiber, President; Dee Isham, Worship; Larry Fagan, Properties and Assets

NOMINATING TEAM 2018: Pastor Jack Shannon; Tray Schreiber*; Dee Isham*

*Outgoing council member

CURRENT COUNCIL MEMBERS - NOT UP FOR ELECTION - TERM EXPIRATION

Jay Collier – Community Outreach (first 3-year term expires 2019)

Polly Lamkin – Stewardship (first 3-year term expires 2019)

Cheryl Peterman – Secretary (first 3-year term expires 2019)

Candi Shively – Membership and Growth (first 3-year term expires in 2022)

John Porter – Treasurer (first 3-year term expires in 2022)

Lois Helgendorf – Finance (first 3-year term expires in 2022)

*Those listed as serving “first full 3-year term” had previously been elected to serve out a “partial term.” Those serving “partial terms” may subsequently be elected to serve up to two “full” 3-year terms.

Council Coordinators: Areas of Responsibility

1. COUNCIL COORDINATOR OF ADULT EDUCATION

STAFF CONTACT: Pastor Jack Shannon and Pastor Erich Sokoloski

- **Ministries:** Connections, All Small Group Bible Studies (i.e. Men's Tuesday Night Bible Study), Women's Circles, Women of Wisdom (WOW) Women's Ministry, The Feast: Wednesday Night Biblical Studies.
- **Administrative oversight:** AV volunteers
 - **Committees:**
 - **Events:**
 - **Projects:**
 - **Other Boards:**
 - **Volunteer Groups:**

2. COUNCIL COORDINATOR OF CHILDREN'S EDUCATION

STAFF CONTACT: Lori Barbe, Tricia Sokoloski and Kathy Lilley

- **Ministries:** Confirmation, Kid Connect Sunday School, K'Motion Club, Confirmation, Vacation Bible School
- **Administrative oversight:** ALC Preschool
 - **Committees:**
 - **Events:**
 - **Projects:**
 - **Other Boards:** ALC Preschool Advisory Board
 - **Volunteer Groups:** Child Care

3. COUNCIL COORDINATOR OF COMMUNITY OUTREACH

STAFF CONTACT: Jill Spasoro

- **Ministries:** Celebrate Recovery and Support Groups, Good News Puppet Ministry, Moms' Closet, Mothers of Preschoolers (MOPS), Sunday Community Meal, Teens' Closet, Charity Knit and Crochet Group, Prayer Shawl Ministry, Walk Through Bethlehem
- **Administrative oversight:**
 - **Committees:**
 - **Events:**
 - **Projects:** All Local Outreach Projects Sponsored by ALC
 - **Other Boards:**
 - **Volunteer Groups:**

4. COUNCIL COORDINATOR OF MEMBERSHIP GROWTH AND SUPPORT

STAFF CONTACT: Jill Spasoro

- **Ministries:** Care Partners/Visitation, Men's Cursillo, Women's Cursillo, New Members Sponsorship Program, Hand in Hand Widows Support Group, Young at Heart (YAH) Senior Program
- **Administrative oversight:** Member Retention
 - **Committees:**
 - **Events:** New Member Orientation, Dinners for Eight
 - **Projects:**

- **Other Boards:**
 - **Volunteer Groups:** Welcome Center
5. **COUNCIL COORDINATOR OF PROPERTY AND ASSETS**
STAFF CONTACT: Jill Spasoro
- **Ministries:** Retired and Resourceful (R&R) Men's Group
 - **Administrative oversight:** Columbarium, Facility Improvements and Repairs, The Rock Building
 - **Committees:**
 - **Events:**
 - **Projects:**
 - **Other Boards:**
 - **Volunteer Groups:**
6. **COUNCIL COORDINATOR OF STEWARDSHIP AND MISSIONS**
STAFF CONTACTS: Pastor Jack Shannon and Jill Spasoro
- **Ministries:**, Memorial Gifts Committee, Stewardship Committee, Capital Campaigns
 - **Administrative oversight:** All Global Outreach Projects
 - **Committees:** Benevolence Committee
 - **Events:** All Global Outreach Projects
 - **Projects:**
 - **Other Boards:** Endowment Committee
 - **Volunteer Groups:**
7. **COUNCIL COORDINATOR OF WORSHIP AND MUSIC**
STAFF CONTACTS: Pastor Jack Shannon, Pastor Erich Sokoloski, David Sherman, Jill Spasoro and Rachel Williams
- **Ministries:** Pastors' Prayer Partners, All Small Prayer Groups (i.e. Miracle Prayer Time)
 - Acolytes, Altar Guild, Banner Committee, Communion Assistants, Greeters, Lay Assisting Ministers (LAMs), Prayer Teams for Worship Services, Prayer Chain, Readers, Ushers
 - **Administrative oversight:** Contemporary Worship and Music, Church Services Traditional Worship and Music, Church Services
 - **Committees:**
 - **Events:** Music Concerts
 - **Projects:** Music Start
 - **Other Boards:**
 - **Volunteer Groups:** All Sunday service volunteers, AV volunteers
8. **COUNCIL COORDINATOR OF YOUTH EDUCATION**
STAFF CONTACT: Tony Clark
- **Ministries:** Rock Student Ministry
 - **Administrative oversight:** All Student Programs
9. **COUNCIL COORDINATOR OF FINANCE**
STAFF CONTACT: Jill Spasoro
- **Ministries:**
 - **Administrative oversight:**

Annual Ministry Report - 2018



Ministry/Department	Senior Pastor
Reported submitted by	Pastor Jack Shannon

	Comments
Mission Responsibility	<p>The Senior Pastor is the lead shepherd of the American Lutheran “flock.” Duties of the Senior Pastor shall include but not be limited to: preach the Word properly, distinguishing between law and gospel; administer the Sacraments; conduct public worship; provide pastoral care; preside at confirmations, marriages and funeral services; oversee all schools and organizations of this Congregation; install regularly elected members of the Church Council; administer discipline together with the Church Council; seek out and encourage qualified persons to prepare for the ministry of the Gospel; strive to extend the Kingdom of God in the community, in the nation and abroad; impart knowledge of this Church and its wider ministry through distribution of its periodicals and other publications; endeavor to increase the Congregation’s sense of partnership in the broader work of the Kingdom of God; and equip the saints for ministry, helping each to identify and use his or her God given spiritual gifts for ministry both within and beyond the congregation.</p>
2018 Highlights	<p>Dear Brothers and sisters in Christ;</p> <p>It has been another eventful and event-filled year here at American Lutheran Church as we seek new and improved ways to “Gather, Grow and Go” as a community of faith.</p> <p>I am humbled, but not surprised, in the way God has blessed us in this year of transition. In particular I am very grateful for the way our Lord has raised up for us talented and devoted individuals to serve as ministry leaders.</p> <p>Following the retirement of Jim and Eileen Klein we were blessed to have hired David Sherman as our Minister of Music. However, as you well know, we had quite a challenge filling the open organist position. Thankfully the Lord blessed us with our interim organist Margie Grimm. Originally Margie was only planning on filling in for a few months. How very fortunate we were that as time passed and a permanent organist could not be found, Margie kept on sharing her time and talent with us as our organist search stretched on for what seemed to be an eternity. I can never thank Margie enough for her faithfulness to God and loyalty to American Lutheran Church the past couple years as she served so capably as our interim organist.</p>

2018 Highlights

Fortunately, our trust, patience and perseverance paid off and the person God had chosen for our organist position finally became available and we are so blessed to now have Benita Rose as our new organist. Her talent speaks for itself as she continues to surpass all hopes and expectations with her superb musicianship on both the organ and piano. An additional blessing has been her husband Tony who is quite a remarkable musician himself!

This past year we also experienced the retirement of long-time Children's Ministry Director, Deb Smith. Filling Deb's position would prove to be another challenge as the church council made a decision to expand our ministry to families and the position became Director of Children's and Family Ministry. Once again, we were blessed by God when Tricia Sokoloski interviewed for and was hired as our new Director of Children's and Family Ministry. With our new focus on family ministry we have really expanded the duties and responsibilities associated with Tricia and her assistant Kathy Lilley. We moved Kathy Lilley from part-time to full-time to help meet that challenge. One look at our web page or newsletter or Facebook page makes it quite apparent that our ministry to children and families is also surpassing our hopes and expectations.

A big part of the success of our ministry to youth and their families is another new hire from this past year, Tony Clark. Tony is our new Director of Youth Ministry. Tony has been instrumental in the area of improving and expanding our junior and senior high ministry. On one recent evening at "the Rock" (youth center across from the high school) we had well over 50 youth present. We have also seen growth in youth ministry adult volunteers and are expanding into a Sunday morning youth ministry program to coincide with our growth in children's Sunday School. We are so very blessed to have Tony Clark and his wife Jamie with us!

In late summer our former Parish Administrator, Kate Howell, approached me and informed me of her pending move to a new position at Yavapai College. Kate had served us well for over ten years and it was a huge hole to fill. But once again God blessed us and we hired our new Parish Administrator, Jill Spasaro several months ago. Jill and her husband Tony had recently moved to Prescott from Austin Texas where they had both been employed as administrators of medical practices. Jill has proven to be more than capable for the task at hand. I work very closely with the Parish Administrator and I can assure you Jill is exceeding my expectations. Once again God blessed us with just the right person to fill a key vacancy here at the church.

Meanwhile, in the midst of all these employee and ministry transitions we were able to transition to the use of a new worship hymnal thanks to the hard work of David Sherman and those who volunteered on the study group researching possible hymnals to replace our aging and now out of print Lutheran Book of Worship (green hymnal). The new Evangelical Lutheran Worship (cranberry) hymnals have been very well received as they include all the old green hymnal favorites, plus selections from the blue With One Voice hymnals we also used...plus adding a number of newer, more contemporary hymns/songs growing in popularity among Lutherans.

With all of this transitioning we have also come to experience growth in numbers at our contemporary worship services that meet at 9 am and 10:30 am in the fellowship hall. This has been a mixed blessing as we are grateful for the growing numbers of worshipers, but we are also challenged with finding worship space for them on Sunday morning at the 10:30 am worship hour. (I'll address this more in the challenges section).

I also want to bring to your attention the hard work of those who serve on our safety and security team. There have, unfortunately, been a number of incidents at churches across our nation that have made it imperative that we here at ALC do everything we can to assure our members and visitors that American Lutheran Church is a safe and

<p>2018 Highlights</p>	<p>secure environment as they gather for worship and other activities. We continue to have a uniformed police officer on campus on Sunday mornings and during other large events. Additionally, our safety and security folks are keeping a watchful eye. We have trained dozens of members and staff in emergency medical response and CPR. And we have also made a number of safety and security changes around the building...especially in the area of our pre-school/Sunday school.</p> <p>Prior to Kate Howell's departure we set up a new web page. Jill has added some improvements of her own. I want to encourage you to check out our updated and expanded web-site (americanlutheran.net) and also our numerous Facebook pages.</p> <p>On a more personal note: I want to thank you for the heartwarming celebration of my 25th Anniversary of Ordination into ministry as a Lutheran pastor. Your kindness and generosity are greatly appreciated! I also want to thank you from the bottom of my heart, LuAnne's heart and our daughter Jaclyn's heart for all the prayers and support you have provided our family as Jaclyn continues to recover from her recent stroke. Jaclyn remains with us here in Prescott for rehabilitation but we hope to have her back to her kids in southern California just as soon as possible! Please keep your prayers coming!</p>
<p>2018 Challenges</p>	<p>In Christian ministry we certainly have our challenges. That should not surprise us as Satan is never happy when we are doing remarkable things for the glory of God and the success of his Gospel. That means that all the wonderful things going on here at ALC with our members and ministry and staff...have certainly gotten Satan's attention. He constantly seeks to throw personal and institutional challenges before us in an effort to thwart or even halt our progress.</p> <p>Prayer and trust in God are our key weapons of the Spirit as we face the slings and arrows of the evil one. However, God also asks us to put our faith into action so that we are part of the solution and not just a recipient of the problems Satan sows amongst us.</p> <p>One key area of challenge we face I referenced earlier when I wrote of the challenge of finding enough space for all those attending our contemporary worship. Expanding the footprint of our building may be very costly and difficult, so another solution seems to be needed. Something we are taking a very serious look at is the possibility of moving all of our worship services (traditional and contemporary) into the sanctuary. Such a move would require us to make some technical and physical adjustments to our sanctuary worship space. We want to be very careful and thoughtful on just how we approach this issue and so we have recently formed a short-term committee (task force) to evaluate our needs and make suggestions on how to proceed. In January this group will begin to meet and I am grateful to have Dr. Tray Schreiber heading this project up. We'll keep the council and congregation updated on our findings and recommendations.</p> <p>Another challenge we face is making improvements in our book-keeping and financial administration. This is a constant work in progress but we need to make sure we are fulfilling all the requirements of the IRS while also making sure our financial records are up to date and understandable to someone other than accountants. We are planning for a professional audit of our books some time in 2019. It has been several years since our last professional audit. I am grateful to John Porter, Lois Hilgendorf, and Jill Spasaro for their continued work in this area.</p> <p>Another challenge we face is the expressed desire of some folks at the local retirement centers surrounding our church to have better access to our church</p>

2018 Challenges	<p>functions and worship services. We are currently working with the administration at Good Samaritan Village to find a solution to issues surrounding the transportation of those who are too physically challenged to transport themselves to our facility. Stay tuned...we are hoping for a solution to this challenge in the near future.</p>
2019 Hopes	<p>I, like all of you, look forward to the continued growth of our numbers and our ministry in the coming year. We have been spiritually tested through several challenges this past year and we have been blessed for our hard work, faith, and perseverance. My hope is that we will continue to be open to the work of the Holy Spirit as we strive to bring the hope and love of Jesus Christ to our neighbors near and far.</p> <p>One area I see a need to improve upon is the area of global missions. Pastor Erich and I have discussed how well we do ministry in our own back yard...but at the same time we have not been as successful at expanding our ministry on a more global scale. I know that there are many within our family of faith that would like to see a greater emphasis from our congregation on global missions. Stay tuned.</p> <p>I am also looking forward to getting some solutions to our facility challenges (around worship and gathering space) without kicking the can down the road much further. That also includes trying to find a way to make better use of our fellowship hall space for those ministries like WOW who have absolutely maxed out that space. Stay tuned and optimistic as the Holy Spirit does its thing.</p>
PRAISE	<p>Thank you all for your generous support of the ministry of ALC through your gifts of time, talent, and financial resources. When I look around and see all the wonderful things God is accomplishing through our efforts I am reminded of the words of St. Paul to the church in Corinth: "I give thanks to my God always for you because of the grace of God that was given you in Christ Jesus, that in every way you were enriched in him in all speech and all knowledge—even as the testimony about Christ was confirmed among you—so that you are not lacking in any gift, as you wait for the revealing of our Lord Jesus Christ, who will sustain you to the end, guiltless in the day of our Lord Jesus Christ." Many blessings in the new year! Pastor Jack</p>


Annual Ministry Report - 2018



Ministry/Department	Associate Pastor
Reported submitted by	Pastor Erich Sokoloski

	Comments
Mission Responsibility	As the associate pastor of American Lutheran Church, my core responsibilities include assisting and supporting Pastor Jack Shannon, preaching and teaching God's inerrant Word, administering the Sacraments, supervising ministries and ministry leaders placed under my direction, planning contemporary services and pastoral counseling. Above all, my chief aim is to share the beautiful, life-changing message of the Gospel and help cultivate true disciples of Jesus Christ.
2018 Highlights	<p>When I look back on 2018 one thing especially comes to the forefront for me: God's faithfulness. God never ceases to amaze me by His ability to truly fulfil His great promise that "for those who love God all things work together for good, for those who are called according to his purpose." (Romans 8:28) The great outpouring of love for God and one another that I have witnessed this last year has been clearly seen in the spiritual growth of our members and the sustained growth of our Sunday Services and weekly ministries. God is so faithful to those who have their eyes set on Jesus, the Author and Perfecter of our faith!</p> <p>This last year we have had people retire or called elsewhere and new ministry leaders and staff members come aboard to complete our ALC ministry team once again. I am so grateful for those who have faithfully served our church and have prepared the way for a new team of Christian ministry leaders with fresh vision and abilities to further God's great mission at ALC. Those who have joined our team this last year (Benita Rose, Tony Clark, Jill Spasaro and Tricia Sokoloski) continue to beautifully and effectively demonstrate God's call on their lives as they serve in their specialized areas! What a joy it is to serve alongside them and the many others (both staff members and volunteers) faithfully and dutifully working within and through our various ministries with such a love and devotion to Christ and His body of believers at ALC.</p> <p>Our worship directors, David Sherman and Kenny James, consistently show their ability to effectively plan, prepare and lead our services. It has been an amazing year of growth in our traditional and contemporary services due to their professional and Christ-focused leadership. They are both extremely gifted and reach well beyond their specific areas of focus to bless our church in more ways than I can list. The time and effort that they have given to ALC this last year has made our congregation shine beyond the walls of our church building into our community! How blessed we are to have their leadership here!</p> <p>I continue to thank our Lord and Savior Jesus Christ for our talented hard-working staff members who continually demonstrate their support for the</p>

<p>2018 Highlights</p>	<p>pastors, ministries leaders and congregation. They move heaven and earth to keep our facility and services running smoothly.</p> <p>It is also with equal gratitude that I lift up our council members who sacrificially volunteer their expertise to make important decisions regarding nearly every aspect of our church's building and organization. Each of our council members painstakingly uphold our ALC constitution and bylaws and dutifully represent the members of our congregation. They continue to dedicate their lives to the way of Jesus and support our God-given ministries through their various means of time, talent and resources.</p> <p>Furthermore, I want to recognize all the volunteers that do so much of the heavy lifting to make our Sunday services and ministries welcoming, orderly and Christ-focused. I can say, without a shadow of a doubt, that we are a church serious about serving God and others. Our ushers, greeters, communion assistants, choir members, council members, committee members and those who prayerfully and financially support our church faithfully demonstrate that ALC is serious about God's call on each of our lives and His Kingdom building mission. Without each member's dedication to Christ and to one another at ALC, we wouldn't be here. God bless all of you who cheerfully and consistently support God's work at American Lutheran Church!</p> <p>Lastly, I want to share my deep gratitude for the continued opportunity to serve alongside our Senior Pastor, Jack Shannon and Pastor of Caring Ministry, Don McMillan. On October 15, 2018, I celebrated my fifth anniversary at ALC. Having the opportunity to serve alongside such kind, loving and dedicated pastors has been a tremendous joy. Our friendship and support for each other continues to deepen. I'm looking forward to another great year of pastoral service alongside these great men of God!</p>
<p>2018 Challenges</p>	<p>Our core challenge, as with any church, will continue to be twofold: evangelism and discipleship. In other words, our core challenge is reaching as many folks as possible with the good news of the Gospel and effectively cultivating believers into dedicated disciples of Jesus Christ. Dallas Willard once asked, "Does the gospel you preach truly lead to discipleship to Jesus?" This is a question I think about often.</p> <p>Next is the challenge of more effectively bridging our mid-week ministries and our Sunday services. I know that some strides have been made this last year to meet this challenge but certainly more work needs to be done. Thankfully we have a new group of ministry leaders that share the same vision for the unity of ALC and will continue to work to bridge this gap.</p> <p>Another challenge is appropriately responding to the growth of our contemporary services and other ministries that are outgrowing the size of our Fellowship Hall. Our council, being well aware this challenge, has approved a "Building Committee" to explore ways to address this issue.</p> <p>Lastly, a challenge we have faced for years is attracting and retaining the membership of young families. Though this continues to be a challenge for us we have seen some real positive growth in this area last year! I praise God for what I'm seeing in our Sunday School Program, Youth Ministry and the increase in young families that I see on Sunday mornings in our worship services. The positive growth in this area helps us to fulfil our mission as a church for <i>all</i> people of <i>all</i> generations. Let us continue to share the undying mission of that</p>

2018 Challenges	great Apostle who said: "I have become all things to all people, that by all means I might save some. I do it all for the sake of the gospel, that I may share with them in its blessings." (1 Corinthians 9:23-22)
2019 Hopes	<p>My hopes arise from the above challenges. I hope that we will see a greater outpouring of people coming to the saving knowledge of Jesus Christ through our ministries and worship services, and I hope this will lead to more baptisms. I hope that there will be increasing overlap and cooperation between our ministries with a common goal to draw more people into a unity of fellowship and worship on Sunday mornings. I hope that our ministry space issues will be effectively addressed through wise decisions of our council and support of our congregation. And lastly, I hope that this will be a year of solid growth (both spiritually and in numbers) making our church increasingly intergenerational and unified as the family of God. My hope is that we will increasingly fulfil the will of our Lord Jesus who prayed before going to the cross: "The glory that you have given me I have given to them, that they may be one even as we are one, I in them and you in me, that they may become perfectly one, so that the world may know that you sent me and loved them even as you loved me." (John 17:22-23)</p> <p>In His amazing Love,</p>  <p>Pastor Erich Sokoloski</p>



Annual Ministry Report - 2018

Ministry/Department	Pastor of Caring Ministries
Reported submitted by	Pastor Don F. McMillan

	Comments																												
Mission Responsibility	Pastoral care, visitation, senior ministry, preaching and teaching as needed. Primary contact for funerals.																												
2018 Highlights	<p>2018 Statistics</p> <p>I. Pastoral Ministry</p> <table> <tr> <td>a. Member visits:</td><td>105</td></tr> <tr> <td>b. Non-member visits:</td><td>34</td></tr> <tr> <td>c. Homebound visits:</td><td>88</td></tr> <tr> <td>d. Text messages:</td><td>842</td></tr> <tr> <td>e. Telephone calls total = (Member-539; Visitor-160; Other-430)</td><td>1129</td></tr> </table> <p>II. Pastoral Acts and Contacts</p> <table> <tr> <td>a. Hospital Visits</td><td>152</td></tr> <tr> <td>b. Marley House/Care Center visits</td><td>173</td></tr> <tr> <td>c. Private Communion</td><td>114</td></tr> <tr> <td>d. Funeral Acts</td><td>16</td></tr> <tr> <td>e. Baptism</td><td>6</td></tr> <tr> <td>f. Wedding</td><td>1</td></tr> <tr> <td>g. Consultations</td><td>182</td></tr> <tr> <td>h. Classes taught</td><td>2</td></tr> <tr> <td>i. Sermons written</td><td>29</td></tr> </table> <p>III. 2018 Ministry</p> <p>A. Care Partners: Care ministry volunteers meet regularly and make visits to those in need for fellowship, communion, encouragement, and support. We were blessed by having two speakers at our meetings. Social Worker, Dawn DeVries, spoke about senior life transitions. In a meeting open to the community, Sarah Twombly, Bereavement Coordinator for Samaritan Hospice, spoke about <i>"Ritual and Healing in times of Loss."</i></p> <p>B. Young at Heart (YAH): Meets eight times each year. Check the Live Wire and Sunday Bulletins for current information. RSVPs were initiated with the fall program year to better plan for seating and food. Volunteers are desired to continue the program.</p> <p>C. Widowers: This group of men meets monthly for a lunch of informal sharing and support. It is a joy to join this group of guys who have so much life experience, and who share their history and faith. We meet at a local restaurant. Contact me for more information.</p> <p>D. Funerals: On All Saints Sunday we remember many who have died in the past year. Our saints list is a reminder of American Lutheran's <i>funeral ministry</i> in the</p>	a. Member visits:	105	b. Non-member visits:	34	c. Homebound visits:	88	d. Text messages:	842	e. Telephone calls total = (Member-539; Visitor-160; Other-430)	1129	a. Hospital Visits	152	b. Marley House/Care Center visits	173	c. Private Communion	114	d. Funeral Acts	16	e. Baptism	6	f. Wedding	1	g. Consultations	182	h. Classes taught	2	i. Sermons written	29
a. Member visits:	105																												
b. Non-member visits:	34																												
c. Homebound visits:	88																												
d. Text messages:	842																												
e. Telephone calls total = (Member-539; Visitor-160; Other-430)	1129																												
a. Hospital Visits	152																												
b. Marley House/Care Center visits	173																												
c. Private Communion	114																												
d. Funeral Acts	16																												
e. Baptism	6																												
f. Wedding	1																												
g. Consultations	182																												
h. Classes taught	2																												
i. Sermons written	29																												

2018 Highlights	<p>congregation and the community. Please keep this ministry in prayer, especially because it is difficult to anticipate, and requires significant commitment from church staff. In addition to planning current services of remembrance, if I can help you make future plans let me know.</p> <p><u>E. Ministry in Community and World:</u> My term of service to <i>Embry-Riddle's</i> Parent Advisory Board ended in May. It was a joy to serve there; I miss the enriching interaction with parents, faculty, staff, and students.</p> <p><u>October 7-10, 2018</u>, I attended the <i>Lutheran Congregations in Mission for Christ (LCMC)</i> Annual Gathering in Des Moines, Iowa. LCMC is 18 years old and our focus is on growing up and growing as disciples.</p> <p><u>F. Outside worship:</u> It is a joy to lead monthly holy communion at Willow Wind care center. ALC also holds worship six times a year at Samaritan Village. Special thanks to Linda Bush and Vonna Reynolds for playing piano for these worship times. Church members are invited to Samaritan Village to assist residents with hymnals during worship. ALC is scheduled for leading Samaritan's worship at 4 pm on Sundays, February 3, April 14, and June 2; later dates are to be determined.</p> <p>Good Books I have read this year:</p> <p><i>Letters from the Land of Cancer</i> by Walter Wangerin, Jr. – author's personal reflection on his journey with cancer. Not the easiest to read.</p> <p><i>Lasting Impact</i> by Carey Nieuwhof – Church Council read this for their summer retreat. Very thought provoking.</p> <p><i>Who Broke My Church: 7 Proven Strategies for Renewal and Revival</i> by Kent R. Hunter. The author was keynote speaker at the LCMC Gathering this year.</p>
2018 Challenges	<p>A. Both a blessing and a challenge were the deaths of numerous friends who were important to my faith journey; the Senior Pastor I served with in my first call; my 6th grade Sunday School teacher and family friend; a retired missionary who often smiled about a Pentecostal and a Lutheran being friends. While I grieve, I also give thanks for the place of these people in my life.</p> <p>B. Things that remain unresolved. Prayers yet to be answered; problems yet to be unravelled. I am reminded of a quote from Christian poet Rainer Maria Rilke --- "Be patient toward all that is unsolved in your heart and try to love the questions themselves... Live the questions now. Perhaps you will then gradually, without noticing it, live along some distant day into the answer." — Join me in praying for these things and being at peace with waiting.</p>
2019 Hopes	<p>Teaching on Discipleship and Spiritual Gifts</p>

Annual Ministry Report - 2018



Ministry/Department	Administration
Reported submitted by	Jill Spasoro, Director

Mission Responsibility	Provides Parish Staff leadership, direct supervision, and coordination for parish administration and parish programs. Promotes participation of membership in congregational and community events. Responsible for Administrative Ops budget development, advertising and publicity, communications, parish records, and support for all members and ministries.
2018 Highlights	<p>I was hired to take on the ministry responsibilities of Parish Life. This I am learning includes leadership for the administrative and parish program tasks of this congregation. With the continuing need to keep the many ministries of ALC running smoothly, thankfully we are blessed to have the following tenured Parish staff in place: Administrative Assistant; Rachel Williams (4 years); Audio-Visual Technician, Larry Lee (10 years); Food Services Coordinator, Jaime Ortiz (2 year); Custodian, Denny Larson (20+ years); Custodian, Ed Carr (4 years); and Bookkeeper, Cinda Kasun (10+ years). The termination of Donna Jackson in November leaves the position of Administrative Assistant open at the time, but we anticipate that it will be filled in January. We have temporarily brought Geri Onnen in for the month of December to help in the office. A heartfelt and generous thanks to these Parish Life Staffers for the welcome extended to me, their continued commitment, blessings and grace they provide to the ALC congregation and ministries. The support they have shown me is immeasurable and is a solid source of success for myself and American Lutheran Church as a whole.</p> <p>2018 overview: Participation in regular Parish Staff, Program Staff, Worship & Music Committee, Church Council meetings; supervision of Parish Life staff (food services, custodial, audio-visual, and office) and outsourced cleaning contractor; oversight of parish records (personnel, property, membership, insurance); coordination of employee benefits; management of facilities and vehicles; responsibility for advertising/publicity and congregational communications (internet, Facebook, print, radio and television); budget preparation and responsibility for Administrative Operations, Advertising, Parish Life, and Special Events; coordinating and presenting bi-annual New Member classes; preparing for funerals; organizing special congregational events; equipping new ministries with tools and facilities as necessary; working in coordination with the Council Coordinator of Property & Assets and Safety & Security Team on facilities and</p>

2018 Highlights	<p>security updates and improvements; and oversight of the production of bulletins/brochures/flyers, ads, correspondence, room set-ups, food, and other requests for the many ministries of ALC.</p> <p>In 2018 attendance to date 11/4/2018 is 25,421. We are removing 10 people from our membership roster due to inactivity.</p>
2018 Challenges	<p>The staff getting acclimated to new leadership in Administration as well as Council. Enlisting volunteers and keeping them inspired/avoiding burnout. Clear and regular communication between various ministries and leaders, so that Parish Staff can fulfill needs with the attention and planning necessary for success. Ongoing frustration with the limited general storage space for the church's needs.</p>
2019 Hopes	<p>Filling the position of Administrative Assistant with a qualified candidate and a smooth transition for everyone, as well as handling any unforeseen staff changes. A Church Council that provides the continued exemplary leadership and "forward movement" shown in the past year. Additional facilities renovations and improvements to be approved and completed on a timely schedule. Increased worship attendance and retention, particularly by families, youth, and those who have yet to know God! Continue to serve the lord and watch our amazing ministries thrive and flourish.</p> <p>(Psalms 1:2-3)2. But whose delight is in the word of the LORD and who meditates on his word day and night. 3. That person is like a tree planted by streams of water, which yields its fruit in season and whose leaf does not wither- Whatever they do they Prosper!</p>

MEMBERSHIP REPORT - 2018

	BAPTIZED	CONFIRMED
MEMBERSHIP - DECEMBER 31, 2017	779	719

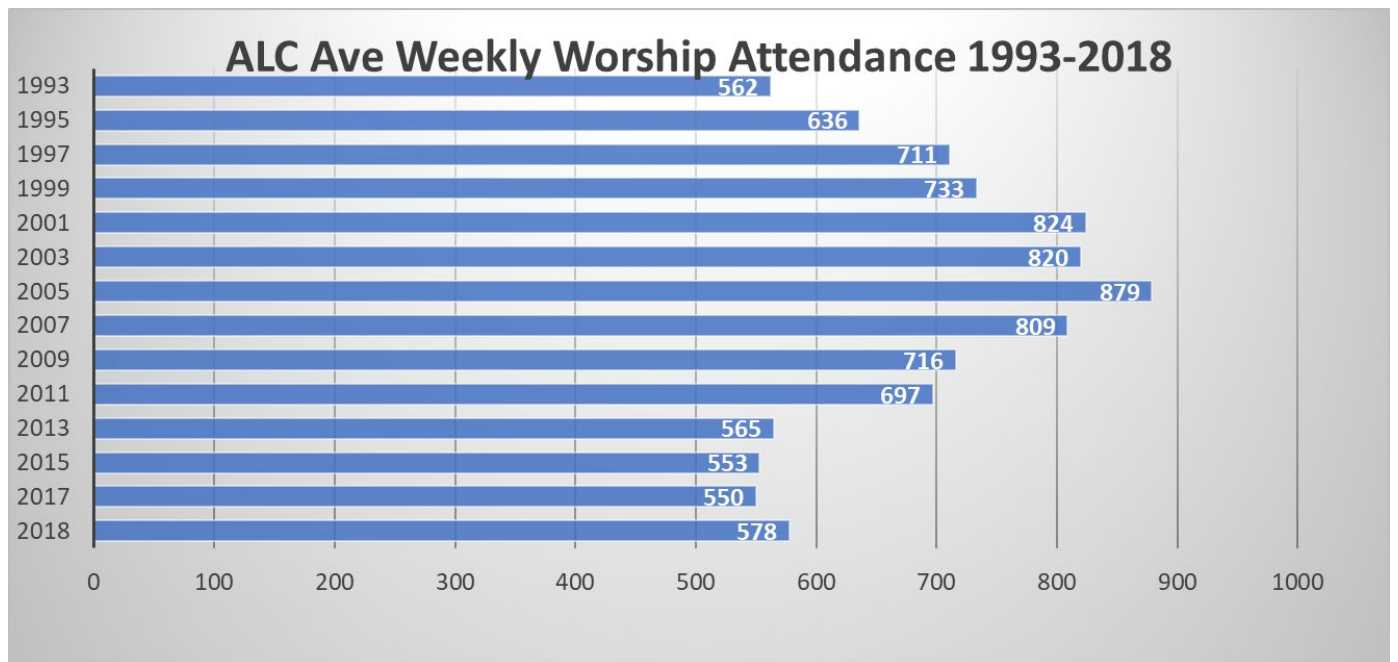
MEMBERSHIP ADDITIONS 2018		
By Baptism: children (15 yrs. & younger)	5	0
By Baptism: adults (16 yrs. & older)	4	0
By affirmation of faith	18	11
From other Lutheran congregations	23	23
From non-Lutheran congregations	9	9
Reinstated members	1	1
Baptized youth who were confirmed in 2018	6	6
Other sources / stat. adjustment	2	2
TOTALS	68	52

MEMBERS REMOVED 2018	BAPTIZED	CONFIRMED
By death	8	8
To other Lutheran congregations	1	1
To non-Lutheran congregations	4	4
By inactivity	16	16
By request	14	14
By relocation	22	22
Other reasons / stat. adjustment	6	6
TOTALS		

MEMBERSHIP - DECEMBER 31, 2018	776	700
---------------------------------------	------------	------------

ALC Average Weekly Worship Attendance for 2018

1993=562	1994=607	1995=636	1996=691	1997=711
1998=720	1999=733	2000=790	2001=824	2002=876
2003=820	2004=906	2005=879	2006=878	2007=809
2008=785	2009=716	2010=681	2011=697	2012=642
2013=597	2014=607	2015=565	2016=553	2017=550
2018=578				



Annual Ministry Report - 2018



Ministry/Department	Traditional Music
Reported submitted by	David Sherman

Mission Responsibility	To support the worship life of the congregation through the organization and implementation of a comprehensive music program – inclusive of all ages and including choral groups and instrumentalists.
2018 Highlights	<ul style="list-style-type: none"> • ORGANIST HIRED! • Being in ministry at American Lutheran. • The children's and youth programs are growing. • Sprouts curriculum is continuing to be a successful venture. • Youth and Children have presented music in worship both on their own and with the Sanctus Choir. • Youth took on a stronger role in Yule Fest. • Rehearsal Times for all groups were again evaluated and adjusted. • Yule Fest was a success with close to 800 people in attendance. • New Handbell group formed. Joyful Ringers • Joyful Ringers and Peals of Praise participated in Acker Night • Presented the second annual Big Sing (Hymns and songs) on Reformation. • The music library continues to be re-catalogued. • Risers have been relocated to the music hallway. • Good Friday Tenebrae service • A mix of music throughout the summer • Passion for Life Fine Arts program is growing. • Added Passion for Life Tour. In 2020 we will take people to the Passion Play in Oberammergau, Germany • Men's, Women's, Handbell, Youth, and Children's choirs participated in worship services. Some at both traditional and contemporary. • Hosted 50 students from New Jersey that presented Godspell, meals and housing were provided by ALC

2018 Challenges	<p>Securing outside musicians for major events continues to provide challenges but enriches worship so much.</p> <ul style="list-style-type: none"> • Organist search • Balancing ministry and family
2019 Hopes	<ul style="list-style-type: none"> • Further Incorporate youth and children into worship on a regular basis. • Develop a youth music leadership team not that we have peri Further Incorporate youth and children into worship on a regular basis. • Develop a youth music leadership team not that we have permanent leadership for our youth. • Continue to work with the contemporary service and musicians to unify and enhance the music at American Lutheran. • Continue the vision process of long-term goals and needs of the music ministry. • Continue to challenge the musicians at American Lutheran to view themselves not just as performers but as lead worshipers. • Continue to work with the contemporary service and musicians to unify and enhance the music at American Lutheran. • Continue the vision process of long-term goals and needs of the music ministry. <p>Continue to challenge the musicians at American Lutheran to view themselves not just as performers but as lead worshipers.</p>

Annual Ministry Report - 2018



Ministry/Department	Contemporary Music
Reported submitted by	Kenny James, Director

Mission Responsibility	<p>The purpose of our worship is to glorify, honor, praise, exalt, and please God. The nature of the worship God demands is humility.</p> <p>We will strive to experience the presence of God and see lives changed at every worship service. The primary function is to lead the congregation in true worship under the guidance of the Holy Spirit. “God is Spirit, and those who worship Him must worship Him in spirit and in truth”. (John 4:24) We emphasize that our purpose and calling is that of leading others into the very presence of the Living God. There is no calling issued for <i>performances</i> and <i>showmanship</i> – only true praise and worship</p>
2018 Highlights	<p>Wow!!! What a year! We have seen so many positive changes. New chairs & screens (thanks to men’s Crossfire) updated sound system and our overall numbers are up! Way up! The worship team continues to grow and improve adding electric guitar on Sundays as well as mixing it up with some “acoustic” & “Bluegrass” Sundays. Worship in the park was a huge success and we are looking forward to Easter in the Park 2019!</p>
2018 Challenges	<p>There are always many challenges in ministry; these two are the most pressing in nature. I have spoken with more than a dozen people at various ALC gatherings and ministry events who were totally unaware of what we have to offer on Sunday mornings. They have neither attended nor have they been encouraged to visit our traditional or contemporary services. We have many outstanding ministries that meet the needs of our community...ministries with a pool of already “plugged in” potential members that other churches could only dream of. Yet, many of these ministries operate with varying levels of autonomy. They are somewhat “separate” from the Church.</p>

<p>2019 Hopes</p>	<p>Now that “servant keeper” has been added as our Church contact software we hope to continue building a comprehensive and all-inclusive data base for the purpose of effectively and faithfully “communicating” with our congregants and visitors. Having the ability to reach out to those who participate in any of our 80 ministries is one of the more compelling reasons for the existence of these ministries in the first place.</p> <p>We must create a culture where staff, ministry leaders and our congregants <u>INVITE</u> people to church on Sundays and have the ability to track and invite members/visitors and those who participate in our various ministries using database software. We don’t have to hit people over the head with our Bibles; just a friendly suggestion to “drop by” for coffee and Sunday morning fellowship is all it takes. No one feels comfortable showing up without an invitation. For those in our community who may feel “disconnected” and might be looking for a “church home” or a “church family” we should at the very minimum let them know who we are ~ what we believe and how we can help.</p> <ul style="list-style-type: none"> a. Invite Team: A Pastor, Council Member, Worship Leader, Ministry Leader or Congregant should be present to extend an invitation at EVERY ministry gathering which occurs under the auspicious of ALC. This could consist of a 20 second warm and loving talk. b. Potential Invite script: c. “Thank you so much for being here today. I want to let you know that if you are looking for a church home or a church family, we would like to invite you to join us on Sundays. We have two beautiful traditional services at 8am and 10:30am in the Sanctuary and two contemporary services at 9am and 10:30am in the fellowship hall. We would love to see you.” <p>Inviting people who attend Sunday morning services to participate in ministries while simultaneously inviting people who participate in ministries to attend Sunday morning services is a tried-and-true tradition that is universally recognized as an essential part of Christianity and corporate worship</p>
--------------------------	--

Annual Ministry Report - 2018



Ministry/Department	American Lutheran School
Reported submitted by	Lori Barbe
	Comments
Mission Responsibility	<p>Our adage is "A Tree Stands because of Its Strong Roots"</p> <p>Our purpose is to instill the strong roots of God's love and His word in the children we serve. We are an intentional enrichment program; enriching what families are doing at home in the areas of spiritual growth, academics and socialization. Our goal is to prepare our students and their families for the next step in their educational journey.</p>
2018 Highlights	<p>The 2018-2019 school year is American Lutheran School's 31st year serving families. This year we have 77 students enrolled. Our dedicated teachers use our curriculum to plan various thematic units that teach about Jesus and bring out the very best in each student.</p> <p>Each week our students attend chapel and music. Chapel is directed by one of our pastors or children's/youth ministers and music is led by David Sherman, Minister of Music. This year, family ministry director Tricia Sokoloski, has helped out with the preschooler's music program and has helped make it extra special! For many of our students, this is the only "church" they will attend all week.</p> <p>We have many special traditions and family outreach events which are always well attended. These include; Pumpkin Carving with Dad, a Thanksgiving Program and Pie Social, Christmas Craft Night, an All-School Christmas Chapel, Family Movie Night, a Mother's Day Tea, and our Preschool Graduation. These are a fun time of fellowship with our preschool community and a wonderful way for families to engage in their students learning and in a church setting.</p> <p>Financial assistance for tuition is available for those students who apply and qualify. This year there are six students receiving partial scholarships. We have been able to meet their needs because of the generosity of church members who donate to our scholarship fund and through the Thrivent Choice program of Thrivent Financial. If you are a member of Thrivent Financial, we hope you will consider American Lutheran School for your Thrivent Choice dollars.</p> <p>New highlights this year include;</p> <p>1- After 20 years, the education wing has new carpet - making our school look clean and fresh again!</p>

2018 Highlights	<p>2 - Security measures - by recommendation of the ALC security committee the school glass doors and entrance windows have had a safety coating applied. We also have new, easy to use, full coverage blinds for each classroom. All staff are attending a safety training specific to our school and presented by the Prescott Police Department.</p> <p>3 - With help from Larry Fagan and the R & R gentleman, new slides and stairs for our playground equipment was purchased and installed. The old equipment was cracking and rusting. The students are so excited to have a new, safe, fun place to play!</p>
2018 Challenges	<p>As you can see many of our challenges were addressed - We are blessed with a supportive church staff, council and congregation. THANK YOU!</p>
2019 Hopes	<p>We hope to continue to have healthy enrollment and to continue to be a special place where preschoolers grow strong roots in Jesus.</p>



Annual Ministry Report - 2018

Ministry/Department	Children and Family Ministries
Reported submitted by	Tricia Sokoloski – Director Kathy Lilley – Assistant Director

Mission Responsibility	<p>The Children and Family Ministries exists to develop and cultivate strong relationships between children, their families, and ultimately with the Lord Jesus Christ. Our mission is to share the good news of Jesus with children and their families and to encourage them to develop a personal living relationship with the Lord. We also provide additional fun family activities at ALC that all can participate in which build strong bonds between grandparents, parents and children.</p> <p>Children's and Family Ministries include: KidConnect Sunday School, Vacation Bible School (VBS), MOPS (Mothers of Preschoolers), Childcare and Beautiful Signers.</p>
2018 Highlights	<p><u>1. KidConnect:</u></p> <p>Since joining the ALC staff in May, many changes have been made to our Sunday program:</p> <p>We have moved from an hour of whole-group time to having multiple age and grade-specific classes with teachers in each room. We now have classes with teachers for each of the following classes:</p> <ul style="list-style-type: none"> -Sandra Sherman teaches the PreK-Kindergarten Children. -Nicole Franetovich teaches First & Second Graders. -Julie Wilson teaches the Third & Fourth Grades. <p>These women's dedication and passion for working with kids has hugely boosted our children's ministry and I am so grateful for their commitment to serve our littlest ones.</p> <p>We started in August with an average of 14 children weekly.</p> <p>Now, in December, we are averaging 26 children weekly.</p> <p>In addition to age-appropriate lessons and crafts with their teachers, children also participate in activities, songs, puppet shows, and games as a whole group the last 20 minutes of class.</p> <p>To encourage good behavior, acts of kindness, friendship and Bible memory,</p>

<p>2018 Highlights</p>	<p>we are using Bible Bucks which kids earn and spend on prizes in our store at the end of each Sunday. We have also added a “Birthday Store” for children to choose a special gift on their birthday week.</p> <p>Our curriculum is called Dig In from Group Publishing. It is a year-long study of the life of Jesus. Weekly lessons include Bible verses, practical life-application points, crafts, music, discovery, and games.</p> <p>Dick Morgan does puppet shows based on the lesson once a month for the kids.</p> <p>It is our goal that ALC children are seen in and around church and that people know what is going on in the Children’s Ministry. Therefore, we have made some changes:</p> <p>Visually, we are working to make our area more kid-friendly. We are using set designs in our basement gathering room, bulletin boards around the church, informational racks in pertinent areas so that our events can be seen and advertised in a clear and easy way for people to access the information.</p> <p>Children sing in church every 6-8 weeks which gives them an opportunity to share what they’ve been learning in Sunday School with the church.</p> <p>We have increased family communication through the use of emails, Facebook, Evites, and postcards to encourage good communication with families and the children’s ministry. We send out bi-monthly updates to parents. We send out birthday cards with Bible bucks to kids on their birthdays. We send out Christmas cards to every child in the mail. We invite families to events through flyers, verbal invitations, Evite invitations, and word of mouth.</p> <p>Our hope and prayer is for God to bless the work of our hands as we strive to rebuild a thriving program that glorifies Jesus Christ and that children and their families are excited to be a part of as they grow in faith.</p> <p><u>2. VBS – SHIPWRECKED!</u> (June 4th – 8th, 2018)</p> <p>We had an amazing island adventure at Shipwrecked Vacation Bible School the first week of June with 225 children, 35 adults and 70 Crew leaders participating. We filled the church with more than 300 praising God in Soundwave Sing and Play each morning.</p> <p>At Shipwrecked VBS, we learned that when we need help Jesus rescues! Shipwrecked was filled with incredible Bible-learning experiences that kids could see, hear, touch, and even taste! Sciency-Fun Gizmos, team-building games, cool Bible songs, and tasty treats are just a few of the standout activities that helped us discover faith in our everyday life. The kids experienced Bible Stories in powerful life-changing ways using interactive drama. Children learned the Bible point for each day: we learned that when you’re lonely and powerless, worried, struggling or do wrong... “Jesus Rescues!” The Good News Puppets were funny, presenting our Bible Point of the day on our island! Plus, we helped kids look for evidence of God in everyday life – something we call God Sightings.</p> <p>As part of Shipwrecked VBS, we collected an offering for Hope Clinic, in Guinea, West Africa. Our donation will help provide medical and dental care to some of the poorest children and families in Guinea. Hope sees 60-80 patients a day and performs 30-40 surgeries per month. The children raised \$543.</p>
-------------------------------	--

2018 Highlights	<p><u>3. MOPS – Mothers of Preschoolers</u></p> <p>Mops is an outreach group to mothers of preschool aged children. “MOPS International encourages and equips moms of young children to realize their potential as mothers, women and leaders, in relationship with Jesus, and in partnership with the local church.”</p> <p>We currently have 117 women and over 100 young children attending each meeting.</p> <p>We provide 5 age-specific childcare rooms staffed with hired workers and volunteers.</p> <p>Terry Andress works as our volunteer coordinator. She contacts and schedules all volunteers for each meeting. MOPS relies on these helpers and we appreciate their dedication.</p> <p>Each MOPS meeting consists of breakfast, hospitality, a relevant speaker, discussion, craft and prayer.</p> <p>MOPS won first place for the second year in a row in the non-profit category of the Prescott Resort Gingerbread contest.</p> <p><u>4. Childcare</u></p> <p>We employ 14 childcare workers in 2 groups: Sunday morning staff (5 workers + volunteers) and Weekday staff (10 workers + volunteers)</p> <p>We want to thank all our volunteers and staff for their dedicated care of our little ones!</p> <p>We continue to provide childcare at all 3 Sunday Services. Childcare is utilized at: Sunday morning services, Monday Women’s Bible study, WOW, the Feast, MOPS, Celebrate Recovery and church special events.</p> <p>We interviewed and hired 2 new childcare staff to replace leaving staff.</p> <p><u>5. Beautiful Signers</u></p> <p>This is an outreach group that uses American Sign Language and music to perform in the community and at American Lutheran.</p> <p>We have 28 teen and adult special needs members.</p> <p>Our goal is to build confidence and promote fellowship in the special needs’ community.</p> <p>We learn American Sign Language to Christian songs as well as secular music. Our performances include: The AZ Diamondbacks, Margaret T Morris, American Lutheran Church, Pioneer Home, Samaritan Village, Willow Wind, the Special Olympics Area & State meets, Samaritan Village, NAZ Suns, and Acker Night. We are “dark” for the month of June and July. We have 2 practices Mondays 4:00-5:30pm and 2-3 performances per month</p> <p>We would like to thank our parents and caregivers of signers, as well as the ALC congregation, for all their support.</p>
2018 Challenges	<p>KidConnect –</p> <p>*We need to continue to build a larger team of teachers, aides and substitutes so that we can cover any potential disruption.</p>

<p>2018 Challenges</p>	<p>*As we grow, we will need to have creative ideas for the limited space we have.</p> <p>VBS-</p> <p>*Focusing on a very smooth check-in process each day of VBS.</p> <p>*The goal is to retain as many VBS-enrolled families as possible. We will be discussing how to attract those families not affiliated with ALC back to our Sunday services on a consistent basis.</p> <p>Volunteers-</p> <p>*We continue to put our efforts toward recruiting volunteers for ALC childcare needs:</p> <p>MOPS, Nursery, VBS, Sunday school teachers and helpers and kitchen assistants.</p>
<p>2019 Hopes</p>	<p>As we enter into 2019, my hope is that we can continue building our Sunday Children's ministry. In the coming months, I'm hoping to increase our visibility to the church and surrounding community through more new family-friendly events, newsletters to parents and families, better visibility of events around the church and performances by our children in church. I am also discussing ways of capturing more VBS families to ALC for the long term.</p> <p>My goal for our Family Ministry is to offer events or opportunities for both parents and their children that nurture the relationships between them as well as encourage and support relationships between families. Interacting together with other families of ALC will build stronger bonds between our families.</p> <p>My prayer is that God would bless the work of our hands in Children's and Family Ministry. I pray that God would give us His vision, clarity, creativity and courage to do what He wants done through us this year. He is who we serve and He is who we, ultimately, work for. There is no greater calling than to work for our Lord.</p>



Annual Ministry Report - 2018

Ministry/Department	Student Ministry
Reported submitted by	Tony Clark, Director

Mission Responsibility	I am responsible for all things Youth (5 th – 12 th grade)
2018 Highlights	For starters, The Rock is an amazing facility in a prime location!! We are currently averaging in the 40's and have tentatively launched temporary small groups. Our worship team is second to none and the students seem to love singing and praising Jesus. We have a solid core of students and leaders that we can build from. I am really excited to see what 2019 has in store for us as a group.
2018 Challenges	I haven't really been here long enough to have very many challenges. Getting to know everyone's (students and parents) name takes a little time but we are making progress.
2019 Hopes	<ul style="list-style-type: none"> • In order for us to get bigger, we have to get smaller. The way we accomplish this is through small groups. We need to bring more small group leaders on board and get them to buy into what we are doing. • Johan is a fantastic worship leader!! We want to see some student involvement on the team. • Currently we (Jr. High and High School) meet together. At some point, this will hinder our growth and limit what we can teach. My goal is to split the group...High school one night and Jr. High on a separate night. The best time to launch such a big change would be at the beginning of the school year in August. • In January, we will be launching a class for 5th – 8th graders on Sunday's at the 10:30 am hour. Details for this will be coming soon. <p>My primary focus is going to be on health and building relationships. This is going to take some time if we do it correctly.</p>

Council Reports



Annual Ministry Report - 2018

Ministry/Department	ALC Council President
Reported submitted by	Dr. Tray Schreiber

	Comments
Mission Responsibility	<p><i>The President ...</i></p> <ol style="list-style-type: none"> 1. Shall conduct meetings of Church Council, the Congregation, and meetings of the Executive Committee, provide leadership for the Church Council in their work, worship, and service and provide consultation with the Pastoral staff in regards to matters of the Congregation. The President shall also make assignments as needed. 2. Shall have additional powers and duties as assigned by the Church Council. 3. Shall communicate regularly with the Senior Pastor and ensure all constitutional provisions and policies as they pertain to the Senior Pastor are followed. 4. Shall ensure all constitutional provisions and policies as they pertain to the Associate Pastor(s) and church staffs are followed, including yearly evaluations and continual oversight of the organizational structure of the Congregation. 5. Shall assume the duties of the Vice President when that position is vacant and until a replacement is secured.

2018 Highlights	<p>The year just completed has been a wonderful year of spiritual growth and service with some highlights listed here and further explained in individual reports following from ministry leaders.</p> <ol style="list-style-type: none"> 1. 2018 was a <i>Year of Prayer</i> at American Lutheran Church. I think we were successful in not only increasing awareness of the responsibility that we have as Christians, but the over-whelming efficacy of prayer as we see the results of our Father's great care for His people. Hopefully the <i>habit of prayer</i> will continue to grow in our members. 2. Our 2018 building committee met frequently during the year with discussion taking a variety of directions including the need for a new common gathering space, sanctuary technology updating and a need for increased seating in the Fellowship Hall. The discussions and questions raised have led to a new committee formation with more specific tasks. 3. The 2018 elected financial team of treasurer and coordinator of finance are nearing completion of a completely reworked and more effective accounting
------------------------	---

2018 Highlights	<ol style="list-style-type: none"> 4. system that provides more timely and complete reporting. While work still remains, the gigantic task is nearing completion thanks to their efforts, and the help of our new director of administration and our bookkeeper. 5. Our membership continues to expand and with it worship attendance at both contemporary and traditional services. Due to increases in contemporary worship, space is getting tighter – a wonderful challenge to have. 6. Our campus has seen many improvements over the last year – some obvious like our newly paved parking lot, others less obvious like repairs to the roof, but all important and well done under the direction of our coordinator of properties with the assistance of our R&R team. 7. What a fantastic year we’ve had with the acquisition of new staff members Bonita Rose (our new organist), Tony Clark (our new youth director), Tricia Sokolowski (our new director of children’s and family ministry, and Jill Spasaro (our new director of administration. Fantastic professionals, each and every one. 8. And then there is the phenomenal and continuing support of all congregation members is serving the Christ and His church here at American Lutheran. From seemingly small jobs (no such thing) as teaching Sunday School, to roof repairs and electrical tasks, to remodeling the Rock, to constant prayer, to arranging for inspirational Bible studies, to shepherding our stewardship program, to musical group participation, to regular weekly financial support of the church, our folks exceed all expectations. And ... we never take that for granted. You are all a blessing and it is an honor to serve with you in the work of the Kingdom.
2018 Challenges	<p>Although it’s a “challenge,” it is a wonderful one. Space is an issue. Especially in our fellowship hall. Adequate room is in short supply for programs like WOW and contemporary worship. We also occasionally run into difficulty meeting the needs for meeting locations. But again, what a great problem to have and resolve.</p>
2019 Hopes	<p>With the establishment of a newly chartered building committee, we hope to move forward on the project to re-model our sanctuary including an enlarged and common gathering space and possibly increase seating capacity in the fellowship hall. WE will be examining the possibility of re-purposing the sanctuary to – in an aesthetically appropriate manner – allow for all worship to be conducted therein.</p> <p>This past year was a <i>Year of Prayer</i> at American Lutheran. Our hope is that during the coming year we can equip and encourage all of our members to accept their God-designed roles as “evangelists’ – that is, carriers of the Gospel message in their personal circles.</p>
Footnote	<p>On a personal note, I want you to know that I count it as a great honor to have served on your council for the past six years. American Lutheran Church is the most extraordinary of Christian communities, and I’m justifiably proud of the commitment of each of our congregational members to growth and service.</p>

Annual Ministry Report - 2018



Ministry/Department	Worship & Music
Report submitted by	Dee Isham, Council Coordinator

	Comments
Mission Responsibility	<p>To support and work with the Pastors as well as the Traditional and Contemporary Music leaders for the purpose of exchanging ideas and creating events that would promote unity in fellowship and worship. To ensure that our worship services are running smoothly and that people are fully engaged in worship. To provide support for office staff to help recruit and train volunteers for church services on Sunday mornings.</p>
2018 Highlights	<p>Worship & Music Advisory Committee:</p> <ul style="list-style-type: none"> The committee devised a plan for providing Confirmation Students qualified prayer partners during the confirmation process. These volunteers would have background checks and partnership with parents to cover their sons and daughters with prayer and encouragement in their faith journey. Pastor Erich has approved the Confirmation Student Prayer Partners project which began in the fall. In honor of Pastor Appreciation Month this committee took the Pastors and Staff members to lunch at El Gato Azul. <p>Traditional Worship:</p> <p>The biggest challenge as well as the biggest highlight for our Music Director David Sherman, was locating a consummate organist for ALC. We were so fortunate that Margie Grimm was able to provide Sunday Service music for the extended period of time it took to find the just right candidate. Then, better late than never, God blessed us with Benita Rose as our new organist who began on Sunday 7/29/18. We were doubly blessed that her husband Tony Clark has jumped in with both feet to provide his musical talents to the mix.</p> <ul style="list-style-type: none"> With the generosity of the congregation new Lutheran hymnals were purchased and replaced the green hymnals that were over 40 years old. David is continuing his effort to entice youth participation in our music programs. His "Mystery Trip" did just that. The 17th annual Music Start Program presented two hours daily for four weeks, from June 11 to July 6.

2018 Highlights	<p><i>Passion for Life</i> music ministry The W&M Advisory Committee continue to help host some of the music events that David has scheduled. They then hold a debriefing meeting giving David feedback to further improve such events.</p> <p><u>WORSHIP AND MUSIC (continued)</u></p> <p>Contemporary Worship: Two <i>Worship in the Park</i> Contemporary Services were to be held in 2018. One on Easter Sunday and one in the fall, (which was canceled due to inclement weather.) This service serves as an outreach to the community and the barbeque and music events that followed were attended by many from both the Traditional and Contemporary Service people which creates a nice unifying connection. These Worship in the Park events are likely to continue annually.</p> <p>Sunday Morning Ministries: A volunteer appreciation lunch was held for all church volunteers in April which is Volunteer Appreciation month.</p> <p>Another lunch meeting between Pastor Erich, Kenny James and the W&M Advisory Committee was held on 9/23/18 for all Contemporary Sunday Volunteers to discuss how to be more welcoming of visitors to our contemporary church services.</p> <ul style="list-style-type: none"> • The W&M Advisory Committee met with staff member Rachel Williams to discuss some of the changes that could be made in response to the suggestions from the meeting • As a result of the luncheon, Rachel has received volunteer team leaders who have assembled volunteer teams for each of the monthly Sunday Services. • It has been decided that it is best to train Traditional and Contemporary Sunday Volunteers (Ushers, Greeters, and Communion Assistants, etc.) separately going forward.
2018 Challenges	<p>The number one challenge is identifying new visitors to our church and making them feel welcome. Church goers naturally tend to fellowship with people they know, thus ignoring newcomers. Every member or regular attendee of our church needs to be aware of those around them and to make every effort to include them in fellowship. All church members ought to see themselves as ambassadors of Christ and therefore as greeters at any and all church events.</p> <p>Uniting a church body that has such large generational gaps continues to be a challenge. More could be done to provide events where young and old could benefit from one another's company.</p>

<p>2019 Hopes</p>	<p><i>Galatians 5:6 ...The only thing that counts is faith expressing itself through love.</i> <i>Galatians 5:25 Since we live by the Spirit, let us keep in step with the Spirit.</i></p> <p>As I step down from the Council, I commit myself to continuing to lift up this church in prayer that we may bear witness to the presence and power of God in the life of our church family. I would encourage others to join me in this so that our church body may bear all of the fruit of the Spirit and live in the fullness of Christ.</p> <p>In His service and to His glory, Dee Isham CC of Worship and Music</p>
--------------------------	--

Annual Ministry Report - 2018



Ministry/Department	Treasurer/Financial Coordinator
Reported submitted by	John Porter / Lois Hilgendorf
	Comments
Mission Responsibility	<p>Managing all things Financial at ALC and the safeguarding the financial assets of the church.</p> <p>The Finance Coordinator is responsible for advising the council on appropriate accounting and fiduciary procedures and policies and, in cooperation with the Treasurer, preparing the budget for the coming fiscal year.</p>
2018 Highlights	<p>So many changes for the better concerning our accounting methods and procedures:</p> <ol style="list-style-type: none"> 1) New financial Policy and Procedures manual 2) Establishment of the Capital Improvement Fund. A true restricted account to be used solely for large repairs and future additions to ALC. Minor building repairs and maintenance now funded through the general fund. 3) Limiting restricted fund accounts, getting the funds out and spent in ministry. 4) Simplification of reports for council and all accounting practices. 5) Met with all cash generating ministries at ALC to review operations and come into better accounting practices for future audits. 6) Process started to engage CPA audit firm for audit of financial records.
2018 Challenges	<ol style="list-style-type: none"> 1) Getting those affected by our higher degree of accounting on board with the changes being made. 2) Updating our book keeping practices to accommodate a financial audit and simplifying future audits.
2019 Hopes	<p>Our goal has and will continue to be a simplification of our account practices in order to improve understanding and show a higher degree of accountability to the congregation and the ministry of Jesus Christ.</p>
*** Note ***	<i>Please see Treasurer's <u>Year End Report</u> and <u>Budget</u> at the end of the Annual Report.</i>

Annual Ministry Report - 2018



Ministry/Department	Finance
Reported submitted by	Lois Hilgendorf – Council Coordinator

	Comments
Mission Responsibility	The Finance Coordinator is responsible for advising the council on appropriate accounting and fiduciary procedures and policies and, in cooperation with the Treasurer, preparing the budget for the coming fiscal year.
2018 Highlights	<ul style="list-style-type: none"> • Assisting with the re-alignment of accounting system • Research and construction of an extensive Financial Policies and Procedures Manual to guide all staff and church groups in the proper and responsible handling of all congregational accounts. • Unification of all congregational and church group accounts.
2018 Challenges	It is a complex task to amass income and expenditure information from all ministries and sub-groups.
2019 Hopes	<p>As we will continue to refine and monitor all income and expenses, it is our hope to provide a single congregational budget that is ALL-INCLUSIVE.</p> <p>It is likewise our intention – once having established a fully unified budget - to have a formal, external audit of all the church's financial affairs conducted by an outside CPA firm.</p>

Annual Ministry Report - 2018



Ministry/Department	Children's Ministries
Reported submitted by	Helen Colson-Carr, Council Coordinator

Mission Responsibility	<p>The focus of the Children's and Family Ministries at American Lutheran Church is to nurture the minds and hearts of children, and to provide support for their families as they participate in our programs and church services. The ALC ministries of 2018 include:</p> <ul style="list-style-type: none"> • Kid Connect: Sunday School provided weekly to students pre K through 4th grade. • Child Care: nursery care, provided on Sunday for traditional and contemporary church, and as needed for additional programs provided by ALC. • VBS: An annual vacation bible school program provided to the community for a week in early June. • Preschool: A preschool providing Christian Education for children prior to school age. Held at ALC weekly following the PUSD calendar. • Family Ministry: This ministry was added in 2017, carried over and incorporated into the Children's Ministry in 2018. <p>Confirmation: A class held to confirm youth into the Lutheran Faith, meeting weekly following the school calendar.</p>
2018 Highlights	<ul style="list-style-type: none"> • Kid Connect: This is the Sunday School program offered by ALC during the 10:30 worship times. This year, the 3- year program "The Gospel Project" was completed with the retirement of director, Debbie Smith. When Debbie retired in June, a new director was hired - Tricia Sokoloski. Kathy Lilley stayed on as Assistant Director. Tricia and Kathy incorporated the new study: "Dig In" which is also a 3- year study of the bible with 3 separate themes for each year. This year the theme will be the life of Jesus. It's by the same wonderful company as The Gospel Project which assured them it would be a program of quality. As the school year ended in May, enrollment was around 16 students weekly. They took a summer break, while continuing to provide weekly lessons, and planned the new

<p>2018 Highlights</p>	<p>school year. Over the summer, they incorporated the new program and hired more teachers to lead classes on Sunday. When they began in September, attendance rose to between 14 and 26 children each week. In addition to the lessons, Julie Wilson, Sandra Sherman, and Nicole Franetovich volunteered to stay on as teachers. Dick Morgan’s wonderful puppet ministry, <i>“The Good New Puppets”</i> was added to the program, once a month. Many changes were planned – Tricia decorated the stairwell leading to the children’s area from the upstairs area with the purpose of making the transition cheerful and welcoming as families came downstairs. Information racks with flyers, newsletters, and pertinent family information were added to showcase Kid and Family Events. New bulletin boards were put up highlighting the themes being studied. A Kid Connect Check-In Table was ordered to use the laptop for easy parent check in. Plans were made for the children to perform in the church service, as they did this fall. As of this month the registered enrollment has risen to 50+, with approximately 24 regularly attending each week! Along with the bible study curriculum, <i>Bible Bucks</i> are given to the kids as motivation to memorize bible verses, and to reward positive behavior. They can then spend these on items in a special treasure box. This month the set for the room has been on Bethlehem as the children study the events leading up to, and including the birth of Jesus. Plans are in works for the kids to perform again at the church services in January.</p> <ul style="list-style-type: none"> • Child Care: Childcare has been provided each Sunday this year, along with all of the special events at ALC that need their service. • VBS: This year the Vacation Bible Study theme was <i>“Shipwrecked: Rescued by Jesus”</i>. Along with Debbie and Kathy, many volunteers helped build an amazing set in the Fellowship Hall. There was the usual check-in and meeting of all of the kids leading into the theme for the day, the mission goal, and the songs led by a team. There was Science Fun (Kathy Lilley is always amazing creating the science lessons!), team-building games, bible songs, and snacks. Kids experienced the bible through interactive drama. They learned a bible point each day: <i>When you’re lonely and powerless, worried or struggling, or if you do wrong, JESUS rescues!</i> The <i>“Good News Puppets”</i> performed each day highlighting the themes in wonderful skits written by the amazing and talented Dick Morgan. Also, the teachers helped the kids look for evidence of God in their lives each day with “God Sightings”. An offering was taken each day for HOPE CLINIC in Guinea, West Africa. The donation helped provide dental and medical care to some of the poorest children and families in that area. This year the children raised \$543!! This was the last event for outgoing director, Debbie Smith. She and Kathy Lilley planned and created a wonderful week of bible growth and fun. In addition, Tricia Sokoloski manned a table each day providing coffee, donuts, fruit, and ALC information on 3 planned family events. It was an amazing week – the enrollment was 225 kids, 35 volunteers, and 70 youth crew leaders! • Preschool: The preschool at ALC is led by Director Lori Barbe. She and
------------------------	---

<p>2018 Highlights</p>	<p>her team of teachers provide an intentional educational program with a wonderful and diverse curriculum, special projects, family activities, worship time, and outreach to the community. One of the programs that the preschool took on this year is RAISING A READER (RAR): This early literacy program previously provided by Yavapai College is a grant run program expired this year for YC. The College transferred their RAR license to ALC, mentored the staff on the hosting of the event. The Pre-K classes participated in the program Feb-May. Lori shared that the staff was very excited and honored to be able to host this program at the school. ALC Preschool is the only school in Prescott to offer it. As part of the program the students began going to the library and each earned a library card. Lori reported that their goal was for the families to familiarize themselves with the library and carry over the goal of helping their child become an independent life-long reader. At the end of the school year a graduation ceremony was held for the students going on to Kindergarten. Pastor Jack, David Sherman, and Vonna Reynolds participated in the ceremony. Over the summer, as enrollment came in, it was Lori's goal to increase the enrollment from 66 students of the previous year. As of today, that enrollment has risen to 74 students! Chapel and Music – this year Tricia Sokoloski has added her teaching and musical talents, and they are very appreciated. She will also take over the Spouts Choir in January, with the retirement of Sandy Jepson. Outreach – One of their ministries is to Samaritan Village and the residents. They take monthly field trips there and include the residents in different activities including crafts, gardening, and a costume parade in October. Operation Christmas Child, through Samaritan's Purse, involves the classes filling one to two boxes and then delivering them to Calvary Chapel. In November a pie social was held with David Sherman and Tricia Sokoloski leading a Thanksgiving program. Attendance was around 200. That month the students also made cards or crafts for our veterans, and the teachers delivered them to the Veteran's Day Parade held downtown. These are just a few of the programs that are provided through the ALC preschool. For a more extensive listing, please read the preschool report by Director Lori Barbe.</p> <ul style="list-style-type: none"> • Family Ministry: This ministry was incorporated into the Children's Ministry at the time of the change in leadership of Director from Debbie Smith to Tricia Sokoloski. The goal of this ministry is to grow the membership of adults and families here at ALC, and to provide quality programs and events. When Tricia came on board, she presented us with a list of monthly events she already had planned for 2018 and into 2019. She began by hosting a table at VBS where she provided registering parents each day with refreshments and information about ALC and the family programs planned. She spoke with many families, and our new ministry began. In addition, she made herself visible during Sunday services, she made posters, fliers, added events to our website, and
-------------------------------	--

<p>2018 Highlights</p>	<p>advertised in the paper and on Radio Shine in the community. The first events planned were: “Gold Bar Ranch Lake Day” held on Friday, June 29. This was a fun filled day for families, and was a big success with around 50 people in attendance. In July an event, “Granite Creek Family Get-Together” was held. It was a BBQ and included family kick ball games and bouncy houses. It was very well attended. There was a Family Camping Trip held in July at Zion Natl Park. On the August 5th kick-off Sunday, there was a mini-carnival downstairs and out on the grass. They provided lunch (managed by Jaime, Jerry, and Dan Olsen), games, face-painting, cotton candy, prizes, and bouncy houses. The kids had a great time. In addition, some of the 4th – 8th graders lent their help as aids in the classrooms as well as with the songs. Their presence acted as both an encouragement to the new kids, and as behavior/class management for the instructors. In October, Tricia planned a huge community event called “Trunk or Treat” where different people opened their cars and provided Halloween treats in a safe environment for kids. There were ponies, and a tractor hay rack ride around the property, bouncy houses, and a raffle for a complete Thanksgiving meal. Many of the ALC ministry leaders provided their cars, along with other preschool families. It was very well attended, and proclaimed a huge hit. More events are being planned.</p> <ul style="list-style-type: none"> • Confirmation: This year 6 young members of our congregation were confirmed into the Lutheran Faith. The class was led by Pastor Erich Sokoloski.
<p>2018 Challenges</p>	<ul style="list-style-type: none"> • Children’s/Families Ministry – As we changed leadership from just the Children’s program, we changed the focus and job description of the Children’s Ministry to include Family Ministries as well. An extensive job search ensued led by Pastor Jack Shannon, Eva Janckila, Kris Foster, and myself. As we developed the job description, Pastor Jack commented on how daunting the job had become. We realized we needed someone with a tremendous vision, and amount of energy! When Tricia Sokoloski was interviewed, she ticked off all the boxes, and it was clear she was the best person for the job. With Kathy Lilley continuing on as Assistant Director, we felt assured that it would be as easy a transition as possible given the circumstances. • Child Care: The focus of providing good, quality care each Sunday continues to be a challenge. Circumstances change for students hired, as their plans change. Many people do not want to work during the worship times, preferring to spend the time with their own families. Tricia and Kathy constantly work to provide people of good character and dedication. • Preschool: One of the challenges this year was increasing the safety of the students. The outer door was secured with an entry chime that has to be

<p>2018 Challenges</p>	<p>opened by a staff member. The inner doors are now all equipped with a code that has to be entered for the opening of the doors. A fire inspector came and suggested adding fire extinguisher signage. Immunizations – Lori works carefully with the parents to ensure that all students are up to code on their required immunizations. It was determined that the cost of cleaning the aging carpeting was prohibitive, so new carpeting was ordered. However, after instillation, there were problems in snagging. The company came and made repairs. It was determined that the quality of the carpet was low – it was what their budget could afford, but was not of a good quality. They are being careful with it at present. On the playground, some of the equipment rusted and came loose. Larry Fagan, along with members of the ALC R&R group diligently worked to make those repairs, and now the equipment is safe and beautiful!</p>
<p>2019 Hopes</p>	<p>In the coming year, I would like to see the American Lutheran Preschool continue to thrive and grow. In addition, Confirmation: As our attention to growing families within the body of ALC has become paramount, we would like to see the number of youth increase in the confirmation class. Child Care: That more adults would step forward willing to help out in this important part of the service that ALC offers its members. Ideally, enough adults so that Tricia and Kathy have subs available. K'Motion – that our after- school program will be revitalized. Family Growth: That the tireless efforts of so many working on this effort continue to be blessed and encouraged by the increasing numbers. Kid Connect: That God will continue to bless our dedicated leaders as they lead this wonderful program along with our enthusiastic volunteers. Also, that there will be continued growth in the number of children and families participating.</p>

Annual Ministry Report – 2018



Ministry/Department	Adult Education
Reported submitted by	Susan Hutson, Council Coordinator

Mission Responsibility	<p>The Adult Education Committee is committed to the teaching of God's Word through classes and groups dedicated to the study of the Bible. In this way, we come to understand God's Word and learn to live our lives in obedience and faith serving others as God has commanded. The Adult Education Ministries of ALC are varied and include Men's and Women's ministries, small group studies, Adult Special Needs studies, Sunday morning education hour, and the Library including its book clubs.</p>
2018 Highlights	<p>Women's Ministries include <u>Women of Wisdom (WOW)</u> a non-denominational Wednesday morning ministry. This ministry is thriving and growing. At the present time approximately 200 women enroll for each of its three 8-week sessions. <u>Deborah Circle</u> This group meets once a month on the 3rd Tuesday during the day. They completed <i>Mirror, Mirror</i> by Susan Senechal and will begin another of her books in the new year. <u>Monday Night Women's Bible Study</u>. This group continues to meet on Monday night. Their studies usually consist of DVD studies.</p> <p>Men's Ministries include <u>Crossfire</u> an early Thursday morning Bible study for men. It is non-denominational drawing men from many churches in the Tri-City area. The ministry is growing and thriving. <u>Good Book, Good Men</u>, a Thursday morning Bible study which meets later in the morning for those men unable to meet at 5:45. This year they completed a 24-week study course on Martin Luther and his effect on Christianity. Currently they are studying the History of Christianity in the Reformation Era. In the coming year they will begin to focus more on bible discussion. <u>Ignite</u>, a small group-based bible study. Both men and women take part in the groups and most of the meetings are held in individual homes. A new group is</p>

	<p>the process of forming in the Prescott Valley/Dewey area to accommodate those living there.</p> <p>Other Ministries include <u>Friendship</u>, a weekly study group for those with Special Needs. In addition to Bible study, they discuss the previous week's sermon. The members take part in various community service projects and serve as ushers and acolytes during worship. <u>Connections</u>, a Sunday morning adult study hour. Typically, three classes are offered at each of the three 8-week sessions. One class is a Bible study, the other two can focus on books to promote spiritual growth and understanding. <i>How to Read the Bible for All Its Worth</i> and <i>The Screwtape Letters</i> were two of the books studied this year, <u>Library</u> continues to serve the needs of the congregation. This year 404 books were donated, 18 DVD, CDs and audiobooks were also donated. In addition, 295 volunteer hours were also served. The addition of DVDs (movies) has proven to be very popular as well as the availability of the library cart on Sunday mornings.</p>
2018 Challenges	<p>Lack of leaders for the Sunday Bible studies.</p> <p>Increasing the number of participants in the Connections classes.</p> <p>Finding rooms for all the ministries to meet continues to be a challenge.</p>
2019 Hopes	<p>Expanding the number of and participation in all small group studies.</p> <p>Providing more opportunities for young adult and family studies.</p> <p>Establishing an ongoing Sunday Bible study not restricted to the three 8week sessions of the regular Connections classes.</p> <p>Providing mid-week classes.</p>

Annual Ministry Report - 2018



Ministry/Department	Membership Growth and Support
Reported submitted by	Candi Shively, Council Coordinator
	Comments
Mission Responsibility	To endeavor to create a welcoming and loving atmosphere to all visitors and new members. To ensure that all pertinent personal information is collected from visitors with an expeditious and personal follow up to acknowledge their visit. To make every effort to see that all members of the Congregation are utilized in the workings of the Congregation according to their God given skills and talents. To strive to make certain that every person who attends ALC is loved and treated with the respect that Christ has directed through His Word.
2018 Highlights	<p>First Impression Team: The ushers and greeters have received training to better welcome our visitors. We are receiving many more visitor contact cards. These are followed up by a letter and a personal phone call.</p> <p>Rock Solid Families: Families met at The Rock this past spring during Connections Hour. This was a time for families with children to have a “connection time”. The scripture verse or story was presented in a drama by varying families each week. Related songs were also taught by the presenting family. Then each family had an activity to complete together that also related back to the scripture base.</p> <p>It was a wonderful time of fellowship within families and also getting to know other families as they ate, sang, prayed and fellowshiped together. There was an average of 25 adults and children in attendance.</p> <p>Rally Day: We had a Rally Day to celebrate “Back to Church” in the fall. The main part of our celebration was focused on the anniversary of Pastor Jack’s ordination 25 years ago. We had a BBQ with lots of yummy food and fed over 200 people. Everyone in attendance appeared to be having a great time visiting, watching football and eating!</p> <p>Hand in Hand Widow’s Support Group: (Dee Finn and June Poe, contact) These ladies support each other through prayer, phone calls and cards besides meeting monthly for lunch. They are always open to new members.</p> <p>Cursillo: (Joneen and Robin Fries, contact) Through a Cursillo weekend and through His grace, Christ touches a person who is open to a personal relationship with Him in a special way. One couple was able to attend and enjoy a Cursillo weekend this year.</p>

2018 Highlights	<p>Young at Heart (YAH): (Pastor Don McMillan, contact) A fellowship lunch and informative/entertaining program for seniors, which meets approximately eight times a year. This group provides ALC and community seniors a wonderful time of fellowship.</p> <p>Care Partners: (Pastor Don McMillan, contact) This caring ministry is carried out wherever it is needed. People are visited in homes, hospitals and long-term facilities. Funerals are planned and conducted, along with grief support. This gifted ministry touches lives in ways that most of us will need and appreciate one day.</p>
Challenges 2018	<ul style="list-style-type: none"> ● Identifying our visitors and making sure that we contact them in a timely manner. ● Cursillo was unable to offer Triosh for teenagers as they had expected. ● YAH is in need of new and additional volunteers in the coming year to continue to minister on a monthly basis.
2019 Hopes	<p>Hand in Hand Widows Support Group: We welcome new members when they feel the time is appropriate for them.</p> <p>Cursillo: They are planning to take some teens to Triosh this January and some adults to a Cursillo weekend in March.</p> <p>YAH: More volunteers.</p> <p>Our hopes in the coming year are to find more and better ways to welcome and support (develop relationships) with those who are new and those who are not new. Similar to our relationship with Christ, the more we fellowship with Him, the better we know Him. As we develop our relationships with fellow believers, it will help us to grow and develop closer relationships within the body of Christ. Spiritual maturity and physical church growth are our goals.</p>

Annual Ministry Report - 2018



Ministry/Department	Property & Assets
Reported submitted by	Larry Fagan, Council Coordinator

Mission Responsibility	The management of maintenance and improvements of ALC owned buildings and all property belonging to the Congregation.
2018 Highlights	<p>R&R Assisted with taking down the Christmas decorations, storage and painting in the Fellowship Hall. They helped with the numerous renovations, painting and cleanup at the Rock. This work continued for 7 months. Eva Janckila was a huge driving force for this effort. Numerous small maintenance items in the Sanctuary were repaired. Holes were patched that hornets were making nests in outside the Sanctuary. The wall by the Music room, which was patched due to the new music storage racks, was sanded and prepared for paint. Installed foam to fill a gap under flat roof fascia where squirrels got inside the wall of the Sanctuary. Moved two wheelbarrow loads of gravel from Storage Shed area to landscape above Preschool playground. Fabricated and installed 2 additional "feet" on Preschool fence to stiffen it. Painted the outside step with a yellow stripe and repainted the step transition from the parking to the front entrance at the Rock. Installed a new lever type door handle, due to lack of clearance for your hand with the current knob, on the front door at The Rock. They worked on multiple water leaks in and around the Columbarium. They scraped and repainted the red No Parking curbs on the upper parking lot. They moved furniture in the Preschool so the carpeting could be replaced. The Preschool playground equipment was repaired by replacing the slides and platforms. R&R did the work to save some money and it turned into a huge job. Thanks go out to all that helped on this project. Installed disposal in Preschool kitchen. Power-washed Sunday school equipment. Roto-tilled Pre-school playground (No sand added this year). Teen's Closet landscape was cleaned up and weeds cut. They helped with the Walk Through Bethlehem set patching and painting and setup and teardown. They installed fiberglass batts above the dropped ceiling on both sides of the folding wall between A2 and A3 to reduce the noise transmitted between the two rooms when they are using both sides for classrooms during WOW.</p>

2018 Highlights	<p>The Fellowship Entry Hall and Bathrooms were completed. Two new drinking fountains were replaced. Found two leaks in the dry sprinkler system downstairs by the stairway from the Fellowship Hall and in the Preschool. Ed sorted thru the large number of partially used paint cans in the store room, threw out most of them and organized the remainder. Started work on updating the speakers and mixer, and installing a Digital Signage Screen in the Sanctuary. A screen door has been installed on the kitchen's outside door. New carpet was installed in the Preschool. There have been some issues with snags and pulls. This needs to be watched to see if the repairs have fixed these problems or if it needs to be replaced. The entire parking lot was crack sealed, seal coated and restriped. Impact resistant Window tint was installed on the Preschool doors and sidelights. New shades were installed on all the preschool windows. Legacy Roofing has patched the leak above the closet in the Parlor. They repaired the leaks in the Fellowship Hall and Pantry in the kitchen. There was another corrosion leak in the fire sprinkler pipes. This is the third one in about 6 to 7 months. I don't know how big of an issue this may turn into in the future. It is a major job to remove and replace just a single piece of pipe due to many things in the way. Other areas could be much worse, depending on the location. This may be the limit of problem areas or the entire system could be a problem in the future. The Council decided to accept the handicapped assessable van donation from Good Sam.</p> <p>Participated with the Building Committee to refine the scope of the work, coordinated with architects on their proposals and review of those proposals. The committee was disbanded and a new scope of work was started.</p>
2018 Challenges	Dealing with the uncertainty regarding the building fund and budget. This delayed remodeling the bathrooms across from the office until next year.
2019 Hopes	<p>The continuing leaks in the fire sprinkler pipes may turn into a very large issue. Monitoring the new carpet in the Preschool to see if the snags and pulls are fixed. Finishing the AV update in the Sanctuary.</p>

Annual Ministry Report - 2018



Ministry/Department	Youth
Reported submitted by	Eva Janckila, Council Coordinator

	Comments
Mission Responsibility	The Coordinator of Youth Ministries works together with the Youth Director to develop, implement and evaluate programs that will attract young people for both scripturally sound teaching and worship as well as wholesome, social interaction and mutual support.
2018 Highlights	<p>At the beginning of 2018, we formed a search committee to find a new Director of Youth Ministries. In the interim, our mission was to keep the youth program stable and growing. It was a challenging time and it became evident that God was leading this whole process. It is with great joy, that I can report that our youth program stabilized and began to grow. In January of 2018, at our first volunteer-led gathering, we had 10 students (6th - 12th grades) in attendance. By summer we were averaging around 30 youth. We had numerous volunteers who generously gave of their time and talents to feed the youth and lead them in worship and discussions. Thank you to everyone who worked diligently to serve at the Rock during this time.</p> <p>In the spring, David Sherman led a youth mystery trip which was well-attended. We took the children to California where they experienced the water park at Great Wolf Lodge, they visited Downtown Disney, enjoyed Sea World, the San Diego Zoo and a few nights at a beach house in San Clemente. Each evening the youth would gather for devotions and games. It was a time of unity and growth for our youth. They came back with deep friendships and this has set the tone for the year.</p> <p>Our youth meet at the Rock, which is a remodeled home across from Prescott High School. It has classrooms, a game room, a couple fellowship areas, basketball court and more. The facility needed repairs and a good cleaning. Last spring, with the help of many volunteers, we painted, hauled trash, repaired holes, cleaned, created two classrooms out of one room, purchased new furnishings etc. Many thanks to all who helped with this. It was a big project and the outcome was well-worth the effort.</p> <p>In late summer we were blessed to find and hire a Director of Youth Ministries, Tony Clark. He comes with years of experience and it has been wonderful to have someone so capable leading our youth program. Tony has</p>

2018 Highlights	<p>been getting to know the children, their families and ALC before making any significant changes. At this time, the combined youth are still meeting on Wednesday evening but this most likely will be changing. Our youth group has continued to grow and now has over 40 children attending weekly. It's beginning to feel a little crowded and, as you'll see in Tony's report, we will need to split the group up by ages and have them gather on different days. There will be changes. It's an exciting time for our youth program.</p>
2018 Challenges	<p>Obviously by not having a full-time Director of Youth Ministries for a large part of 2018, we were challenged significantly. For instance, in 2017 we had four youth activities scheduled weekly. The 5th - 6th grade children would meet on Wednesday afternoons, the 7 - 8th grade on Wednesday evening, the 9 - 12th grades on Tuesday night and the college students gathered for coffee on Mondays. Since the youth program was volunteer led as we searched for a new director, we needed to simplify the program and were only able to hold one combined youth night for all ages on Wednesday evening. Despite this, the number of youth in attendance continued to grow. With the new Director of Youth Ministries, the schedule will be changed to better accommodate the different ages.</p>
2019 Hopes	<p>It is our prayer that our children will continue to be fed spiritually and that youth in our community who need a church home would find it here at ALC. This year, we hope to split the youth group up by ages so they can be led in age-appropriate lessons. Tony Clark is still getting to know ALC and our families here. He needs the time to adequately evaluate what needs to be improved. It is an exciting time and we're looking forward to what God will be doing for youth program in 2019!</p>

Annual Ministry Report - 2018



Ministry/Department	Stewardship
Reported submitted by	Polly Lamkin, Council Coordinator

Mission Responsibility	<p>The Coordinator of Stewardship and Missions directs the planning and implementation of the annual Stewardship drive – educating members on the needs of the congregational ministries and encouraging pledges to meet those needs. The stewardship team also handles any major special campaigns that may arise. The Stewardship Coordinator provides oversight for the Benevolence Committee and the Endowment Board. The Benevolence Committee is responsible for the distribution of ALC's tithe (10%) from the general fund under the supervision of the ALC Church Council. The ALC Endowment Fund was created to encourage and facilitate members giving of gifts during their lifetimes and at their deaths, which will perpetually benefit the church in its ministries. The Endowment Committee strives to ensure that the funds are utilized for the purposes which are consistent with other church ministries and disbursements are made to ensure the perpetuity of the fund's assets.</p>
2018 Highlights	<p><u>Stewardship</u>: The 2018 Stewardship campaign followed the NALC <i>Stewards of God's Influence</i> Program. The campaign ran three consecutive weeks with Commitment Sunday on Oct. 28, 2018. To date we have received 235 commitments. This means that 43% of possible giving units have pledged. Pledges are up from 216 in 2017. The key to the increase, I believe, was the testimonies from ministry partners and what ALC giving has done to change lives. The year of prayer and the Stewardship prayer chair, Becky Shields was also a factor in our success. Thank you, prayer warriors.</p> <p><u>Benevolence</u>: The Benevolence Committee is responsible for distributing 10% of the funds we receive to continue God's work in our community and beyond. Each quarter the team appropriates funds according to the needs of the ministry recipients and includes review of additional requests for funding which is usually given "off the top" before funds are then distributed. Lindsey Mills and John Dunkel joined the team. See Lenna Erickson's full report in the Benevolence Committee Annual Report.</p>

	<p><u>Endowment</u>: The Endowment Board reviewed and approved funding requests for the following organizations in 2018: Worship in the Park, Teen's Closet, Agape House of Prescott, Celebrate Recovery. See also Dave Helgeson's Annual Report.</p>
2018 Challenges	<p><u>Stewardship</u>: Our challenge annually is to implement a stewardship campaign that is engaging and effective. We present biblical stewardship based on the tithe. This year's program, <i>Stewards of God's Influence</i>, emphasized time, talents, treasures and testimony with emphasis on testimony. We increased our number of pledges by 19. That is an 8.8% increase in pledges in 2018 over 2017.</p> <p><u>Benevolence</u>: See Lenna Erickson's Annual Ministry Report.</p> <p><u>Endowment</u>: A challenge to find a new board member was met. Jason Lord has joined the Endowment Board. The challenge to educate the congregation about Endowment continues to be a challenge. Quarterly Live Wire articles are being published. See also Dave Helgeson's Report.</p>
2019 Hopes	<p><u>Stewardship</u>: The stewardship team will plan the annual campaign and hope to inspire more members of our congregation to participate in the campaign and to have them view stewardship as an expression of spiritual understanding and growth in faith. We will use the NALC prepared stewardship campaign which is usually available in the August timeframe. Dr. Eugene Grimm is a part of the creation team of the annual program.</p> <p><u>Benevolence</u>: See Lenna Erickson's Annual Ministry Report.</p> <p><u>Endowment</u>: Continued evaluation and distribution of funding requests following the Endowment Board's charter. See Dave Helgeson's Annual Report. Sent from my iPad</p>

Annual Ministry Report - 2018



Ministry/Department	Financial Secretary
Reported submitted by	Roger Brammer

	Comments								
Mission Responsibility	<p>The duties of the Financial Secretary include: recording all contributions made to American Lutheran Church, reporting to registered contributors their giving on a quarterly basis, maintaining records of the pledges made during the annual stewardship campaign, and based on those pledges and historical giving records projecting income figures used to prepare the annual budget.</p>								
2018 Highlights	<p>The fall stewardship campaign yielded 236 pledges to the General Fund as of December 21, 2018. According to our Director of Administration there are 497 envelope numbers assigned for 2019, which means that 47% of our member families have pledged to the work of the Lord through their church.</p> <p>In projecting the church's income for 2019 the following assumptions were made:</p> <ol style="list-style-type: none"> 1. Non-pledgers will continue giving the same amount as in the previous twelve months. 2. Loose plate offerings will equal amounts received in the prior twelve months. 3. Those who gave using the special envelopes (Christmas, Lent, Easter, etc.) in 2018 have included that amount in their 2019 pledge. 4. Those who made designated gifts to budgeted ministries in 2018 have included that amount in their 2019 pledge. 5. All 2019 pledges will be totally realized. <p>The following income projections for 2019 do not include income from charges for services, earned interest, fundraisers, restricted and pass-through contributions:</p> <table> <tr> <td>Pledged to General Fund</td><td>\$1,164,747</td></tr> <tr> <td>Non-pledged to General Fund</td><td>368,129</td></tr> <tr> <td>Loose Plate offerings</td><td><u>80,455</u></td></tr> <tr> <td>TOTAL</td><td>\$1,613,331</td></tr> </table>	Pledged to General Fund	\$1,164,747	Non-pledged to General Fund	368,129	Loose Plate offerings	<u>80,455</u>	TOTAL	\$1,613,331
Pledged to General Fund	\$1,164,747								
Non-pledged to General Fund	368,129								
Loose Plate offerings	<u>80,455</u>								
TOTAL	\$1,613,331								

2018 Challenges	<p>When a family makes a financial pledge to the mission and ministries of ALC it is a commitment between them and God. History shows that those who pledge are faithful in their attendance at worship and in giving back to God what is already His.</p> <p>Our challenge as a congregation is to increase pledging participation through education and encouragement.</p>
2019 Hopes	<p>May God through the Holy Spirit lead us all to put our money where our blessings are.</p> <p>Jesus said in Luke 6:38</p> <p><i>“Give, and it will be given to you. A good measure, pressed down, shaken together and running over, will be poured into your lap. For with the measure you use, it will be measured to you.”</i></p>

Annual Ministry Report – 2018



Ministry/Department	Community Outreach – Jay Collier
Reported submitted by	von Bora Quilters - Christine Fite

	Comments
Mission Responsibility	It is our goal to use our crafting skills to spread the love of Christ by providing quilts for a variety of community organizations serving the less fortunate.
2018 Highlights	<p>In 2018 the Katharina Von Bora Quilters sewed and assembled 175 quilts. They were donated throughout the year to help the needy and homeless in Prescott and Prescott Valley as follows:</p> <ul style="list-style-type: none"> • Coalition for Compassion and Justice for the Warm for Winter clothes and quilts giveaway as well as their Christmas for the Kids giveaway. • The homeless at Hope Fest in the square. • Good Samaritan Society's Marley House and Willow Wind Care Centers • Stepping Stones Women's and Children's shelters • Children's quilts for the Yavapai Family Advocacy Center and the Linus Blanket Project <p>In addition, the group's members sewed and assembled 115 heart ornaments to be sold at the Hannah's Heart play presented by Diane Iverson of the Coalition for Compassion and Justice with the proceeds going to CCJ and the Prescott Unified School District</p>
2018 Challenges	As with many groups at American Lutheran, storage is problematic – especially for our quilts in progress and those awaiting delivery.
2019 Hopes	Our 2019 hopes would be to recruit additional quilters. In addition, to again donate the number of quilts given in 2018 or more.

Annual Ministry Report - 2018



Ministry/Department	<i>Teens' & Moms' Closets</i>
Reported submitted by	<i>Krystal Koons</i>

	<i>Comments</i>
Mission Responsibility	To provide free, new clothing, shoes and accessories to any quad-city area teen (boys and girls ages 13-19) in financial need in an effort to boost self-esteem; self-confidence; and encouragement to set and achieve goals for their future.
2018 Highlights	TC has moved from gently used clothing to having all new clothing. This helps to boost teens' self-esteem and self-confidence even more when they have a nice "boutique" to go to and pick out NEW clothing. This makes us at TC very happy to have reached this dream of ours. Most of this is due to Dan Koons at Prescott APS and his co-workers who have funds taken out of each paycheck and donated to TC.
2018 Challenges	We need more Lead volunteers to meet with teens as they make their clothing selections. We often have a waiting list of teens because we don't have enough volunteers. Many of us work full time jobs and can only help on a Saturday.
2019 Hopes	We would like to increase our number of Lead Volunteers to 10. We would also like to provide one or two \$500 scholarships to our teens who are planning on attending college.

Annual Ministry Report - 2018



Ministry/Department	Safety & Security Team
Reported submitted by	Earl Carpenter, Chairman

	Comments
Mission Responsibility	<p>The Safety & Security Team will provide recommendations for the physical safety and security of staff and congregation while present at the site of American Lutheran Church. Further, the team will: 1. Provide a safe and secure environment at American Lutheran Church that is conducive to the non-exposure of staff and congregation to potential harm caused by criminal assault. 2. Monitoring of behavioural issues to prevent church service disruptions. 3. Provide first response during emergency medical aid incidents at church services and activities. 4. Prevent loss by reducing purposeful damage, undesired entry, and property crimes. 5. Give preventative attention to accident control, fire prevention, and general safety issues. 6. Provide special security protection details and assistance related to threat assessment cases.</p>
2018 Highlights	<p>We started the year with 10 members consisting of retired Police/Fire/EMS/Military and one current Prescott PD Sergeant on the Safety & Security Team and in June we recruited two additional members, for a total of 12. Our new members are: Lannis Mills and Joel Nichols. (Note: There were only 5 team members when we implemented the Safety & Security program in December 2016)</p> <p>Our increased staffing now allows us to assign Safety & Security Team members to all Sunday Church Services</p> <p>Conduct monthly Safety/Security Team meetings to select, review and prioritize project status of pending goals and development of new training initiatives</p> <p>Meetings with Tony Senarighi, Solid Rock Christian Fellowship Church, Jay Wilcher, First Congregational Church, Bob Coulter, Granite Peak Unitarian Church and Ed Hume, St Luke's Episcopal Church to provide information and assistance with implementing a Safety & Security Team at their church's. These church representatives were referred to us by Prescott Police Department</p> <p>January 26th - Held meetings with Eva Janckila and Pastor Erich to review our on-site inspection of the "Rock" and subsequent written safety/security</p>

<p>2018 Highlights</p>	<p>recommendations in addition to, implementing training policy for staff and developing expectations for staff as well as parents and students for a positive and safer effect on the future program</p> <p>Our Safety & Preparedness Training Classes of the year was held February 17th and October 20th. (Note: To date this is a total of <u>104 ushers, greeters, child care workers, ministry team leaders, WOW members, staff, council members and the general congregation participating in the programs</u>)</p> <p>CPR/First Aid & AED Training Class held April 21st with 13 participants who received their First Aid and CPR certification cards. We're blessed to have Jeff Knotek as our CPR/First Aid & AED instructor for these classes who is also a member of our Safety & Security Team. Note: To date this is a total of <u>67 ushers, greeters, child care workers, ministry team leaders, WOW members, staff, council members and the general congregation participating in the program</u></p> <p>Provided eleven special security details at church sponsored activities</p> <p>August 3-4: - Nick Speliopoulos and Earl Carpenter attended 14th Annual NOCSSM Church Security Conference in Frisco, Texas at Grace Church. NOCSSM is a National Organization of Church Security and Security Management</p> <p>August 7th - Meeting held with Lori Barbe at Preschool to conduct a safety & security walkthrough inspection to confirm recommended security projects were completed and to address any new safety issues prior to school starting</p> <p>September 1st - Pastor Don McMillan serving as Safety & Security Team Chaplain providing pastoral care to our team and during crisis and emergency incidents</p> <p>October 16th - Additional security items reference August 7th inspection of Preschool were implemented to increase safety of students and staff</p> <p>November 19th - Submitted proposed policy and procedure regarding reporting allegations of sexual misconduct</p>
<p>2018 Challenges</p>	<p>Continue recruiting efforts for new qualified safety & security team members</p>

<p>2019 Hopes</p>	<p>Develop an operational safety & security plan for assigning team members to provide security details to 2019 Vacation Bible School Program similar to the “WALK Through BETHLEHEM” plan of 2018</p> <p>Schedule four training programs to review Safety Preparedness and CPR/First Aid & AED procedures</p> <p>Schedule special training program in January for WOW program leaders</p> <p>Through on-going training enhance state of safety/security awareness and preparedness to proactively reduce risks and respond to incidents of concern, so God’s work will continue to grow at American Lutheran Church</p>
--------------------------	--



Annual Ministry Report – 2018

Ministry/Department	Prayer Ministries
Reported submitted by	Becky Shields & Dee Isham

	Comments
Mission Responsibility	To undergird the ALC staff, the church council, the congregation and all ALC ministries and activities with prayer.
2018 Highlights	<p>At the annual congregation meeting in January we made a motion requesting that 2018 be declared the year dedicated to prayer. The Congregation passed this motion and thus everything we did was focused on increasing the prayer life of all who are connected with ALC. Some of the items that were accomplished as a result were as follows:</p> <ul style="list-style-type: none"> • The office staff created a bulletin board in the hallway and all at ALC were encouraged to write praise reports and post them on the board throughout the year. • The Prayer Team hosted a dinner & a movie night on 1/31/18 – showing the movie “The War Room” which is about prayer and spiritual warfare. An estimated 60+ were in attendance. • A prayer vigil was held in February focusing on wisdom and clarity to all those involved in filling open staff positions. • The Prayer Team and the W&M Advisory Committee submitted articles throughout the year providing prayer helps for the congregation • A Prayer & Healing Summit was held on 6/23/18 with Guest Speaker - Pastor Miriam Perry of Prayer Watch International. • Members of the prayer team attended the 67TH NATIONAL DAY OF PRAYER. • The prayer ministry was available for prayer during Worship in the Park. • The Pastors and Council agreed to hold a Service for Healing on 9/30/18. <u>This was extremely well received with many feelings personally blessed.</u> <p>The Pastors Prayer Partners luncheon was held on 10/16/18 with personal prayer time for all the Pastors and all staff members in attendance.</p>
2018 Challenges	An attempt was made to entice some who attended the Prayer Summit to serve in some capacity on in the various prayer ministries at ALC. We are still disappointed by the seemingly lack of church members to commit to any kind of involvement in prayer ministry. (Especially men).

2019 Hopes	To increase our efforts to visit other ministry programs to educate them on the importance of prayer support for the health and well-being of their ministries
-------------------	--

Annual Ministry Report - 2018



Ministry/Department	<i>Women of Wisdom</i>
Reported submitted by	<i>Lynda Kieckhefer, Director</i>


	Comments
Mission Responsibility	<p>WOW's vision is, <i>Growing Women in Christ</i>. Women of Wisdom is currently enjoying our 19th year in which we welcome women from all Christian denominations to join us during three eight-week sessions: Fall, Winter and Spring, and in which they experience a "spirit-lifting, faith-renewing, life-inspiring" program of Christian fellowship and Bible studies. WOW is responsible for maintaining a true Bible-based, Spirit-led Christian fellowship that feeds Christian women from all surrounding areas.</p>
2018 Highlights	<p>Women of Wisdom's Winter Session ran January 10 through February 28, 2018, with a total of 205 participants. We had 23 first time attendees.</p> <p>The Love Offering, taken once each session, is directed to ALC with the purpose of offsetting our ALC WOW budget for each year. The total Love Offering from the generous WOW ladies for Winter 2018 Session was \$1,462.</p> <p>The Spring Session of WOW began April 4 and continued through May 23. Once again, we registered over 200 ladies for second-hour classes and had many more attending first hour only, including 19 first-time attendees. Our Spring Outreach Project was Stepping Stones Shelter. WOW ladies donated items for over 50 purses filled with "goodies women like" and \$1,690 worth of gift cards for the ladies who need to come and seek safety at the Stepping Stones Shelter. WOW ladies also donated many children and baby items for the families. These donations are used directly by the women and families. Stepping Stones is extremely appreciative to American Lutheran and WOW for our support.</p> <p>The WOW ladies, who are from all denominations, are always extremely generous. Our Love Offering for the Spring Session was \$1,437.</p> <p>We began our 2018-2019 WOW season with our annual WOW Team Rally Day on August 22. The WOW Team consists of 25 dedicated and faithful ladies who serve the Lord through WOW. We spent a special day together and enjoyed this year's theme, <i>Launch Into Another Season of WOW</i>. Our vision, <i>Growing Women in Christ</i>, is foremost in all we do for Christ through the ministry.</p>


2018 Highlights	<p>The Fall 2018 Session of WOW began on September 12 as we began our 19th year as a ministry dedicated to <i>Growing Women in Christ</i>, with a record attendance of 241 ladies. The WOW Fall Session always brings in many new attendees, and we were blessed to welcome 35 new ladies on our first two week! Again, we registered 211 ladies for second-hour classes and had many more attending first hour only.</p> <p>Our Fall Outreach Project was Community Pregnancy Center. WOW ladies donated many items for their Baby Store as well as financial donations in the amount of \$2,151.</p> <p>The WOW ladies' generous donations to our Love Offering for the Fall 2018 Session was \$2,487.</p> <p>On the eighth week of Fall WOW, we had a costume contest, and many ladies participated in this fun event. We divided the costumes into categories, and Rachel Williams, Rita Brammer and David Sherman from the ALC Staff were the judges.</p> <p>Pastor Jack Shannon continues to be our ministry advisor. We are so very grateful for his leadership, guidance, and especially his confidence in the WOW Team and class leaders to be trusted with this ministry.</p> <p>It is with great praise and thanksgiving to God for this ministry. The WOW ladies are forever grateful to ALC for its continuing support, love and prayers. And we are so thankful for the faithful and generous ladies who attend WOW each session.</p>
2018 Challenges	<p>As WOW attendance continues to grow, we are continually challenged with the space to house all of the ladies who come. This, of course, is a blessing as we thank the Lord for bringing women to WOW who need to hear His Word!</p>
2019 Hopes	<p>We always hope that women who need to hear God's Word will continue to find WOW to be their vehicle for growing their faith.</p>

Annual Ministry Report - 2018



Ministry/Department	R&R Men's Ministry
Reported submitted by	Don Jepsen, Coordinator

	Comments
Mission Responsibility	 <p>The chartered purpose of this men's ministry is to:</p> <ol style="list-style-type: none"> 1. Provide for Christian men's fellowship 2. Provide weekly brief Bible study 3. Provide an opportunity for volunteerism and service to the church 4. Provide possible reduction in Church maintenance costs
2018 Highlights	<p>Once again, as another year draws to a close, the men of "R & R" have remained Resolute, Resilient and Remarkable throughout this past year in their consistent efforts towards Renewing, Repairing, and Renovating numerous areas within our ALC facilities: The many and varied projects this year were often shared and divided into teams of "The Rock' team," ALC Indoor Team", "ALC Outdoor team", and "Teens Closet" team for our 4 acre, 44,000 sq. ft. church property and more. These all have repeatedly been carefully and skillfully maintained/improved in countless ways of electrical, plumbing, carpentry building/renovating/repairing and painting needs as needed throughout the year as often requested by staff and/or ministry leaders.</p> <p>A few highlights that routinely kick-off the new year began with taking down all church Christmas decorations, following the putting up and taking down of the "Walk Through Bethlehem" sets/venues.; January, February, March and part of April saw multiple 'task-forces' of the " R & R" men devote countless hours and off-volunteer days to the nearly full renovation of "The Rock" facility, inside & out, renovating upstairs and downstairs almost totally in wall reconstruction, repair/painting/electrical and plumbing through much of the now multi-use and YOUTH facility. Select ministry leaders & some youth briefly joined in the early design & painting phase. Multiple tasks thru-out ALC, mostly in completing renovation of the Fellowship Hall entry and bathrooms, directed additional teams' efforts to that completion, along with kitchen updates and add-on repairs upstairs and downstairs, including partial sound-reduction.</p>

2018 Highlights	<p>Summertime tasks included scissors-lift rental review of front & rear sanctuary speakers in the ceiling for new replacements, and pew repairs, to completing choir room storage room reno-painting; also checking for fire-sprinkler and outside water leaks , to loving care and surface repair of Columbarium tiles, to rock removal for Pre-School and outside parking lot light pole matched painting to scraping/re-painting NO Parking curbs , plus re-visiting “Teen’s Closet” property for maintenance & upkeep, are but a few mentions to share in this limited space.</p> <p>And so, a tip of the “R & R” hat  to all the willing & hard-working men of our ALC’s “R & R” Men’s Ministry. Thanks, guys!</p>
2018 Challenges	<p>Numerous requests by those unaware of the focused scope of our charter, limited mostly to maintaining, repairing, refurbishing or renovating all ALC properties, often requires offering our regrets instead of any timely personal assistance. Also, Weather: God’s gift to Prescott’s usually lovely, but sometimes extremes of heat/cold temps, sometimes offers more care & consideration to selection of tasks.</p>
2019 Hopes	<p>Our men’s desire is to continue meeting the facility needs of those ALC requests forwarded to us in a hopefully timely fashion</p>



Annual Ministry Report – 2018

Ministry/Department	"Good News" Puppets
Reported submitted by	Dick Morgan, Coordinator

	Comments
Mission Responsibility	To be a tool for spreading the Good News of Jesus Christ to others by providing Christian puppet shows and skits within the American Lutheran Church congregation and within the Prescott Tri-City Community.
2018 Highlights	<p><u>ACTIVITIES ACCOMPLISHED FOR THE YEAR</u></p> <ul style="list-style-type: none"> • 34 Practice Sessions held • February 15 provided a Bible Story Telling Skit at ALC Cross Fire Men's Group • February 21 Puppet Mania Show provided at the Hozhoni Foundation for Special Needs group • March 23 provided a Community-wide Show "<u>Puppet Media</u>" at ALC (150 Attendance) • Easter Sunday April 1 provided a Musical Skit at ALC for Sunday School before Easter Egg Hunt • April 8 set up an informational booth at New Member Orientation Session • April 11 & 12 provided skits for ALC Pre-School Chapels • May 6 provided a Special Show for children (Toddler - 6th Grade) at the Rock • June 2 provided 2 skits at Sharlot Hall Museum at their Folk Arts Fair • June 4-8 provided 2 Openings Each Day (total of 10) for Vacation Bible School 9 & 10 am • June 11 provided 2 skits at Sharlot Hall Museum for their 90th Anniversary • July 19 provided a Bible Story Telling Skit at ALC Cross Fire Men's Group • August 5 provided a skit to reinforce the Bible Story for the day in Sunday School • August 12 provided a skit to reinforce the Bible Story for the day in Sunday School • August 19 provided a skit to reinforce the Bible Story for the day in Sunday School • September 2 provided a skit to reinforce the Bible Story for the day in Sunday School • October 21 provided a skit to reinforce the Bible Story for the day in Sunday School

2018 Highlights	<ul style="list-style-type: none"> • October 31 participated in the 1st Trunk or Treat Event at ALC • November 4 provided a Community-wide Show a "<u>Jump'in Jungle Safari</u>" at ALC (60 Attendance) • November 11 provided a skit to reinforce the Bible Story for the day in Sunday School • November 25 provided a skit to reinforce the Bible Story for the day in Sunday School • December 2 provided a skit to reinforce the Bible Story for the day in Sunday School • December 13 provided a Bible Story Telling Skit at ALC Cross Fire Men's Group • December 16 provided a skit to reinforce the Bible Story for the day in Sunday School <p>Provided 2 Free Community-Wide Puppet Shows at ALC (February 21 & November 4.) Also teamed up with the Sunday School Program to provide skits to reinforce the Bible Story for the day.</p>
2018 Challenges	<p>Currently have a team of 8 persons ages 11 through adult – 4 being non-congregational members.</p> <p>Recruitment of new members for the team.</p>
2019 Hopes	<ul style="list-style-type: none"> • Perform new Major Community-wide Shows at ALC • Continue with partnership with Sunday School • Seek to take shows to area churches <p>To have area churches and other organizations request performances by the team during the year. A greater appreciation and utilization of the ministry by the congregation</p>

Annual Ministry Report - 2018



Ministry/Department	Crossfire Men's Ministry
Reported submitted by	Dan Olsen

	Comments
Mission Responsibility	CROSSFIRE Men's Ministry "Connects Men to God and to Each Other" through a weekly gathering where we men, eat breakfast together, fellowship with one another and study the Word of God in a group setting. "CROSSFIRE'S" mission is to reach out to, relate to, and ignite men to become God's Men, living out God's purposes. At "CROSSFIRE", God builds relationships of Fellowship, Accountability, Integrity and Solid Biblical Truth.
2018 Highlights	In 2018, Crossfire took on a new method of deciding what scriptures to study by opening it up and letting the storyteller pick his own scripture each week, as we continue to use the "Bible Storytelling" method of study which we learned from Jim Putnam's "Real-Life Discipleship" Program in 2015. This has proven to be very popular with the men and the participation at "CROSSFIRE" is at an all-time high! Average attendance each week is about 60 Men! The discussions that take place are truly an amazing work of the Holy Spirit living in the hearts of these men! The men of "CROSSFIRE" also participated in a community-wide event in 2018 the "Get Real" Men's EXPO.
2018 Challenges	The Challenge has always been how to most effectively inspire men to get up "at the crack of dawn" on Thursday mornings in order to attend "CROSSFIRE". Many who have committed to this are glad they did but the main complaint is that "CROSSFIRE" is held to early. With that said, The Men's Ministry Task Force remains committed to the original time-fame that God gave to this ministry, believing that HE is in charge of it and that HE will inspire the men HE wants to be there, to be there. We, again, have looked at alternative times to hold "CROSSFIRE" but without "breaking bread together" during the delicious hot breakfast that is provided, "CROSSFIRE" would lose an important component to what God originally laid on the heart of its founder.

2019 Hopes	<p>2019 brings hopes of continuing to meet on Thursday mornings for breakfast, fellowship, “Bible Storying” and table group discussion. It is also our hope that God will send even more men to engage with us so they can work on getting into a healthier relationship with HIM. Our hope and prayers are that “CROSSFIRE” glorifies HIS purposes in the hearts of many men!</p>
-------------------	--

Annual Ministry Report - 2018



Ministry/Department	Endowment Fund and Board
Reported submitted by	Dave Helgeson, Treasurer

	Comments
Mission Responsibility	<p>The Endowment Board Purpose:</p> <ul style="list-style-type: none"> - The Board exists first and foremost for the donors. This professionally managed fund provides a place for people to give back to God, during their lifetime and at their death, with a fund that will perpetually benefit ALC and its missions. - The second objective is to build a fund that provides sufficient earnings for ministries without using principal. - A third objective is to provide funds for visionary purposes, with an emphasis on outreach ministries, internal ministries and capital improvements. It is not intended for maintaining the church or for supplementing the church's operating budget (3% – 5% is available for distribution annually, based on the performance of the fund).
2018 Highlights	<p>The ALC Endowment Fund maintains a conservative to moderate-conservative portfolio. Each year the Endowment Board goes through a risk tolerance assessment to determine asset allocations to best fit our goals, mission and objectives, as stated in our charter.</p> <p>The Board is made up of five elected ALC members who can serve up to two three-year terms. Present members are James Pena, Chairman; Beverly Goehring, Secretary; Dave Helgeson, Treasurer; Julie Darr and Jason Lord.</p> <p>The ALC Endowment Fund's Performance from January 1, 2018 to Dec. 31, 2018:</p> <p>The Fund's total value was \$603,803 on January 1, 2018 and \$559,434 on Dec. 31, 2018. This represents a decrease of \$44,369, after the Fund distributed \$13,608 during this 12-month period. The Fund is invested as follows: Approximately 91.8 % with Wealth Management Concepts; 6.3% with InFaith Community Foundation and 1.9% in our Checking Account.</p>

2018 Highlights	<p>Contributions to Fund during 2018: None</p> <p>Distributions from Fund during 2018:</p> <table> <tr> <td>Celebrate Recovery</td><td>\$1,800</td></tr> <tr> <td>Agape House of Prescott</td><td>\$2,000</td></tr> <tr> <td>Community Pregnancy Ctr.</td><td>\$1,608</td></tr> <tr> <td>Coalition for Comp.& Justice</td><td>\$3,000</td></tr> <tr> <td>Teens Closet</td><td>\$2,000</td></tr> <tr> <td>ALC Worship in Park</td><td>\$1,500</td></tr> <tr> <td>Kairos Outside of No. AZ</td><td><u>\$1,700</u></td></tr> <tr> <td>TOTAL:</td><td>\$13,608</td></tr> </table>	Celebrate Recovery	\$1,800	Agape House of Prescott	\$2,000	Community Pregnancy Ctr.	\$1,608	Coalition for Comp.& Justice	\$3,000	Teens Closet	\$2,000	ALC Worship in Park	\$1,500	Kairos Outside of No. AZ	<u>\$1,700</u>	TOTAL:	\$13,608
Celebrate Recovery	\$1,800																
Agape House of Prescott	\$2,000																
Community Pregnancy Ctr.	\$1,608																
Coalition for Comp.& Justice	\$3,000																
Teens Closet	\$2,000																
ALC Worship in Park	\$1,500																
Kairos Outside of No. AZ	<u>\$1,700</u>																
TOTAL:	\$13,608																
2018 Challenges	<p>Congregational awareness of the value and importance of this particular method of ministry support</p>																
2019 Hopes	<ul style="list-style-type: none"> - Identify more ministries to be funded by the Endowment Fund, on an on-going basis. - Work on making congregation more aware of opportunities to gift to the Endowment Fund. 																

Annual Ministry Report - 2018



Ministry/Department	<i>Celebrate Recovery</i>
Reported submitted by	<i>Dale & Vicki Sams</i>

	<i>Comments</i>
Mission Responsibility	Presentation of a Christ-centered 12-step recovery program to address hurts, habits and hang-ups
2018 Highlights	Increased attendance; testimony of a marriage turned around by this program
2018 Challenges	Having attendees to step up to leadership and commitment to serve
2019 Hopes	Maintain attendance numbers; add to leadership and attendees committed to serve

Annual Ministry Report - 2018



Ministry/Department	Community Meal
Reported submitted by	Becky Shields

	Comments
Mission Responsibility	Serve a meal to those in need and provide opportunities for our congregation to be involved. The congregation cooks and serves the meal. We show care and compassion to those in need.
2018 Highlights	We feed 40 + people most months and at the Holidays 70 +. The People that come are appreciative and thankful. Earl Carpenter and team are very supportive and helpful. Church members donated food, clothing and personal items. We also provide prayer, devotion and bibles.
2018 Challenges	Meal preparation and serving takes up most of the volunteer time not allowing for interaction with attendees.
2019 Hopes	Volunteers to visit with those whom attend

Annual Ministry Report - 2018



Ministry/Department	<i>Benevolence Committee</i>
Reported submitted by	<i>Lenna Erickson, Chairwoman</i>

	<i>Comments</i>
Mission Responsibility	The committee is responsible for the distribution of ALC's tithe (10%) which comes from the general fund of the church's annual budget. The committee prayerfully researches and selects ministries outside of our church fulfilling the Biblical mandate to preach the Gospel, care for the poor, the homeless, the hungry in Jesus' name, under the supervision of the Church Council.
2018 Highlights	<p>During 2018, an amount in excess of \$140,000 was distributed in support of external missions. Distributions are made quarterly, and we have the ability to respond to immediate needs when necessary. A one-time gift of \$1000 was given to Kairos Outside of Northern Arizona, a ministry to women impacted by incarceration. This ministry involves some ALC members. WE met last year's goal of adding two new members. Lindsay Mills and John Dunkel joined us mid-year and we are so grateful for their energy and wisdom. You, the congregation, have been so faithful in your stewardship in obedience to God, we wanted you to be able to see the increase in giving over the past five years.</p> <p style="text-align: center;">Benevolence Annual Totals</p> <p style="text-align: center;">2014 \$119,958.79 2015 \$134,477.83 2016 \$130,579.30 2017 \$145,733.55 2018 \$</p> <p>We are delighted to report a year end blessing, December 21, 2018, to one of our recipients, Prescott Valley Foodbank. A holy Spirit driven idea, we asked the men of Crossfire (and the women of MOPS joined in) to donate their amazing food offering, at the precise moment it was being loaded for delivery to the PV Foodbank. When calling the Foodbank at 12:20 pm to see if the connection could be made, the volunteer said, "They are here and unloading, this is such an amazing "God thing."</p>
2018 Challenges	We will continue careful screening of new requests for assistance, and continue research on current recipients that Biblical standards and prudent use of funds

	continues. We dropped on recipient when their use of funds became publicly questionable.
2019 Hopes	The committee continues to be humbled by the opportunity to serve ALC and the Kingdom of God in this way. We are looking forward to serving the local community in new ways.

Treasurer's End-of-Year Report and 2019 Budget

ALC Budget vs. Actual for 2018

	Jan - Dec 18	Budget	\$ Over Budget
Ordinary Income/Expense			
Income			
Transfers In/Out	0.00		
Charges for Services	50,733.03	46,895.00	3,838.03
Fundraisers	5,715.07		
Interest Income	15.48		
Draw from Fund Reserve	0.00	82,893.00	-82,893.00
Restricted Contributions	205,627.57	204,263.00	1,364.57
Unrestricted Contributions	1,506,687.94	1,411,592.00	95,095.94
Total Income	1,768,779.09	1,745,643.00	23,136.09
Gross Profit	1,768,779.09	1,745,643.00	23,136.09
Expense			
Capital Improvements - Building	31,306.08		
Benevolence	160,381.47	141,359.00	19,022.47
Contingency Reserve	0.00	0.00	0.00
Salaries & Wages	702,358.95	703,208.00	-849.05
Payroll Expenses	239,230.66	287,600.00	-48,369.34
Advertising & Promotion	19,727.32	19,164.00	563.32
Books, Manuals, Tapes, Music	32,237.55	20,254.00	11,983.55
Conferences, Seminars, Training	25,489.44	18,040.00	7,449.44
Council & committees expenses	722.28		
Dues and Subscriptions	9,735.81	10,910.00	-1,174.19
Flowers	4,412.67	4,850.00	-437.33
Food	31,502.13	37,455.00	-5,952.87
Insurance	28,808.00	27,430.00	1,378.00
Miscellaneous Expenses	1,562.63	100.00	1,462.63
Outside Services	145,100.55	123,285.00	21,815.55
Postage	4,422.96	4,878.00	-455.04

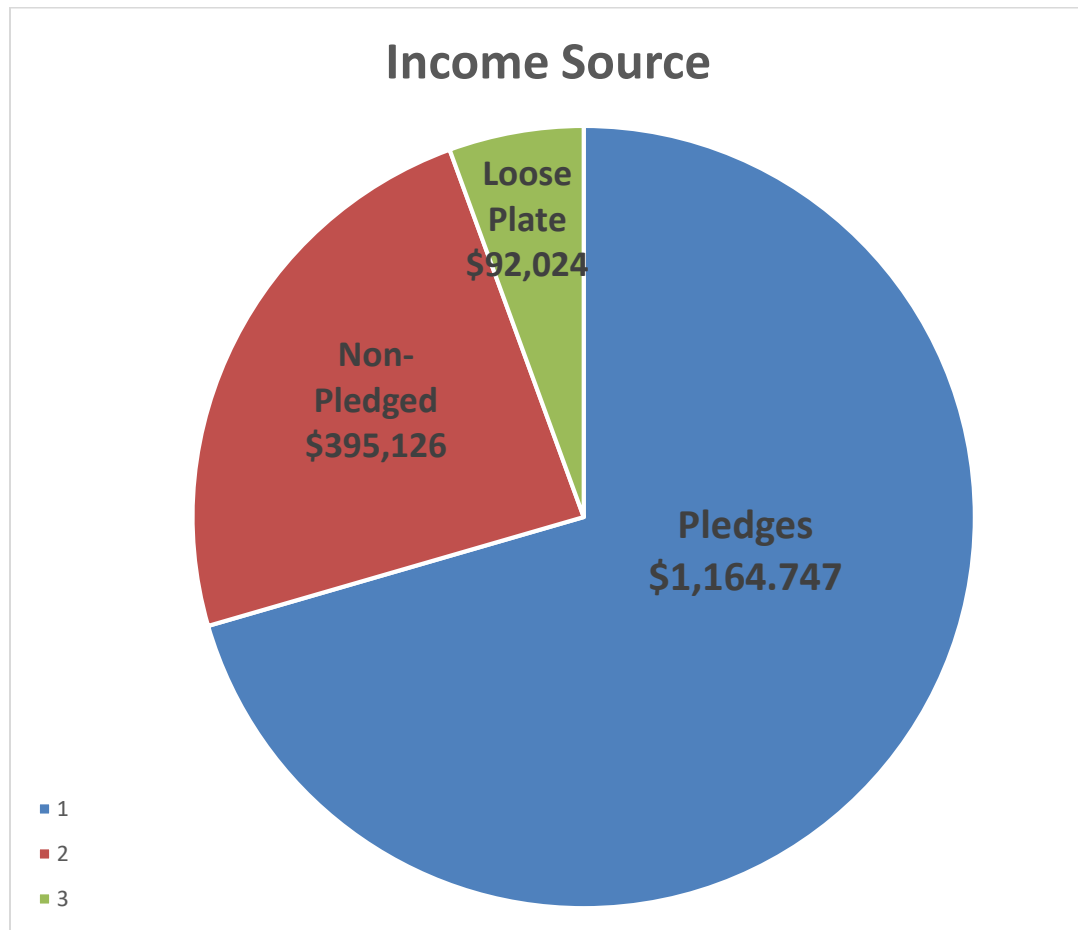
Printing and Copying	34,179.56	34,540.00	-360.44
Recognition & Gifts	2,143.12	3,300.00	-1,156.88
Rentals	1,169.30	2,350.00	-1,180.70
Repairs & Maintenance	56,146.88	179,260.00	-123,113.12
Retreats - Youth	13,598.03	13,905.00	-306.97
Safety & Security	1,018.36	2,000.00	-981.64
Supplies	108,075.92	77,346.00	30,729.92
Telephone	5,613.23	6,000.00	-386.77
Travel & Entertainment	1,750.98		
Utilities	42,159.67	44,840.00	-2,680.33
Vehicle Expenses	8,239.87	6,247.00	1,992.87
Capital Improvement - Equipment	13,610.52	2,800.00	10,810.52
Total Expense	1,724,703.94	1,771,121.00	-46,417.06
Net Ordinary Income	44,075.15	-25,478.00	69,553.15
Other Income/Expense			
Other Income			
Carryover from Prior Year	50,092.61	50,102.00	-9.39
Projected Carryover to New Year	0.00	-24,626.00	24,626.00
Total Other Income	50,092.61	25,476.00	24,616.61
Net Other Income	50,092.61	25,476.00	24,616.61
Net Income	94,167.76	-2.00	94,169.76

ALC Cash Balance Through 12/31/18

General Operating account	\$ 365,578.00	
Capital Improvement account	103,763.73	
Restricted non-budgeted account totals:		
WOW Grant		4,400.39
Columbarium		<u>50,872.42</u>
Total restricted non-budgeted	55,272.81	55,272.81
Petty Cash	100.00	
Cash on Hand	\$ 524,714.54	
Anticipated Draw for 2018 Budget Short-fall	\$ -	
Funds owed from Preschool to ALC	<u>\$ 12,932.75</u>	
Total Available Cash	\$ 537,647.29	
November 2018 Total Balance	\$ 487,737.89	

ALC Projected 2019 Income

<i>Income Source</i>	<i>Income Amount</i>
Pledged	\$1164747
Non-pledged Estimate	\$395126
Loose Plate	\$92024
Benevolence 10%	\$165189
Available	\$1486708
Budget	\$1486708
Total project income	\$1651897



Name of

Department/Ministry:

Budget Summary 2019

Person(s) Preparing Budget:

Jill Spasaro & John Porter

<u>MINISTRY</u>	<u>INCOME</u>	<u>EXPENSES</u>	<u>NET GAIN/LOSS</u>
			-
Administration	\$6,500.00	\$1,211,903.00	\$1,205,403.00
ALS Preschool	\$155,240.00	\$155,240.00	\$0.00
Caring Ministries	\$200.00	\$775.00	-\$575.00
Charity Knit	\$500.00	\$500.00	\$0.00
Childcare	\$0.00	\$9,130.00	-\$9,130.00
Celebrate Recovery	\$500.00	\$4,215.00	-\$3,715.00
Community Meal	\$0.00	\$3,975.00	-\$3,975.00
Connections	\$1,350.00	\$2,150.00	-\$800.00
Contemporary Worship	\$1,500.00	\$33,900.00	-\$32,400.00
Crossfire	\$7,150.00	\$8,500.00	-\$1,350.00
Cursillo	\$0.00	\$650.00	-\$650.00
Family Ministry	\$0.00	\$15,050.00	-\$15,050.00
K'motion- Afterschool clubs	\$0.00	\$2,325.00	-\$2,325.00
KidKonnct	\$0.00	\$8,898.00	-\$8,898.00
MOPS	\$11,660.00	\$24,293.00	-\$12,633.00
Music	\$13,350.00	\$28,307.00	-\$14,957.00
Music Start	\$4,800.00	\$9,050.00	-\$4,250.00
Passion for Life Fine Art	\$1,200.00	\$11,350.00	-\$10,150.00
Pastor/Good Sam Fund	\$10,000.00	\$10,000.00	\$0.00
Prayer Ministry	\$200.00	\$1,450.00	-\$1,250.00
Puppet Ministry	\$150.00	\$1,850.00	-\$1,700.00
Quilters	\$750.00	\$750.00	\$0.00
Repairs & Maintenance	\$0.00	\$95,090.00	-\$95,090.00
Safety & Security	\$130.00	\$4,000.00	-\$3,870.00
Special Needs	\$0.00	\$3,725.00	-\$3,725.00
Teens Closet	\$23,723.00	\$23,723.00	\$0.00
VBS	\$7,135.00	\$14,695.00	-\$7,560.00
Walk Through Bethlehem	\$5,000.00	\$8,100.00	-\$3,100.00
Widowers	\$0.00	\$182.00	-\$182.00
Worship Supplies	\$13,600.00	\$28,060.00	-\$14,460.00
WOW	\$6,000.00	\$6,960.00	-\$960.00
Young At Heart	\$2,835.00	\$3,330.00	-\$495.00
Youth Ministry	\$9,650.00	\$37,705.00	-\$28,055.00

TOTAL NET GAIN/LOSS**\$283,123.00****\$1,769,831.00****\$1,486,708.00**Submitted
by:

Jill Spasaro & John Porter

Date:

1/2/18

1	Administrative – Salaries and Benefits	\$973,818
2	Administrative - other	\$231,585
3	Children and Families Ministries	\$46,921
4	Worship Ministries	\$46,860
5	Outreach Ministries	\$12,490
6	Music Ministries	\$29,375
7	Building Maintenance, Repairs and Safety	\$98,960
8	Adult and Ministries	\$19,117
9	Youth Ministries	\$28,055

