



ZION LUTHERAN CHURCH

2023 Annual Report

815 East 16th Street
Loveland, Colorado 80538

Revised 1.19.24



Zion Annual Meeting Agenda
January 21, 2024
Respectfully Submitted by Amy Brauner

Steve Courts calls the meeting to order

Devotions

Acceptance of the 2023 Semi-Annual Meeting Minutes – Steve Courts

Motion to accept the 2023 Semi-Annual Meeting Minutes

2023 Treasurer’s Report – Chas Farasyn

President’s Report – Steve Courts

Pastors’ Report –Pastor Joel

2024 Budget Proposal – Chas Farasyn

Acceptance of the 2024 Budget – Steve Courts

Motion to adopt the 2024 budget as proposed

Elections – Erin Bachman

President, Council
Secretary, Council
Member at Large, Council
Youth Council Member
Gifts and Endowment
Leadership Development

Steve Courts
Cindy Vosberg
Ron Christensen (2nd term), Amy Moore, Bonnie Schowalter
Gordon Kuhns (2nd term)
Cindy Kurtz
Amy Black (2nd term)
Tracy Klammer
Bill Kurtz
Theresa McCarthy (completing John Pickett’s)
Joyce Robinson
Kathy Hume
Brenda Fosse (completing Bill Kurtz’s term)
Joel Brauner
Amy Brauner

Personnel

Financial Stewardship
Local Service Committee

Synod Assembly

Motion to elect all candidates by acclamation as presented on the ballot

Recognition of Outgoing Members and Call Committee for their service – Pastor Joel

President, Council
Secretary, Council
Member at Large, Council
Gifts and Endowment
Leadership Development
Personnel
Financial Stewardship
Local Service Committee

Greg Schairer
Amy Brauner
Tom Robinson
Randy Davis
Susan Schairer
John Pickett
Jenn Barella
Laura Dimmitt
Bill Kurtz
Jim and Susan Linden

Synod Assembly

Conclude Meeting with Prayer and Blessing

PASTORAL ACTS

Baptisms:

Madyn Jane Cale
Aiden Clapp
Evelyn Grover
Sophia Grover
Mikayla Agustín Lince
Latoya Palazzini
Scarlett Kalra
Dru Henly LaMonda
Amelia Norton

Confirmation: Gordon Kuhns & Modesto “Bruce” Lucero

Weddings: Jacob and Elle Norton

Funerals & Deaths: Irene Blehm, John Boose, Steve Colton, Jim Galbraith, Irma Geidel, Mel & Mary Jo Haack, Ginger Klein, Cliff Knobloch, Mike Langhoff, Carol Meiers, Arlene Meyer, Myrna Miller, Janice Molitor, Deane Steine Natalie Stroh, LeaVelle Sumner, Darlene Thieking, Carolyn VanSyckle, Connie Wahlers, Matt Lucero, Marilyn Miller.



PAROCHIAL REPORT

2023 Membership Information:

Baptized Membership as of 12/31/2023: 618
Members removed due to Death, transfer or inactivity: 16
Members added from transfer or affirmation of baptism: 13
Number of Households as of 12/31/2023: 298

Average Weekly Worship Attendance

(online& in-person): 196
Easter Worship: 378
Christmas Eve Services Attendance: 388

2023 ZION STAFF

Pastor Joel Pancoast
Pastor Veronica Gould
Intern Pastor Katie Elkin
Noelle Bauman, Director of Music and Worship
Neil Forsythe, Organist and Accompanist
Ryan Marvel, Collaborative Accompanist and Artist
Thomas Chen, Director of Bells and Chimes
Lindsey Walter, Office Manager
Stig Oresjo, Worship Technology Coordinator
Ronda Buck, Custodian & Elem. Sunday School
Linda Sterner, “Eye on Zion” Editor
Scott Sprain & Eileen Huddle, Financial Secretary
Terri Sloan, Bookkeeper
KB Benstock, Nursery
Alyssa Hart, Young Adult & Youth Support
Angie Elder, Connecting Hearts Coordinator

****Dr. David Dunbar– Music Director (*July 2023*)



Zion's Semi-Annual Meeting Minutes

July 30, 2023

Respectfully submitted by Amy Brauner

The meeting was called to order at 11:59 a.m. and opened with devotions by Pastor Veronica Gould.

Approve the 2023 Annual Meeting Minutes

*Motion to accept the 2023 Annual Meeting Minutes
Florence Doksansky moved, seconded, motion passes*

Approve Heating/Cooling Special Appeal Minutes

*Motion to accept the Heating/Cooling Special Appeal Minutes
Elliott Pancoast moved, seconded, motion passes*

Treasurer's Report - Chas

June Year to Date Treasurer's Report

Giving is over year to date

Our expenses are over year to date (\$4,750)

Budget Update (June Year to Date Treasurer's Report)

We are right where we need to be from a giving standpoint

Expenses are over budget by \$4,750 (utilities) – the building is being used more and the utility costs have gone up

The “other giving” is coming from the other groups who donate to our church – we are looking to using that money to help offset the utility cost

Kind and giving nature of our church – we raised funds quickly for the Heating and Cooling Special Appeal

Mortgage Update

Zion has a loan balance of \$375,186.21 as of June 30th 2023

Zion's Monthly Rate Payment: \$2105

Interest Rate at 3.875% - rate locked until April of 2027

Building Usage and Utilities

Building Updates – Ron

Heating/Cooling in Sanctuary

Install is complete and units are on and working: new unit in chapel and new unit over choir loft

Total came in under budget (\$59,800)

We used \$2000 of the building fund surplus

Thank you to all of you!

New Sanctuary Flooring

Flooring Includes: laminate wood flooring under the pews (pews will not be removed), carpet around the sanctuary replacing existing carpet including the choir area

Project to begin August 8th

Music Director Search Timeline – Erin

Committee has been assembled, representing diverse musical interests

Committee Members are:

Pastor Joel

Noelle Bauman-Stucky (staff)

Erin Bachman (personnel committee)

Rod Braman (band)

Eileen Huddle (choir)

Janie Lichtfuss (organ)

Amy Moore (congregation)

Hannah Pancoast (youth)

Tom Robinson (band)

The team met recently to discuss strengths and opportunities of Zion's music program, as well as what qualities we'd like to see in a candidate.

We have already received applications from several good candidates

The first round of interviews will be conducted 8/8 and 8/9

Top candidates will be invited back for a second interview/audition, ideally later in August or early September

Team will make a decision after that.

Ideally, would like to have someone in place by October.

There will still be music! Lots of volunteer hours and Noelle/Ryan Marvel will fill in the gaps 4

Intern and Housing Information – Pastor Joel

Why Internship?

It helps future pastors

We have a good church that is helpful with the group of the intern pastor

Zion has been able to fund the intern stipend, but has been held back from regular, annual internships by the cost of housing. This year we are prepared to move forward!

Introducing Intern Pastor Katie Elkin

She's from North Carolina

Took a gap year with Young Adults in Global Mission (Madagascar) and felt called to be a pastor

Went back to school to Duke Divinity School and is finishing with Luther Seminary

Monroe Property Update – Pastor Joel

Property must be rezoned by the city council for housing and commercial

Proposal from Developer: 275 units (mostly studios) on the north side and a “small format” commercial shops on the south along hwy 34

Shared parking between residential and commercial, in addition to an underground parking garage under the apartment complex

Neighborhood meeting was held May 31, and city planning commission review July 24. City Council review pending

Concerns from the neighborhood: height and building, increase to current neighborhood density, lack of parking, and increase to traffic along 16th street

It is not low income housing

We are sharing this information to help support the neighborhood because this will impact them and they are very angry about this development

Peakview Academy at Conrad Ball Update – Pastor Joel

School expansion combining early childhood education center, Monroe and Mary Blair Elementary, Conrad Ball MS to create a new PK-8th grade school

Community and Engagement committee participation for the last 6+ months

2nd week of August – snacks and drinks for 110 teachers as they set up their rooms and prepare for the school year

Room Volunteers to help teachers with various tasks

Back to school night

SafeLot – Local Service Committee (Linda Breen)

Loveland SafeLot Parking (LSP) is a grassroots organization providing safe, legal overnight parking for unhoused individuals and families in the Loveland area

May not be able to start in September 2023, but working towards that (we need an enclosure for the port a potty)

We will accommodate 4-5 cars

This will be overnight only (6pm – 8 am)

House of Neighborly Service will be providing services for the

There is a code of conduct that the drivers will signing (quiet hours, no weapons, fireworks, drug or alcohol use. Cars must be registered and insured. Pets must be leashed and kept quiet. Waste properly disposed of) and they have to pass a background check

Our parking lot will be safe with the help of a security team and Loveland Police Department

An additional camera will be added for the parking lot, parking lot will have a sign at the entrance to mention no overnight parking, and the parking spaces will be designated for them

Additional Business

Don Fenske has voluntarily been taking care of the weeds and the twigs along the perimeter for the parking lot and he would like some help to work on the perimeter

Meeting was adjourned at 1:23 p.m. The meeting concluded with a closing prayer and blessing from Pastor Joel.

Attendance: 39 in person

Zion Annual Meeting
January 29, 2023
Respectfully Submitted by Amy Brauner

The meeting was called to order at 12:10 p.m.

Devotions by Pastor Joel

Acceptance of the 2022 Semi-Annual Meeting Minutes – Greg Schairer

*Motion to accept the 2022 Semi-Annual Meeting Minutes
Janie Lichtfuss moved, seconded, motion passed*

2022 Treasurer's Report – Ty Hirschert

We had a good year - \$37,460 surplus
Pledges are at the highest we've ever had

Pastors Report –Pastor Joel

Grateful for the leadership and the congregation

Long Range putting together a strategic plan helped us to have a plan to start working when we came back together

Incredible staff and people step forward to help with getting things done in the church

Generosity – financial, time, prayer, supporting Monroe (and in the future the new K-8 school hopefully)

President's Report – Greg Schairer

Acknowledge Pastor Joel and the Zion staff have done a great job in keeping us moving forward and being organized

Recited the mission and vision recited together

Reviewed the Zion mission timeline

2023 Budget Proposal – Ty Hirschert

We have a "growth to mission" budget

Areas that increased the most – second pastor, internet/utilities, programming

Acceptance of the 2023 Budget – Greg Schairer

Motion to adopt the 2023 budget as proposed

George Stevens moved, seconded, motion passed

Acceptance of the Spending of the Surplus – Greg Schairer

Motion to approve spending of the 2022 Surplus of \$37,460 by giving \$10,000 for Building Maintenance, \$10,000 to Benevolence, \$5,000 to Faith Formation, \$10,000 for the Intern Program, and \$2,460 for Lenten Midweek Programming.

Cindy Vosberg moved, seconded, motion passed

Call Approval -Greg Schairer

Jeff Fairfax is here on behalf of the synod council to share a message from Bishop Gonia about us voting on the call

Joel Brauner shared information about Veronica Gould and how she fits the 5 characteristics of Zion (education, caring, service, cross-generational, relationships)

Point of Order – The ballots were passed out with the intent of discussion after the motion was moved and seconded, but the ballots were collected prior to discussion being complete. A synod council representative removed the first set of uncounted ballots, and a second set of ballots were distributed and counted.

Motion to extend the call to Veronica Gould as Associate Pastor.

Debbie Joncas moved, seconded, motion passes with the vote

56 yes, 3 no

Motion to accept the following compensation package for Veronica Gould: Salary \$56,500, Retirement and Health up to \$12,000, Continuing Ed \$1200, Books and Professional Expenses \$250, and Accountable Plan \$4200.

Werner Weiss moved, seconded, motion passed

Local Service Committee Description – Greg Schairer

A new committee has been formed – local service committee

Greg shared the goals of the committee

Elections –Greg Schairer

Nomination from the floor – Kathy Loken for Gifts and Endowment

Nomination from the floor – Janie Lichtfuss for Audit

Vice President, Council

Treasurer, Council

Member at Large, Council

Youth Council Member

Long Range Planning

Gifts and Endowment

Leadership Development

Personnel

Audit Committee

Financial Stewardship

Local Service Committee

Synod Assembly

Erin Bachman (2nd term)

Chas Farasyn

Steve Courts (2nd Term), Ron Christensen, Chris West

Gordon Kuhns

Joel Brauner (2nd term)

Carleen Blake

Marthann Dahlen

Kathy Loken

Ron Buchholz

Debbie Joncas

Janie Lichtfuss

Gene Elder , Judy Gustafson

Linda Breen

Laura Dimmitt

Jacob Kuhns

Bill Kurtz

Ruth Sprain

Jim Linden, Susan Linden

Motion to elect all candidates by acclamation as presented on the ballot and nominated from the floor

Steve Courts Moved, seconded, motion passed

Recognition of Outgoing Members and Call Committee for their service – Pastor Joel

Council Treasurer
Member at Large, Council
Youth Council Member
Long Range Planning
Gifts and Endowment
Leadership Development
Financial Stewardship
Personnel
Audit
Synod Assembly

Ty Hirchert
Jessica Kuhns
Layne Elder
Angie Elder
Kyle Knutson
Paul Tunesvick
Eileen Huddle, Larry Huddle
Cindy Vosberg
Stig Oresjo
Jacob and Jessica Kuhns

Conclude Meeting with Prayer and Blessing – Pastor Joel

Meeting was adjourned at 1:38 p.m.

Attendance: 63 in person, 26 screens



PRESIDENT'S REPORT– STEVE COURTS

2023 CHURCH COUNCIL REPORT *Submitted by Steve Courts, Interim President*

You may be surprised to see the words, “Steve Courts, Interim President”, doing the submitting of this report. 2022-23 Council President, Greg Schairer, had to resign for personal reasons in October and I was appointed by the Council to finish his term. This was a blow to our Council as Greg has been a tremendous leader and his passion for Zion’s Long Range Plan and his commitment to see the plan through was inspirational. Greg led with compassion, vision, and a willingness to tackle tough issues with grace. While I’m the one submitting this report, this report should reflect Greg’s wonderful leadership.

The Council held a retreat in February to welcome the new Members to Council. These included Gordon Kuhns (Youth Member at large), Ron Christiansen and Chris West. They have been a great addition to our group and I’m so happy to have them a part of our team.

Here is a brief summary of the work that has been accomplished or is currently being addressed by the Council.

Major Accomplishments:

Called Veronica Gould to be a Pastor.

Recommended/approved spending for new AC

Approved building projects for new flooring in sanctuary and beginning the chapel renovation

Approved the Safe Lot program

Approved a new Congregation Gift Policy

Approved for a small Spanish speaking church to use space

Approved a new 2 year lease for the preschool using our annex

Approved/welcome Katie Elkin as our Intern Pastor, Neil Forsythe (Organist/Pianist/Band Director), and Noelle Bauman-Stucky (Music Director)

Work in Progress:

Working on a sabbatical plan for Pastor Joel

Church Budget

Long Range Plan (develop action plans for 2024)

This is not the complete list of accomplishments or works in progress, but hopefully shows what has been most important to the Council both in 2023 and 2024. Special thanks to all the volunteer committee’s who did the leg work on most of the Council’s actions/accomplishments. Without these wonderful volunteers, our Council wouldn’t get anything done. Finally, I’d be remiss without stating the importance of the Church staff, specifically the work of our three Pastors and our Office Manager, Lindsey Walter. Their support and leadership have been invaluable to the Council.



PASTOR'S REPORT– PASTOR JOEL PANCOAST

2023 has been a year of change and transformation at Zion. The reports of Zion's staff, committees, and other ministries contained in this booklet are but snapshots of the many ways Zion has lived into our mission to ***share God's abundance together to transform lives through the love of Jesus.*** As you read through these, I hope you are as proud and excited to share in the talents, gifts, and creativity that are offered so abundantly for the life of the world. Read through these reports and celebrate God's mission. For my report I want to share a few "mission snapshots" that have captured my own time and attention in 2023.

Caring and Service

First, I am grateful for the ways Zion has leaned into the mission to share God's abundance. We have two pastors, one intern pastor, and a handful of staff, but each of us is called to educate, equip, and empower a ministry of the whole church to do the work of the gospel, the good news of Jesus Christ that transforms us all through the love of Jesus.

The number of care ministries and people involved in them is an intangible expression of God's love. As a church, we have visited, called, and checked in with each other. We have listened, delivered home communion or meals, prayed, or just sat with each other as a visible sign of God's presence to each other, especially in times of need.

This care moves beyond our own community, as many of you have given your time, energy, and love to the children, family, and staff at PeakView Academy, the new ministry of SafeLot created in 2023, the work of bringing an Afghani refugee into the safety of community and continuing the work to join him with his family, or countless other ways we have shared God's abundance. Zion has been the hands and feet of God in our community as we have cared for each other and the world God made!



Staffing

None of this work could happen without the incredible staff at Zion. Unfortunately, the nature of managing a church staff that includes as many part-time employees as we have means that hardly a year goes by at Zion without some change to our staffing, but as difficult as farewells can be, these transitions have also offered us opportunities to celebrate the ministry and gifts of new staff.



The first transition I celebrate is the addition of **Pastor Veronica Gould** to Zion's staff. It is a joy to partner in ministry with her as she offers her gifts and passion for ministry. I am grateful for the discernment and prayer of the call committee, council, and congregation to call her to partner in ministry with Zion, and for the love the congregation has provided her as you welcome her as your pastor.

Occasionally we have gotten questions about her role on staff. Though she has taken on the primary role to coordinate faith formation activities, she is called to much more than that as she preaches, teaches, administers the sacraments, leads worship, provides pastoral care, speaks for justice on behalf of the poor and oppressed, equips the church for witness and service, guides the church in proclaiming God's love through word and deed, and much, much, more. Pastor Veronica and I have been and will continue to share in all aspects of ministry. The main distinctions between our calls are that she is tasked with coordinating faith formation ministries, and I am tasked with leading the staff. Even before Pastor Veronica was called to Zion, in June 2022, the council wanted to emphasize the shared call any pastors would have at Zion, so they gave us the titles of "lead pastor" and "pastor." This may not sound like much, and these are not titles we often use, but the thought that went into this decision is 10 important: Pastor Veronica is not an "associate" or "assistant;" she is a pastor and she is your pastor; and I am grateful for her presence and ministry with us!

In July of last year, David Dunbar ended his term with us as director of worship & music, organist, and praise band leader. Thankfully, the search and discernment process led us to put together an incredibly talented team of musicians for Zion's worship. **Neil Forsythe** joined the staff as the organist and praise band leader. We are grateful that **Noelle Stucky-Bauman** remained on our staff, shifting responsibilities to include director of worship & music, children's ministry, and chancel choir. Continuing in their prior roles, we retained **Thomas Chen** as bell choir director and **Ryan Marvel** as accompanist and collaborative artist. Zion is certainly blessed to have such an gifted and diverse group of staff to lead our music and worship! Where would we be without the rest of Zion's incredible staff? Many of you may not even be aware of half the work that **Lindsey Walter** does to connect the many different ministries and people, both within and outside the church. **Stig Oresjo** not only creates projection for worship; he also makes sure technology (projection, video, sound, and more) is working all around the building for many different gatherings and events. **Ronda Buck** keeps the building clean and welcoming, and she coordinates people, curriculum, and supplies for Sunday School. **Alyssa Hart** coordinates young adult gatherings each month and helps with youth events when needed. **Terri Sloan** keeps the financial records up-to-date and supports the congregational treasurer in many ways. **KB Benstock** is in the nursery almost every Sunday, caring for the youngest in our congregation.

In addition to our paid staff, we have many staff who have held regular responsibilities but volunteered their time. **Angie Elder** shares her heart and the love of Jesus through coordinating many care ministries. **Pam Stevens** sets up our Sacred Space activities every week, helping us experience the gospel in ways beyond hearing and listening in worship. **Linda Sterner** creates a beautiful and interesting quarterly newsletter. Scott Sprain and Eileen Huddle manage contributions to Zion's mission and ministry from members, guests, and groups that share our space.

Internship

Beyond staffing, Zion has made a commitment to hosting intern pastors every year. While this is a commitment and contribution to the wider church in the formation of pastors, it is certainly a great benefit to Zion and I am grateful to be part of this important ministry.

Katie Elkin joined us near the end of last summer and will only be with us until the end of July, but as we already approach her midpoint with us, I can only hope she has benefited from us half as much as we have benefited from her presence and leadership. Even as she waits for ordination to the ministry of Word and Sacrament, Katie has already been an incredible asset to Zion's mission and ministry in the role of pastor. As we have been able to do with Pastor Courtney and Pastor Andrea, we all look forward to seeing where God will take Katie in her ministry.



Holy Land Pilgrimage

With the violence raging in Israel and Palestine at the end of 2023 and the beginning of 2024, it is difficult to imagine being there now. Fortunately, in June and July, before any of the current chaos began, 20 pilgrims from Zion between the ages 15 and 80 joined another group from Atonement Lutheran Church in Boulder in Israel and Palestine to walk in the footsteps of Jesus. This is the second Holy Land pilgrimage we have offered through Zion, and once again it was incredible to see how a trip like this could bring people of all generations together as we shared meals with each other, cared for each other as some fell behind or



grew weary, and worshiped together. I am grateful for the opportunity not only to share the land itself where many of the biblical accounts took place and where Jesus walked, but also to walk with the living Christ as this group of pilgrims grew together.

We are hoping to offer a pilgrimage to follow the footsteps of the Apostle Paul in June/July 2025. This will include an exploration of Greece, Turkey, and the upper Mediterranean as we learn about the early church and the spread of the gospel. Stay tuned if you are interested in joining¹¹ this pilgrimage next year!

Sabbatical

Sabbatical is a final snapshot that has occupied a small amount of thinking in 2023 but will occupy considerably more time in 2024. The council has recommended and approved a sabbatical for me in 2024. When I took a sabbatical in 2015, the time was wrapped into a strategic plan so that I could spend time gaining ideas, experiences, and skills for three “dreams” the congregation had discerned about the direction God was taking Zion, while three teams simultaneously worked on action plans for when we returned.

This year, sabbatical will look slightly different. After 16 years of ministry at Zion, which recently included ministry during pandemic, a child going to college, and an ailing parent, the first part of this sabbatical during early summer will focus on my own rest and renewal in my relationship to God and my family. I will return at the end of the summer, and during the fall I will then spend the second part of my sabbatical visiting with churches and leaders to explore ideas that will enhance Zion’s current mission action plan. I am grateful for the opportunity to take an extended Sabbath rest while focusing on my own faith and relationships. The council has been incredibly supportive and caring, and we have the right staff and other resources in place to be able to cover my absence.

Invitation

This is probably the longest annual report I have written in the 16 years I have served as a pastor at Zion. I have written about so many amazing things about Zion: who we are, the work that God has completed in us in 2023, and what God is calling us to do and be together in 2024. Finally, I want to share what may be my greatest concern for the church (both Zion and the greater church) in the near future: *Christ’s church has not lived into our call to share the gospel and invite others into the mission we share.* It is not our fault alone; there are a million reasons that have caused this to happen, from pandemic to economics to politics and more. This is not just a problem at Zion or even within the Evangelical Lutheran Church in America (ELCA). Pastors and church leaders I know and read across our country in many different denominations and church expressions share this concern. This is not a concern that will be addressed easily, or with a program, or by a few great leaders. This is a concern that belongs to the whole church, so my hope for 2024 and beyond is that we all find ways to extend the amazing work we are doing through the love of Jesus from service and discipleship to invitation. Show pride in your church, but more importantly, show confidence in the gospel of Jesus Christ, and start to invite others into the church you love. Look around you, in every aspect of your life. Who do you know that doesn’t have a church home? Who do you know who would benefit from a loving, supportive community rooted in the gospel? Who do you know who you would love to share God’s abundance to transform lives through the love of Jesus? This is the mission we share!



PASTOR'S REPORT – PASTOR VERONICA GOULD

Dear friends in Christ,

Zion and I both began 2023 in the midst of a call process, and I am so grateful to the call committee, the council, and the whole church for extending the call for me to serve as your pastor in faith formation. Appropriately enough, I moved to Loveland on Valentine's Day (in the middle of a snow storm!) and I have been blessed to get to know this place as home alongside my partner, Greg. Thank you all for the welcome you have given us.



On March 5, we celebrated my ordination and installation at Zion. Since then, we have celebrated many milestones, from first communion to confirmation, funerals and baptisms. I have been able to proclaim the good news of Jesus in preaching, Bible study, teaching, service, and worship, together with so many incredible people. Many thanks to all of my colleagues and collaborators in ministry, especially Zion's staff, the L2F2 team with Trinity and King of Glory, Sky Ranch, Rocky Mountain Synod, the SafeLot team, and many more!

We journeyed together through a Lenten season inspired by art and the healing stories of Jesus. The squares we painted in our small groups came together to reveal the image and story of Jesus feeding the 5000. This painting that now hangs in the fellowship hall is a reminder of what I appreciate most about our church— we each have a place in the story of God, and we make our mark together. As an intergenerational community of faith, we are called to share our faith across the generations. We are called not only to be disciples of Jesus but to make disciples of Jesus, to share our faith with others.

Faith formation is about discovering who we are in the light of Christ and helping others discover this good news, too: we are beloved children of God called to love and serve one another in the Spirit. This is a lifelong discovery, a lifelong revelation, a lifelong return to what has always been true. We especially celebrate this discovery in children, through Sunday school, as they learn the Biblical story; in worship as they pray, praise, wonder, and even teach during Kids in Christ; in opportunities to serve and build relationships in church, at school, and at home.



I have been so blessed to encounter the Holy One in sacred moments with you: with the youth at Sky Ranch Camp, with families sitting around the campfire on Labor Day Weekend, with women at our retreat in Estes Park, with members and friends of Zion in the sacrament of Holy Communion that we share, with high schoolers at Friendsgiving and middle schoolers at confirmation retreats, with adults and children at Nourish, with Zion's grief group as we share from the heart, with guests of our SafeLot around the dinner table. I hope that you all experience the blessing of the presence of the Holy Spirit in this community and know that it is a blessing meant to be celebrated and shared!

At our semi-annual meeting, I encouraged the congregation to consider how we at Zion could “seek the welfare of the city” (Jeremiah 29:7). We have worked towards this goal by sharing our space with many community groups, advocating for and supporting neighborhood concerns in city council, supporting children and families at Peakview Academy, and envisioning projects that address the housing crisis facing so many people in our community. We continue to seek ways to reach out, connect, and collaborate with our neighbors for the sake of the gospel and in care for all who are in need.



As we enter a new year of ministry together, one word has captured my imagination: discipleship. I am excited for opportunities in the new year to strengthen existing relationships and establish new ones, to sit once again at the foot of Jesus like a child and listen to the good word, and to invite others to share the wonder at God's marvelous love for us. I cannot wait to see how God will be at work in this beloved community of disciples.

In the Love of Christ, Pastor Veronica

INTERN PASTOR'S REPORT– KATIE ELKIN

Dear Zion Lutheran Church,

Wow, four and a half months have really flown by! My brief time with you all has already been so full of life, love, joy, and abundance. I am grateful for the various ways you all have welcomed me, the leadership opportunities you have entrusted me with, and the learning we have already done together! I'm especially thankful for the learning I've be able to experience alongside Pastor Joel, Pastor Veronica, and the members of my internship committee – Annaliese Bachman, Erin Bachman, Roy Geiss, Debbie Joncas, Susan Samuels, Marty Schultz, and Nita Starr. Each of these people has invested significant time and energy in supporting my formation as an aspiring pastor and as a human being, and I. Am. Thankful.

Every intern formulates learning goals for their time on internship. For this year, my goals focus on stewardship, adult education and faith formation, healthy dialog around complex issues, the history of Zion and Loveland, and my own spiritual practices. Over the past four and a half months, I have already been given ample opportunity to grow in these goals. I was able to be involved in Zion's 2024 "Entrusted" Stewardship Campaign. I have enjoyed leading a variety of adult education and faith formation opportunities, such as our fall series on prayer practices and our Advent series exploring ancient sermons on the incarnation. I have been amazed by this congregation's commitment to caring for one another despite differences and through hard conversations, and I'm looking forward to working more in this area in 2024. I am learning more about Zion and Loveland by reading history books from the church library and by talking with long-term members of the community (if that's you, let's find a time to talk in 2024!). And I am being supported and encouraged in my own personal spiritual life through Bible studies, discussions with pastoral colleagues, and reflection with my internship committee.

In addition to my own learning goals, I have experienced so many more opportunities for growth and connection through this congregation. The cooperation between the three ELCA churches here in Loveland has given me a broader perspective on how we can be church, together. The partnerships being formed through Loveland SafeLot have shown me how we can be church, for the sake of the world. The creativity in Zion's worship (A prayground! Sacred spaces! Brunch church!), faith formation (Confirmation! Nourish! Retreats!), and caring ministries (Home Communion! Care Callers! Stephen Ministry!) have inspired my imagination for how we can be church, anew.

I have been so blessed by your openness and encouragement as I grow and discover my unique gifts for ministry, and I am looking forward to what the rest of 2024 holds for us! Thank you, Zion, for your commitment to forming us interns who will go on to serve the wider church, carrying you all with us as we go.

With joy and thanksgiving, Intern Pastor Katie Elkin



2024 CANDIDATE BIOGRAPHIES

We asked our candidates these 5 questions:

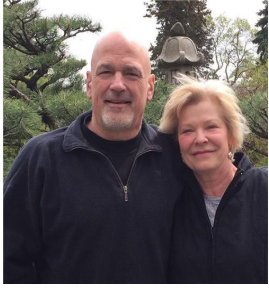
Tell us about your family

How long have you been a member of Zion

Tell us an interesting fact about yourself that other may not know

What are you excited about in Zion's ministry, and

What are you hoping to bring to your elected position.....



Steve Courts, President—

I am married to Stephane (41 years) and we have no children. We moved from Rochester Minnesota 6 years ago after I retired from a 31-year career with the YMCA. Steph and I joined about 6 years ago. An interesting fact about myself is, That I had a full head of hair ☐! Besides that, my picture appeared in Time Magazine for a Toyota promotion that featured the collaborative work the YMCA and a local Toyota Dealer did for youth in the Rhinelander, WI Area. The reason Steph and I joined Zion to begin with is that this is a church that looks outward to the community as opposed to

looking inward to just ourselves. What has excited me about Church since I've been on the Council is our Long Range Plan/Vision. It is ambitious, serves our mission and sets us up well for the future if we follow the plan. I bring a collaborative approach to decision making, I bring leadership experience (including three years on the Counsel) and I hope I bring an element of fun. The Counsel works hard to make the best decisions possible for the Church. It helps to have some fun and celebrate accomplishments. Mostly, however, I hope to continue in the footsteps of the past two Counsel Presidents, Cindy Warren and Greg Schairer who have done a phenomenal job of leading our Church Counsel. This includes continuing to be the keeper of our Long Range Plan and leading with our vision and mission statements in all that we do.

Council Member at Large, Amy Moore—

I'm married to Matt and have a daughter, Shyla. We also have two cats (Buddy and Willow) and a dog (Belle). I have been a member of Zion for 6 years! An interesting fact about me is, I was raised as an only child but found out in my 30s that I have an older brother who was put up for adoption. My favorite thing about Zion is how we value relationships- with the schools, the city and each other. I don't have any specific plans in this position other than to listen and advocate for the things in our community's best interest as led by the Holy spirit. Thanks for the opportunity to serve!



Financial Stewardship, Joyce Robinson—

My family is just three people that live in Colorado, everyone else in our family lives out of state, which makes our Zion family so important! My husband, Tom, plays drums in the Praise Band and Jennifer is currently working at Macy's. They are both the light of my life! We have been members of Zion for ten years this time, we were members before in 2020 before we left Colorado in 2022. Jennifer was baptized at Zion. I'm a nerd, I love LOTR, Star Trek, Marvel movies, and a huge science fiction fan. I'm excited about Zion's plans for the future, all the long-term plans for helping our community and those in need. I hope to bring my financial experience to the Finance committee and contribute to their mission.



Cindy Vosberg, Council Secretary—

I have two sons Tyler and Preston, also a daughter in law Kadie. Tyler and Kadie relocated to Ormond Beach, FL in May when he accepted a transfer with Sherwin Williams. Preston will receive his Master's degree in May from CU Boulder. He is in his second year there as a Graduate Assistant with the men's basketball team. My family began as members of Zion in 1974. I doubt people find me interesting! I love to sew, especially quilting. The dynamics of Zion have changed and will continue to do so. I would like to once again be more in touch with the opportunities in front of us.



**Gifts & Endowment, Cindy Kurtz
Personnel, Bill Kurtz**

We are blessed to have my whole family living close. We were married here at Zion 38 years ago. We have 2 kids, Amy Roup and Matt Kurtz and their spouses. They have blessed us with 6 beautiful grandchildren. They, as well as my parents, all live within 10 minutes of us. We have been members of Zion since we moved back to Loveland in 1995. We LOVE to golf. The score doesn't really reflect my passion for the game. We also love to travel and spend time with our family and especially our grandkids.

Local Service, Brenda Fosse—

My husband Jonathan and I moved to Loveland from Ft. Collins in 2018, wanting a less busy and smaller town. My parents were needing more help and our daughter and her family and our two young grandsons lived in Loveland, another big draw. Our son is living and working in Greeley now so we feel very blessed to be close to our family. We joined Zion last October after being members at our church in Ft. Collins for 30 years, wanting to have a church closer to where we are now. I was a member at Zion from 1960 until moving to Denver a couple of years after college. Jon and I were married at Zion and briefly members when we moved back from Alaska until we moved to Ft. Collins.



We currently have a boat in Southeast Alaska that we will be running down to Anacortes, Washington this summer. The past two summers we have been on the boat for three months at a time, exploring that beautiful country. Zion has so much going on that it really gives everyone a chance to follow their current passions. I was involved with social justice at our Ft. Collins church for the past several years and am still enthused about the possibilities.

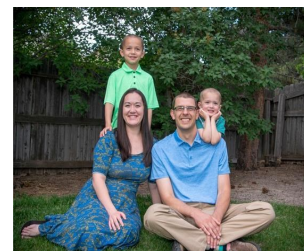
Local Service, Kathy Hume—



I love crafts and cycling. You can also find me playing bridge every Tuesday in the fellowship hall at Zion. I joined Zion pre-pandemic and have been a member for about 4 years. I was the chair of our Community Service and Outreach committee at my previous church, so I am eager to bring my experience to help problem solve and support the Local service committee at Zion.

Synod Assembly, Joel and Amy Brauner—

Amy and I have been married for 16 wonderful years and we have two sons, Eli, 13 and Nolan, 10. We became members of Zion 13 years ago, the same year that Eli was born. Something people may not know about us is that we first met playing ultimate frisbee in college. We are excited that we as the body of Zion continue to challenge ourselves. We continue to look for new avenues and opportunities to be generous with everything that God has given us. As Zion representatives at Synod, we hope to share Zion's passion for living it's mission with other churches.



CONNECTING HEARTS COORDINATOR– ANGIE ELDER

"Connecting Hearts" is a group of ministries at Zion who provide care for those within and outside of our congregation. These ministries include: Home Communion Ministers, Stephen Ministry, Care Callers, Meals to Heal, Prayer Shawls, Quilt Tiers, and the Prayer Chain. In 2023, these ministries have worked together to *share God's abundance to transform lives through the love of Jesus*.

There are 13 members of Zion who take communion monthly to Zion's home-centered members who are unable to attend worship in person. These **Home Communion Ministers** not only share the bread and wine from the Lord's table, but also friendship, prayer, and a personal visit. THANK YOU to Amy Brauner, Cindy Brusko, Cindy Kurtz, David Barber, Elliott and Kathy Pancoast, Harriet Colton, Janie Lichtfuss, Joanne Sterkel, Mary Harris, Norm and Jan Einertson, and Phyllis Zimmerman for the time and love you share through this ministry.

Stephen Ministry is a one-to-one care ministry where Stephen Ministers meet with a care receiver who is going through a difficult time (death, divorce, medical illness, etc.) The Stephen Minister and care receiver meet weekly for prayer, conversation, and encouraging support. In 2023, Zion held a training class and commissioned four new Stephen Ministers: Ron Christiensen, Susan Samuels, Noel and Linda Breen. They join the active Stephen Ministers at Zion: Will Reents, Catherine Glaser, Don Roney, Kathy Loken, and Bonnie Showalter. Stephen Ministry offers additional care through sending of grief support materials and monthly prayers for healing in worship. If you or someone you know would benefit from the care of a Stephen Minister, please reach out to Pastor Joel, Pastor Veronica, or Angie Elder.

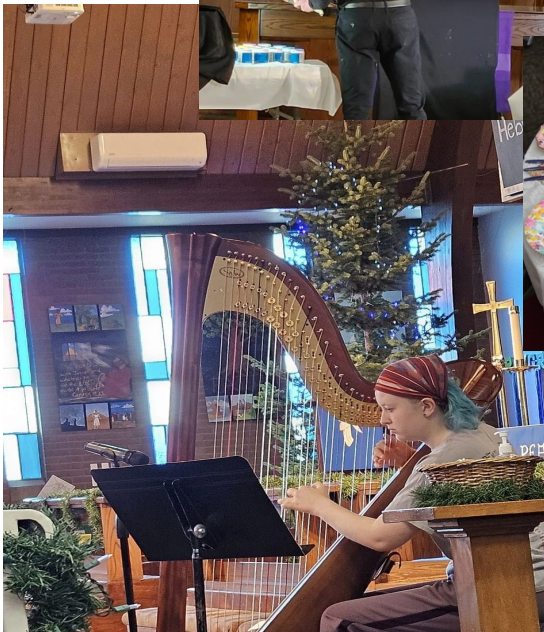
Meals to Heal provides meals for those recovering from surgery, during an illness, following the birth/adoption of a baby, or the death of a loved one. Zion has many dedicated volunteers who participate in this ministry and we are grateful for each of you. Please call the church office at any time if you or someone you know would benefit from the gift of meals during a difficult time.

Prayer Shawls are available on the ladders around the church to share with family and friends as a way to physically represent the prayers that are being offered for them through the Zion community. There are faithful volunteers (for whom we are very grateful) who spend countless hours crocheting and knitting these shawls while praying for those who will receive them.

The **Quilt Tiers** meet monthly to tie quilts that have been sewn at home of gracious volunteers. These quilts are donated to Lutheran World Relief and sent to other places recovering from disasters such as fire, hurricane, tornado, flooding, and war. Thank you to our volunteers who share this tangible gift of God's love with those in need.

The **Prayer Chain** is an email ministry where prayers are sent from the Zion office to members of Zion who offer prayers for needs in our community such as surgery, illness, or death, as well as prayers of thanksgiving for the birth or adoption of a baby, successful treatment or surgery, or milestone celebrations. If you would like to be a part of the Prayer Chain, please contact Lindsey in the church office. In addition, if you or someone you know is in need of prayer, you may call the church office anytime to have a Prayer Chain request sent out immediately.

THANK YOU to each and every one of you who cares for people in and outside of Zion. As we reflect on 2023, there are many things to celebrate and many things to look forward to in the coming year. Please prayerfully consider how you may want to be involved in the care ministries at Zion in 2024. Most importantly, THANK YOU for the many ways that together we *share God's abundance to transform lives through the love of Jesus*.



CARE CALLING PROGRAM— FLORENCE DOKSANSKY

During the year 2023, several members of Zion volunteered to call others who were not able for a variety of reasons to attend church in person. We offered assistance if it was needed, contact with a pastor, and a cheerful greeting to those who could not physically be present. This service was provided by Janice Ehlers, Harriett Colton, Kevin Patrick, Janie Lichtfuss, and Florence Doksansky. If you would like to receive a call or would like to be a care caller, please let either Angie Elder or Florence Doksansky know.

BUILDING AND GROUNDS—LINDSEY WALTER

Zion's building continues to be a busy place as it provides its space as, outreach in the community. Every evening is occupied with several organizations utilizing the fellowship hall, classrooms, conference room and the sanctuary is buzzing with chancel choir and band rehearsal. The bell choir utilizes the downstairs music room and Boy Scouts, Bipolar Depression group, Beauties and Gems, Seventh Day Adventist church, Sons of Norway, Biblical Justice, NOCO orchestra, Nourish, Bridge, SafeLot and many more enjoy all the space in the kitchen and fellowship hall. Our building so far, has been able to allow outside groups use the space at no charge. We wish to continue this pattern, so many others can receive the fruits that God has provided. Thank you to everyone that supports our building that allows it to be utilized in such a caring capacity. You are a blessing to Zion and in the community.

AUDIT COMMITTEE—JODY R., RANDY DAVIS, JANIE LICHTFUSS

The Audit Committee has been testing random accounting transactions at various times throughout the years, since its inception in 2018. The Committee looks at monthly bank statements, the Zion Expenditure Request forms, invoices, and the recordings in the monthly QuickBooks accounting records. Selected deposits were traced to the Church's deposit records and to the monthly QuickBooks records. These procedures are performed at random times throughout a year with the sole purpose to verify that the accounting procedures and processes are being followed. During the testing for 2023 the Committee found that the procedures and processes were being followed as expected and that there were no areas of concern. The Audit Committee's results were shared with the Council.



MUSIC MINISTRY— NOELLE BAUMAN-STUCKY

The Zion Congregation saw many changes in staffing during the year 2023. Through this time, it was noticeable how supportive our staff is, especially through staffing transitions. All aspects of David Dunbar's position were dispersed and executed in a timely manner, and most of this was delegated by Lindsey Walter.

The Music Ministry Team fluctuated and expanded. Thomas Chen continues to serve as our Bell Choir Director. Ryan Marvel is our Chancel Choir Accompanist and Collaborative Pianist. I am still serving in my role as Children's Music Ministry Director and am now the Chancel Choir Director and Music Director. Neil Forsythe joined us in October as the Zion Organist and Praise Band Leader. We are thrilled to have a substantial and skilled group of musicians to serve Zion in Worship.

We wrapped up the Advent season, Christmas Eve, and the end of 2023 with five beautiful services where all music staff and many musicians from our congregation shared their gifts to enhance our worship services. Leading up to Christmas, Ryan Marvel invited all to a marvelous afternoon full of music from his most recent Christmas album, and some from his past albums.

Our Praise Band began using Thursday nights for rehearsals. This is allowing the band to expand what they can do and provide confidence for the members. For many years the Praise Band has been flexible with personnel, always managing musician's time away. They have also had some impressive consistency from a few: Rod Braman on guitar and voice, Erin Bachman on voice, Janie Lichtfuss on electric autoharp, and Thomas Robinson on drums.

The Zion Bell Choir, lead by Thomas Chen, continues to rehearse on Wednesday evenings, and presents one a month from August to January. Trinity, King of Glory, and Zion Lutheran Choirs joined in anthems at each church throughout the year and we are continuing these collaborations. In November all the choirs joined together at Trinity to sing an anthem which included organ, piano, bell choir, and a solo cello, played by Becky Kutz-Osterberg.

The Lent and Easter season offered many moments of musical enjoyment as we sang our beloved "Holden Evening Prayer" for our midweek services, and sang a cantata composed by David Dunbar for Good Friday.

In July David Dunbar organized a recital titled Zion Resounds. This was the last of a few recitals organized during his time with Zion where he offered a space for members of the church to share their musical gifts during a meaningful afternoon.



CHILDREN'S MUSIC MINISTRY— NOELLE BAUMAN-STUCKY

The most recent musical opportunities for children and youth were in our Advent season. The Sunday School Pageant was held at our second service on December 10. The Sunday School children prepared a script lead by Ronda Buck and Jenna Coleman, alongside preparing music. Our youth were helpful in filling in roles in the pageant and providing music throughout the service. It was a wonderful morning to celebrate the ripe generation and their dedication and engagement in our community.

The Chancel Choir invited children to sing with them for an anthem during Advent. We had a few young voices, including Sheyda Johnson, and we were blessed to have Jana Webster-Wheeler join us on flute. Jana also shared a beautiful prelude and postlude and was accompanied by Ryan Marvel and Neil Forsythe.

As the children get older there will be more opportunities for them to try instruments. The Children's Choir, Kathy Pancoast, and the families involved were so kind to allow the members to prepare music on recorders. Elle Farasyn, Sheyda Johnson, and Khaleesi Lucero worked hard to learn "Da Pacem Domine" with Latin text and on their recorders. They rocked it!

Our Summer Musical Camp was a hoot! We brought back the very first musical I prepared with Zion, "A Technicolor Promise," by Allen Pote and Carole McCann. The camp participants spent only five days learning text, song, and dance to bring this exciting story to life. Children learned about God's promises throughout this rainbow themed, hula hoop filled week of fun.

Last March, the Sunday School members showed their creativity by preparing hymn slides to the text of "Earth and All Stars!" Each participant was assigned a line of text and were to interpret it through a drawing. These drawings were then shown as the congregation sang the song in worship for Palm Sunday.

The year was filled with new opportunities while aligning with some traditions. As vulnerable as it may make them feel, I am incredibly thankful to those who challenge themselves to share their musical gifts with us and praise God while doing it. I am looking forward to seeing the progression of our musical impact and the continued support from each and to each person involved.



SAFE-LOT– LINDA BREEN

In November, Zion Lutheran became the first church in Loveland to host the new SafeLot program. In an initial partnership with King of Glory and St. Spiridon churches, we provide safe and legal parking spaces during the hours between 6 pm and 8 am for screened guests. The City of Loveland modified an ordinance to acknowledge the legality sleeping in cars as part of a church-organized program. Volunteers and pastors visited Zion's adjacent residences with SafeLot information and received support and encouragement for the program. An informational session was held with the congregation to address questions and concerns. Using a grant from the synod, we purchased a portapotty. Volunteers from Zion and UUC Namaqua built an enclosure for it. Electrical connections and electric blankets are provided. We were able to accommodate 4 guests through the end of November, when they moved to King of Glory. In December, they began receiving case management services from staff at Guiding Connections, which is a part of House of Neighborly Service. Zion returns to hosting parking guests in January, on a bimonthly schedule. Volunteers provide meals with fellowship and an opportunity to take showers. On two nights in November when the predicted temperature dropped below 10 degrees Fahrenheit, volunteers joined the guests in sleeping inside the building.

Our first volunteer organizing meeting, led by Pastor Veronica and Pastor Joel, had a wonderful turnout. The volunteer signups for November were filled, and some who had intended to offer meals did not have a chance. January provides more chances for volunteers to participate, and greater challenges in accommodating the unusually cold January temperatures. Volunteers cook and serve meals and assist guests in using the shower facilities and laundering towels. A morning lot host checks the parking lot, and an evening host monitors the lot and communicates with guests. In extreme cold weather, overnight hosts are needed to spend the night with guests, and additional volunteers may help in laundering sheets and being present during some evening and morning hours.

The initial group of Loveland Safelot guests are all seniors, and one has a regular job. A short-term guest moved out of the area when she obtained a better job. They are quiet, friendly, and grateful to have a safe place to sleep. There have been no concerns with their behavior and no complaints from neighbors. In fact, some of the guests and volunteers have been helpful in improving the security of the church by reporting unauthorized people using the parking lot at night.

Many thanks are due to the dedicated and generous volunteers, and to the Zion leadership for the support of this program. We hope to keep people safe while improving their chances for permanent housing and job opportunities, and we hope our experience may encourage other local churches to join the program. In the longer run, we look for partnerships which may address the causes of homelessness and provide more long term options.

LOCAL SERVICE—JACOB KUHNS

The Zion Local Service Committee began its inaugural year by outlining its goals. The committee was formed for the purpose of connecting the Zion member community to local organizations that can use our support. Zion members have a long history of being involved in the community and serving others. In the past we have worked regularly feeding people experiencing homelessness, helped found a multi-service community organization and built houses for families. Service to others is part of the character of Zion.

Since the pandemic however, connections between the Zion community and local organizations have dwindled and some have fallen away completely. Rebuilding these connections is what the Local Service Committee was created for. We want to work with the Zion community to find out how people want to help their community and we want to work with local organizations to find out what type of service they need.

Within the first few months of coming together as a committee we were presented with the idea of SafeLot. While this program is much narrowed from the many ways Zion has served its wider community in the past we felt it was too good an opportunity to help others to pass up. For the remaining part of 2023 the focus was then put on SafeLot until such a time as the program could be a stand alone committee. The Local Service Committee looks forward to returning to its wider goal in 2024 with renewed energy and membership.



TECHNOLOGY– STIG ORESJO

There are around 40 to 50 people tuning in to Zoom for our services every Sunday, as you turn around towards the camera in the sound booth, and wave to during “Sharing of the Peace”. Two of the main reasons we have so many online, even now after the pandemic, is due to amazing technical equipment from a generous congregation, supportive individuals and families. The other reason is due to our great team, Stig, Lindsey, Pam, and Rich running sound, camera, and projection and their dedication, Every Sunday showing up at 7am to power all our equipment up and verify that everything works. We seldom have issues, but it is important to be here early to troubleshoot anything that has occurred.

In 2023 we purchased an additional camera, a “digital snake” and a couple of wireless microphones. With the snake we were able to replace an “analog snake” in the choir area. The analog snake has a separate pair of cables for every microphone used. The digital snake is time multiplexing every microphone, so it is an internet cable (8 wires) instead of around 100. Much easier to install and much cleaner up into the mixer board. For 2024 we look forward to expanding our wireless system with microphones in the choir area, to improve clutter and tripping hazards.

A HUGE thank you to the congregation for your support and providing ZION with resources, that allow us acquire great equipment. Our team continues to look for ways we can improve and make our online worship experience better.



The retired analog snake with 96 wires



Equipment up in sound booth. From left PC for projection (ProPresenter), PC for video editing (vMix) and also Zoom broadcast, Mixer board for sound Behringer X32, and below control panel for spot lights.

FINANCIAL STEWARDSHIP—GENE ELDER

2023 marked the maiden voyage of the newly merged Financial and Stewardship Committee (formerly known separately as Finance and Stewardship). A few late nights with Excel wizards Steve Claytor and Chas Farasyn produced our 2024 plan.

The theme for the year was “Entrusted” and we were grateful to see our generous members of Zion rise to the ambitious challenge that was set for the year. At Zion, we live into that promise through our mission to “share God’s abundance together to transform lives through the love of Jesus.” In recent years we have seen many examples in our shared ministry of what God has entrusted to us as a faith community: Gifted staff, pastors, and a yearly intern pastor. A vision that leads us into the community to share God’s love. Deep partnerships with other ministries, agencies, and community leaders. A caring intergenerational community drawn together by God to grow in faith and love.

In 2023, one of our ministry priorities was greater commitment to engaging our community. As we engaged the surrounding community and neighborhood, God has opened doors to entrust us with the following increased service opportunities for 2024:

Ensure that people experiencing homelessness have a safe place to park and sleep in their vehicles through SafeLot Loveland. Share a spirit of generosity and relationship with local agencies, such as Alternatives to Violence, House of Neighborly Service, Community Kitchen, KidsPak, and many more. Renew our previous commitment to Monroe Elementary School with Peakview Academy, the new and expanded school at the Conrad Ball location.

Envision new opportunities with the Northern Colorado Regional Youth Shelter, projected to open across the street from Zion next fall. Continue to share space freely with the community through the upkeep of Zion’s building and grounds.

Zion has been entrusted with incredible staff, from office and building management, to worship and music, to faith formation and pastoral care, and much more. Our staff is part of the strong foundation for our present and future ministry, including a new second pastor and an intern pastor. Being stewards of God’s gifts means that we honor our gifted staff through appropriate compensation, which is always increasing as the cost of living increases.

Serving as an internship site for developing pastors has been a gift both for Zion and for the greater church. Interns bring energy, new ideas, and an opportunity for us to reflect intentionally on our mission. Most at Zion would agree that our previous intern pastors, Courtney Steitz and Andrea Kragerud, have been gifts of abundance. Already, many of you know that Intern Pastor Katie Elkin is a gift and blessing to Zion. Because of this gift God has entrusted to us, this ministry initiative will help us actualize our goal to serve as a yearly internship site.

Zion has been entrusted with an intergenerational community that cares for each other, as well as the leadership to develop new programming and outreach. This ministry initiative will allow us to increase our potential for life-changing faith formation ministries in 2024, such as faith milestones, confirmation, high school service learning, young adult programming, and adult faith formation.

Perhaps the greatest challenge since the pandemic has been that many younger families have not returned to regular participation in our faith community. This ministry initiative will allow us to experiment with alternative ways to invite renewed or new participation, growth, and learning through faith formation.



Indeed, God has entrusted Zion with abundance! Our ministry initiatives for 2024 will help us nurture these gifts so that we can continue to live into our mission, transforming lives through the love of Jesus.²⁴

Gene Elder, Jennifer Barela, Steve Claytor, Chas Farasyn (Treasurer), Judy Gustafson

PERSONNEL—ERIN BACHMAN

2023 was another year of transition with our Zion staff, but we are so blessed to be approaching 2024 with some new faces, and excited about how they can help us grow our ministry and live into our mission and vision.

We started the year with the wonderful news of calling Pastor Veronica Gould as associate pastor. She will focus on leading and building faith formation programming. With Pastor Veronica joining us, we were delighted to be able to keep a couple of interim faith formation positions on staff to support her and help keep faith formation ministries running smoothly. Thank you to Alyssa Hart, who continued to work with the young adult ministry and children's programming at Nourish; Ronda Buck, who has continued to serve as Sunday School Coordinator; and Angie Elder, who has continued to serve as Connecting Hearts Coordinator and provide pastoral care support. We also want to recognize Pam Stevens, who was serving in an interim position as Sacred Space worship support, and who will continue to serve in this role as a volunteer.

In July, we said farewell to our director of music ministries, Dr. David Dunbar, as he left to pursue a position with First Presbyterian Church in Ft. Collins. He blessed us with his musical gifts for two years, and we wish him the best in his new role. Following Dr. Dunbar's resignation, we formed a search committee, and were excited to hire Neil Forsythe as Organist and Praise Band Director, and he was able to start with us this fall. Noelle Bauman-Stucky, who has been our Children's choir director and associate director of music for the last eight years, agreed to expand the scope of her responsibilities, and will now also serve us as Chancel Choir Director and Director of music. We are so grateful to both Noelle and Neil for the leadership they've shown in our music programs since taking on their new responsibilities. We also want to thank Tom Robinson, Rod Braman, Janie Lichtfuss, Eileen Huddle, Hannah Pancoast, Amy Moore, Erin Bachman, Noelle Bauman-Stucky, and Pastor Joel for serving on the music director search committee.

Finally, we were thrilled 2023 led us to having another Pastoral Intern on staff! Intern Pastor Katie Elkin joined us in August, and has brought new energy and gifts to complement our staff. We are so excited to have her, and grateful to the congregation for their support of the internship program at Zion.

We are grateful to all of our amazing staff, who have done a wonderful job to keep everything running at Zion. They have all taken on extra responsibilities, challenges, and projects this year, and we appreciate their efforts and accomplishments!

Lindsey Walter, Office Manager
Stig Oresjo, Technology Coordinator
Ronda Buck, Custodian/ Sunday School Coordinator
Alyssa Hart- Young Adult Ministry/Nourish Children's program
Angie Elder- Connecting Hearts Coordinator
Terri Sloan, Bookkeeper
Noelle Bauman-Stucky, Worship and Music Director
Neil Forsythe- Organist and Praise Band Director
Thomas Chen, Bell Choir Director
Ryan Marvel, Accompanist and Collaborative Pianist
KB Benstock- Nursery



REFUGEE SPONSOR COMMITTEE– WILL REENTS

We are pleased to tell you, that Hassib has been granted asylum status and he has been told he is being processed for a green card or permanent residence. It may take 6 or more months, but at least his application is being processed. He is most interested in getting his family here but hasn't heard much headway in that regard. Senator Bennett wrote that he would like to meet with him. There is a nationwide effort to get the AAA or Afghan Adjustment Act passed and many letters have been sent , including many from our 3 ELCA Loveland churches, but no real significant progress has been made at this time. Hassib continues to be employed by his original employer and amazes us with his positive attitude and resilience.



2023 Treasurers Report			
Zion 2023 Unified Fund			
	2023 Budget	2023 Actual	Over/(Under) Budget
Unified Income			
Member Giving	604,417	593,413	(11,004)
Other Income	800	10,568	9,768
Total Unified Income	605,217	603,980	(1,237)
Expenses	605,217	603,980	1,237
Surplus/(Deficit)	0	0	0

Comments:

Income: Member giving was short of our budgeted amount, but we had an increase in building usage represented in the “Other Income” line item which helped to offset some of the shortfall.

Expenses: We had some overruns in our expenses but was able to use some dedicated funds to help offset them and bring our expenses even with the actual income received.

UNIFIED BUDGET

	2023 Actuals 12/31/23	2023 Budget 12/31/23	2024 Proposed Budget
Interest on Investments			5,590
Zimmerman Estate			7,500
Other Income	10,568	800	5,400
Unified Offerings	593,413	604,417	623,905
Total UNIFIED INCOME	603,980	605,217	642,395
BENEVOLENCE & OUTREACH/SERVICE			
Community Kitchen	1,200	1,200	1,200
ELCA/Rocky Mtn Synod	60,521	60,521	62,390
Global Missions			400
House of Neighborly Service	400	400	1,400
Lutheran Campus Ministry	1,400	1,400	1,800
Sky Ranch	2,000	2,000	
Total BENEVOLENCE	65,521	65,521	69,100
OUTREACH/SERVICE			
Fair Trade Coffee	500	500	500
IHN (Family Promise)	-	200	-
Local Service (formerly Community Outreach)	2,000	2,000	1,500
KidsPak	-	-	500
Peakview Academy Ministry (formerly Monroe)	1,000	1,000	1,000
Total OUTREACH/SERVICE	3,500	3,700	3,500
Total BENEVOLENCE & OUTREACH/SERVICE	69,021	69,221	72,600

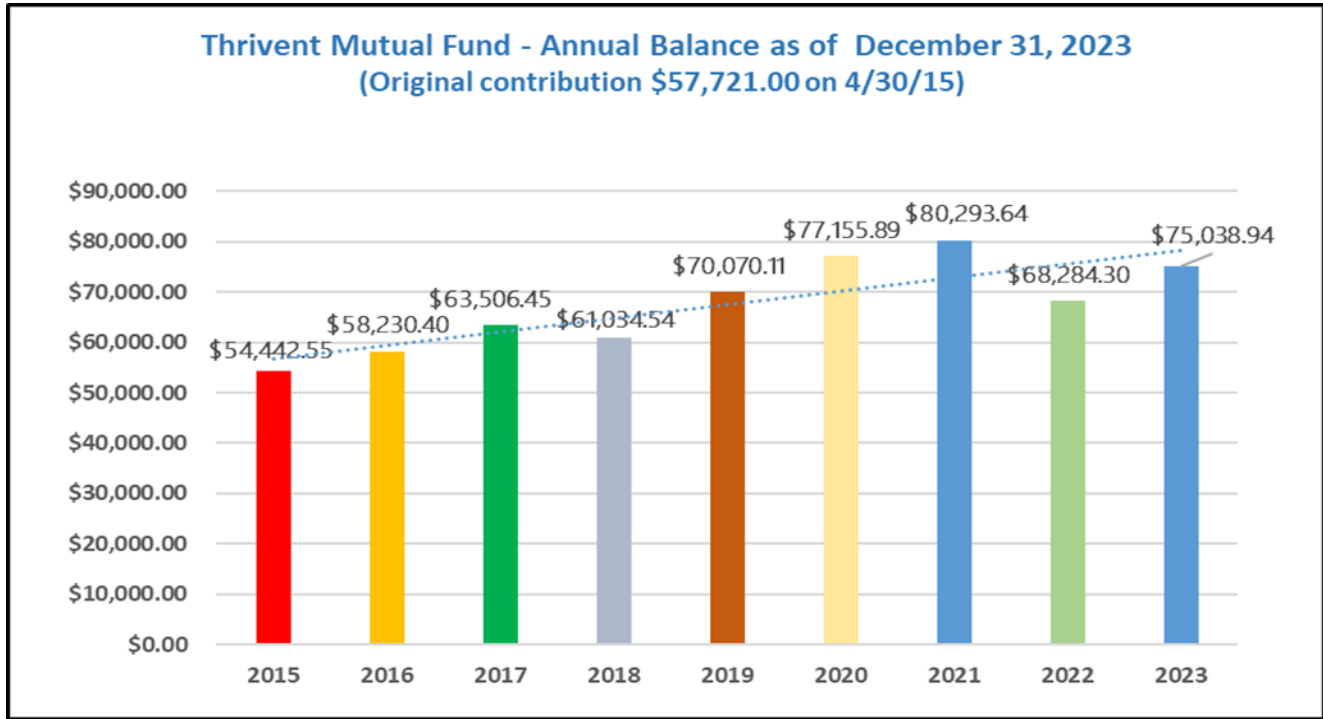
PROGRAMS				
	FAITH FORMATION			
	Adult Education	570	200	500
	Elementary Youth (Children/family)	1,101	1,500	1,000
	Confirmation/Middle School	1,791	1,500	1,500
	High School Youth	712	1,500	1,250
	Library	96	100	200
	Men's Ministry	416	750	500
	Milestone Ministry	1,588	1,000	1,500
	New Member Class	295	500	500
	Nourish	1,023	3,000	2,500
	Nursery Supplies & Curriculum	264	150	150
	Sky Ranch Support	750	750	750
	Sunday School	656	750	1,000
	Teacher Recognition	69	150	150
	VBS	1,053	1,500	1,500
	Women's Ministry	280	500	500
	Young Adult	536	500	750
	Total FAITH FORMATION	11,197	14,350	14,250
	WORSHIP			
	Busy Bags	33	175	-
	Donuts	-	-	2,000
	Pulpit Supply	200	1,200	600
	Sound/Video System	750	750	500
	Worship Decorations (2024 only one worship Supply acct)	1,720	1,200	4,000
	Worship Supplies (2024 only one worship supply acct)	2,374	2,500	
	Total WORSHIP	5,076	5,825	7,100
	MUSIC			
	Music/Bell	648	400	500
	Music/Children's	470	500	500
	Music/General	3,664	3,000	3,000
	Music/Subs	1,525	2,000	3,000
	Total MUSIC	6,308	5,900	7,000
	CARE			
	Connecting Hearts	-	-	500
	Total CARE	0	0	500

STEWARDSHIP						
	Offering Envelopes	304	500	250		
	On-Line Fees	4,053	2,500	3,500		
	Stewardship Program	2,344	1,000	1,500		
Total STEWARDSHIP		6,701	4,000	5,250		
Total PROGRAMS		29,282	30,075	34,100		
Total PROGRAMS, BENEVOLENCE & OUTREACH/SERVICE		98,303	99,296	106,700		
ADMINISTRATION						
	Background checks	162	200	250		
	Childcare	101	500	300		
	Comm Advertising	1,822	600	600		
	Computer/Tech Support	11,334	9,000	9,000		
	Copiers	14,994	16,500	16,500		
	Council	717	250	750		
	Devotions Publications	2,672	1,800	2,000		
	Leadership Development	209	500	400		
	Long Range Planning	580	1,200	1,000		
	Marketing	521	575	500		
	Office Supplies	4,372	4,500	4,500		
	Postage	2,775	2,500	2,500		
	Synod Conferences	5,030	4,000	4,500		
	Volunteer Appreciation	857	800	800		
Total ADMINISTRATION		46,146	42,925	43,600		
PROPERTY MAINTENANCE						
	Custodial Supplies	3,141	2,500	2,750		
	Gas	7,796	5,700	8,500		
	Insurance	14,433	13,000	15,000		
	Maintenance/Repair	280	280	19,000		
	MIF Mortgage Pmts	10,000	10,000	6,000		
	Security System	300	400	400		
	Telephone	5,813	5,256	7,500		
	Trash	5,098	3,000	4,000		
	Water/Electric	11,018	8,500	12,500		
Total PROPERTY MAINTENANCE		57,879	48,636	75,650		
Total ADMINISTRATION & PROPERTY MAINTENANCE		104,025	91,561	119,250		

SALARIES & BENEFITS					
MISC STAFF SALARIES					
		Bookkeeper	5,748	5,748	5,977
		Custodian	13,585	13,585	14,128
		FF Staff Salary - Other	14,509	-	4,000
		xfer from Dedicated Staffing Support	(7,732)	-	-
		Nursery Staff	4,002	5,700	5,700
		Technology Coordinator	16,700	16,746	17,416
Total MISC STAFF SALARIES			46,812	41,779	47,222
MUSIC STAFF SALARIES					
		Accompanist/Collaborative	4,803	5,000	5,200
		Bell & Chimes	4,105	4,105	4,269
		Asst Dir, Children's Music	18,800	21,486	-
		Choir Director, Worship & Children	47,573	48,906	30,000
		Organist / Band Director	-	-	25,000
Total MUSIC DIRECTORS SALARIES			75,281	79,497	64,469
OFFICE STAFF SALARIES/BENEFITS					
		Office Manager Salary & Insurance	54,199	51,894	53,970
		Office Mgr Pension	3,996	4,379	4,498
Total OFFICE STAFF SALARIES/BENEFITS			58,195	56,273	58,467
INTERN PROGRAM					
		Intern Program	9,000	7,000	12,000
		xfer from Dedicated	(2,000)	-	-
Total INTERN PROGRAM			7,000	7,000	12,000

PASTORAL SALARY & BENEFITS				
	Pastor Joel Pancoast Salary	25,266	85,266	88,677
	Pastor Joel Housing	60,000		
	Pastor Joel Health Insurance, Pension & Other Benefits	45,895	45,246	46,592
	Pastor Veronica Salary	9,920	56,500	58,760
	Pastor Veronica Housing	39,375		
	Pastor Veronica Benefits	10,230	12,000	12,869
Total PASTORAL SALARIES/BENEFITS		190,685	199,011	206,897
CONTINUING ED				
	Continuing Education Music	-	500	500
	Pastor Veronica Continuing Education	22	1,200	1,200
	Pastor Joel Continuing Education	669	1,200	1,200
Total CONTINUING ED		691	2,900	2,900
PROFESSIONAL EXPENSES				
	Pastor Joel Books	173	250	250
	Pastor Joel Expense	4,200	4,200	4,200
	Pastor Veronica Books	-	250	250
	Pastor Veronica Expense	1,678	4,200	4,200
Total PROFESSIONAL EXPENSES		6,051	8,900	8,900
TAXES & PAYROLL EXPENSES				
	Payroll Expenses	15,386	16,000	16,000
	Workers Compensation	1,550	3,000	1,500
Total TAXES & PAYROLL EXPENSES		16,936	19,000	17,500
Total SALARIES & BENEFITS		401,652	414,360	418,355
Total UNIFIED EXPENSES		603,981	605,217	642,395
SURPLUS/DEFICIT		\$0	\$0	\$0

ZION INVESTMENT STATUS



These funds were originally invested in 2015, with interest earnings awarded by the council for new ministries not covered by the budget

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Annual Rate of Return	-6.02%	6.96%	9.06%	-3.89%	14.80%	10.11%	6.53%	-14.96%	11.65%
Return Since Inception	-6.02%	8.75%	9.11%	5.43%	5.97%	5.29%	5.40%	2.95%	3.42%

Thrivent Earnings withdrawn in 2023 and reflected in the 2023 ending balance in chart above:

- Apr-23 \$500.00 Tea Party
- Nov-23 \$650.00 Wedding Vow Renewal

Thrivent Money Market through December 2023

	2023
Beginning balance	\$0.00
Contribution 10/31/23	\$100,000.00
Distributions	\$0.00
Interest	\$831.25
Ending balance 12/31/23	\$100,831.25

These funds were invested in 2023 with interest earnings to fund the annual operating budget.

Capital Campaign Update 12/31/23

Initial Donor Contribution	\$800,000
Total Contributed Previous Years	\$278,430
Total Contributed in 2023	\$4,360
Total Contributed through 12/31/23	\$1,082,790

MIF Mortgage Loan Update 12/31/23

Original MIF Mortgage Loan Amt. effective July 2020	\$450,000
1/01/23 Beginning Mortgage Balance	\$381,396
Total Interest Paid in 2023	\$14,591
Total Principal Paid in 2023	\$10,669
12/31/23 Ending Mortgage Balance	\$370,727
Monthly Payment: \$2,105 beginning 6/01/22 after paydown and interest rate adj. in May 2022 Interest Rate 3.875%/Term: 25 years/5 yr. adj rate Next interest rate adjustment scheduled for 2027	
Donor Funds Received & dedicated to 2023 Mortgage Pmts.	\$24,732
Zion Portion of 2023 Mortgage Pmts.	\$528
Total Annual Mortgage payments in 2023 (interest & principal)	\$25,260

Zion 2023 Dedicated Accounts

	12/31/22 DEDICATED Balance	DEDICATED Income	Funds xfer in	DEDICATED Expense	Funds xfer out	12/31/23 DEDICATED Balance
ACTIVITY ACCOUNTS						
Boy Scout Scholarships	738.81	10.76		217.08		532.49
Childrens Music Ministry	425.98					425.98
Columbarium	12,374.79	4,000.00		9,579.61		6,795.18
Competitive Stewards	515.10	154.00		40.00		629.10
Donuts	825.25	893.77		2,086.53		-367.51
Fair Trade Coffee Fund	1,598.87	1,473.63		2,164.02		908.48
Flower Acct	345.69	1,328.00	501.91	1,633.15		542.45
Funerals	234.53	6,311.24	137.60	6,683.37		0.00
Intern Program	15,228.36	276.30	10,000.00	3,330.67	2,000.00	20,173.99
Lutheran Men of Song	973.55	200.00				1,173.55
Music Activity Fund	0.00					0.00
Prayer Shawl Ministry	188.00					188.00
R & R (formerly Theoprobe)	12,399.98	34,879.31		26,597.11		20,682.18
Sabatical	13,758.19					13,758.19
Stephen Ministry	1,575.86			339.79		1,236.07
Technology	2,647.12	3,600.00	290.86	6,244.38		293.60
Thomspon Valley PreSchool	20,795.71	16,500.00		14,074.02		23,221.69
Via De Cristo	1,053.44					1,053.44
Womens Retreat Fund	1,543.94	6,216.00	69.18	7,829.12		0.00
Womens Support	1,834.28				69.18	1,765.10
Total ACTIVITY ACCOUNTS	89,057.45	75,843.01	10,999.55	80,818.85	2,069.18	93,011.98
Thrivent Money Market (not included in totals)	0.00	100,831.25				100,831.25
New Ministries - Thrivent investment earnings (not included in totals)	10,563.30	7,903.94		1,150.00		17,317.24
BUILDING FUND						
Building Funds	26,562.75	22,282.12	10,000.00	29,469.23		29,375.64
Capital Campaign	20,814.46	4,360.00				25,174.46
Mortgage Payment	13,836.20	24,731.88	10,000.40	25,260.00		23,308.48
Sanctuary Heating & Cooling	0.00	59,615.00		59,400.00	215.00	0.00
Total BUILDING FUND	61,213.41	110,989.00	20,000.40	114,129.23	215.00	77,858.58
CLEARING						
Chapel	0.00	12,750.00		388.45		12,361.55
Clearing - Other	4,969.64	39,951.30	8,110.20	46,900.40	6,200.48	-69.74
Endowment	104,800.00	73,997.10	600.00	158,447.10		20,950.00
Faster Pastors	0.00	2,418.00		2,418.00		0.00
King Soopers	0.00	1,878.47		1,878.47		0.00
Staffing Support	49,200.00		687.23	5,687.23	8,547.59	35,652.41
Thrivent Choice Dollars	138.00	3,259.00		3,036.00	138.00	223.00
Total CLEARING	159,107.64	134,253.87	9,397.43	218,755.65	14,886.07	69,117.22
EXTRA BENEVOLENCE						
Community Kitchen	400.00	1,490.00		1,790.00		100.00
ELCA Disaster Response	0.00					0.00
Family Promise (IHN)	1,370.31					1,370.31
General Benevolence	0.00		10,000.43	3,000.00		7,000.43

	12/31/22 DEDICATED Balance	DEDICATED Income	Funds xfer in	DEDICATED Expense	Funds xfer out	12/31/23 DEDICATED Balance
Global Mission Funds	4,061.64			89.13		3,972.51
Great Gift Away	1,582.32	1,617.00		2,250.00	650.00	299.32
Habitat for Humanity	25.00			25.00		0.00
HNS	0.00	1,836.01		1,836.01		0.00
Local Benevolence	1,400.00	3,323.00			4,548.00	175.00
Pastors Fund	2,136.21		1,516.00	1,539.00		2,113.21
Special Projects	967.84		1,515.99	1,620.29	220.00	643.54
Service Projects/SafeLot	0.00	5,982.29	3,486.00	4,187.65		5,280.64
Luthern World Relief	0.00	1,120.00		1,120.00		0.00
Member Assistance	6,147.46	1,136.90		7,233.86		50.50
Peakview (former Monroe) Elementary	942.48	440.99		1,318.28	32.13	33.06
Refugee's	11,007.46	1,670.00		4,994.50		7,682.96
World Hunger	226.00	2,200.05	478.06	2,904.11		0.00
Total EXTRA BENEVOLENCE	30,266.72	20,816.24	16,996.48	33,907.83	5,450.13	28,721.48
MEMORIALS						
Memorials	27,118.88	4,889.00			4,356.62	27,651.26
Total MEMORIALS	27,118.88	3,914.00	0.00	0.00	4,356.62	27,651.26
FAITH FORMATION (Previously Youth)						
College Scholarships	0.00	795.00			500.00	295.00
Faith Formation	945.14		5,000.00	396.00		5,549.14
Nourish	639.62	140.00		632.84		146.78
Sky Ranch Campership	7,661.46	1,848.00			3,245.00	6,264.46
Sky Ranch Registration Fees	0.00	3,755.00	3,245.00	7,000.00		0.00
VBS	358.90	618.36		645.98		331.28
Young Adult Ministry	357.75			247.10		110.65
Youth Fundraisers/Scholarship	12,544.21	242.00	138.00	2,560.00	829.70	9,534.51
Youth Registration	54.35	1,860.00	1,415.65	2,507.91		822.09
Total YOUTH	22,561.43	9,258.36	9,798.65	13,989.83	4,574.70	23,053.91
Total DEDICATED FUNDS	389,325.53	355,074.48	67,192.51	461,601.39	31,551.70	319,414.43
OFFERINGS SAVED						
Emergency Reserve Fund	20,777.99					20,777.99
Surplus	0.00		37,460.43		37,460.43	0.00
Total OFFERINGS SAVED	20,777.99	0.00	37,460.43	0.00	37,460.43	20,777.99
Grand Total Dedicated Accounts	410,103.52	355,074.48	104,652.94	461,601.39	69,012.13	340,192.42



THANK YOU FOR BEING A SUPPORTING CONGREGATION OF SKY RANCH LUTHERAN CAMP!

What a true blessing you are to this ministry! We are genuinely grateful for your continued support of the ministry at Sky Ranch Lutheran Camp. Your congregation is essential in partnering with us to ensure our ministry flourishes. We are thankful that as one of the congregations who uses and plays a key part in supporting this camp, we continue together on this journey of sharing joy, hope and faith with others. Sky Ranch is known for providing radical hospitality and we are blessed each year by our caring summer counselors who exude this hospitality. Thank you for praying for and supporting our gifted and faithful staff.

We were blessed this past summer when we opened our home in the mountains to Sky High Hope, a camp for kids who live with or are survivors of cancer. They fell in love with Sky Ranch! Their staff and campers said they felt at home. "This was one week where our campers could feel like a kid again and forget about the worries in their day to day lives that come from frequent doctor visits." God was certainly at work when our partnership formed. Our cups were overflowing with love and hope just as much as theirs. Once again, we welcomed youth from all over the Midwest, Southwest and Western states. It is because of your support that we were able to touch the lives of so many to grace the sacred mountains of Sky Ranch. As mentioned above, we were able to hire an incredibly gifted staff this past summer, including 5 international staff, making our community much richer. We celebrated together the ordination of our Program Director, Pr. Bekah Boatwright! In addition, you helped provide resources for us to ensure the conservation and renovation of our facilities and enhance programming. Here are some of the projects we accomplished:

- **Maintenance Building:** Continued Interior construction of storage and shelving.
- **Trails:** Service teams made a great impact on restoring the use of some of our trails.
- **Hutchinson Cabin Remodel:** A new deck with a view! TWO rooms for adult chaperone housing!
- **Scholarships for outreach ministries:** We welcomed several groups, new and returning!
- **Service Programs:** We were excited to strengthen our service programs. We continued our partnership with Urban Servant Corps, making this program even more fruitful.
- **New Pavilion!** We cannot wait for you to experience this beautiful space!

Finances - Traditionally, over 60% of our income comes from fees collected from programs. This past summer, our camper numbers remained lower than what we were used to in previous years. We are partnering with our supporting congregations to find ways to further our outreach and invite new campers and families to experience the ministry we have to offer. One way we are hopeful to meet this outreach is through the connections we are making with our ecumenical churches. We are adding new offerings to our programming, and we are excited to see the interest they bring. With your support and commitment to giving, we were able to ensure the financial stability of this ministry. The good news is we are hearing from many ready to return to camp and we predict we will make an impact on many more campers this summer.

We have so much to look forward to this 2024 year! We are excited for new additions to our ministry that will support our mission in providing experiences for our campers and guest to grow in their faith or encounter Christ for the first time. We look forward to welcoming Tyler, our new High School Program Director, to our team. We are eager to share the new Pavilion with you. It is complete, and it is beautiful! We have plans of filling this space during camp registration to welcome all, Bible study, games, singing, worship and so much more.

Sky Ranch is grateful to partner with congregations: helping you strengthen your ministry, inspire your youth programs and guide young adults to become the leaders in the church. Together we continue to build intentional Christian communities that send forth our young leaders to spread the good news, sharing kindness and living a life of justice that Jesus calls us to do. Through the years, friends like you have cared enough to partner in this faith building, giving generous support to Sky Ranch. You are making it possible for children to attend Sky Ranch by helping us keep the camper fees reasonable and within the reach of most families.
Thank you for your continued support!

Sky Ranch - forming faith and changing lives - one camper at a time!



A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

Over the past year we have continued to experience changes in the world around us. Even as our church finds ways to adapt to this changing world, we find hope in the unchanging and always present promise of God's love through Jesus Christ. We change and adapt not to conform to the world but because we believe that the gift of God's Son is for the world, and that our congregations and worshiping communities are places to gather and be sent into the world, where we will tell the story of God's love in word and deed.

The ministries of our congregations, our synods and the churchwide organization provide ways for the church to move beyond the boundaries of structures and geography and to share God's love with people in our neighborhoods, our cities, our country and beyond. We engage in this ministry knowing that our church walks by faith, trusting in God's promise in the gospel, and that we exist by and for the proclamation of this gospel word. In John 15:5, Jesus reminds us, "I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing." We are connected by the promise that we do all through Christ and can do nothing apart from him.

God gives the Holy Spirit, who uses gospel proclamation — in preaching and sacraments, in forgiveness and in healing conversations — to create and sustain this faith. Just as we rely on God to sustain our faith, we rely on each other to sustain the ministries that offer God's love to the world. Through your generosity to each expression

of this church — your congregation, your synod and your churchwide organization — you add to our collective voice proclaiming God's love for all.

I am grateful for your generosity over this last year. My gratitude spreads far beyond your generous financial gifts. You've shared your gifts of time through countless hours of volunteering, serving and accompanying. You've shared the gifts of your voices as we've tried to discover and learn how God is calling us to be the church now and into the future. And, finally, dear church, you have shared the gift of the realness of God's love with the world around you. Be well, dear church, and stand steadfast in the promise of God's love and grace as you take that promise with you into the world.

The Rev. Elizabeth A. Eaton
Presiding Bishop
Evangelical Lutheran Church in America

“I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing.” —John 15:5

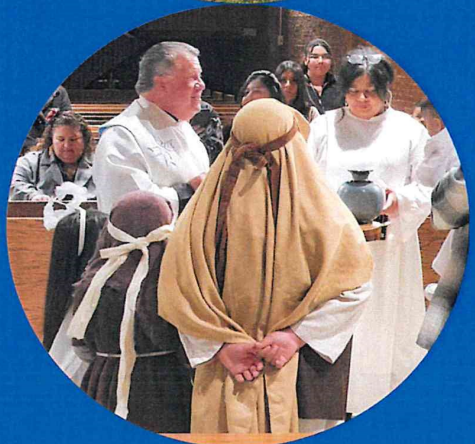
TOGETHER IN 2023

- The **Campus Ministry Committee** regrouped to better accompany our seven synod campus ministries.
- **Lutheran Advocacy Ministry - Colorado** worked on a number of bills including the passage of House Bill 1112 (Rep. S. Bird), which will make significant changes for Colorado tax filers who claim the Earned Income Tax Credit and Child Tax Credit. It's one of our state's most effective and proven anti-poverty measures.
- **Lutheran Advocacy Ministry - New Mexico** advocated successfully for \$10 million in additional one-time funding for low-income/affordable housing, \$30 million in additional annual funding for low-income/affordable housing, and an increase in the state's child-tax credit and universal healthy school meals for all New Mexico children.
- The **RMS Disaster Response Committee** organized to better accompany and support congregations in areas that have been impacted by major disasters
- The Synod was represented at board meetings & gatherings of our **Social Ministry Organization partners**, including Lutheran Family Services Rocky Mountains, Eben Ezer Lutheran Care Center, Urban Servant Corps and Border Servant Corps.
- A **multi-cultural ecumenical pilgrimage** to Greece and Rome included members of the Rocky Mountain Synod and the Episcopal Church in Colorado walking in the footsteps of Paul while praying for peace in the Holy Land.
- **Vital Right Shaped Ministry** provided tools for congregations and rostered ministers to review their congregational life, set a course for their future, and strengthen leaders for their journey ahead.
- Our **Congregational Transition Team** supported ministries throughout the synod during their transition and call process.
- Synod staff accompanied two of our congregations as they moved into new spaces, with **Highlands Lutheran** in Denver relocating to the Lutheran Center and **Cristo Rey/Latino Ministry West Denver** moving into the building generously donated to the synod by Christ the King Lutheran upon its conclusion of ministry.

Your generosity fueled these ministry opportunities, while supporting the countless ministries of our whole church across this country and around the world.

**Thank you for your commitment to being synod -
on the way together!**

Pictured at right from top to bottom: Wyoming Conference Rostered Leaders Retreat, Cristo Rey/Latino Ministry West Denver's Christmas celebration, Lutheran Campus Ministry at Luther House in Albuquerque, NM gather for a meal, community time, and worship, Racial Justice train-the-trainer event in April.





Rocky Mountain Synod: On the Way Together

2023 ANNUAL REPORT

To be a **synod** literally means to be *on the way together*
- on the **way of Jesus** together.

With **profound gratitude**, we celebrate the many ways your mission support has empowered our ministry and mission as **Christ's Church, Better Together** in the ELCA Rocky Mountain Synod in 2023.

- In May we met in **Assembly** in El Paso to experience the power of "Cruzando Fronteras/Crossing Borders" for the sake of the gospel, and in September our rostered ministers gathered in four locations across our synod to engage in the discernment about the 2024 bishop's election.
- The **Global Mission Network** supported RMS missionaries and began planning for a RMS border immersion trip and visit by Malagasy companion synod leaders in 2024.
- **Excellence in Leadership (EiL)** added trainings on healthy boundaries, adaptive leadership, conflict management & congregational systems. Since 2019, EiL has trained 179 leaders in courageous, resilient & faithful leadership.
- **3E (Educate, Equip, Enact)**, funded by the Lilly Foundation, provided 11 mini-sabbatical grants for rostered leaders, stewardship learning opportunities for congregations, non-profit management training for 40 leaders, and funding to support rostered leaders engaging in counseling, coaching and spiritual direction.



Rev. Angela Chacon's ordination and installation at Ascension St. Matthew's Lutheran Episcopal Church in Price, UT.

BY THE NUMBERS

30

CANDIDATES
being accompanied
from discernment
through first call

6

ORDINATIONS
of new pastors &
deacons

28

INSTALLATIONS
of pastors and
deacons into new
ministry settings

21

FIRST CALL
deacons & pastors
being accompanied
through their first
three years of
ministry

47.5

% of MISSION
SUPPORT received
in our synod was
shared with our
Churchwide
Organization

CHRIST'S CHURCH, BETTER TOGETHER

ROCKY MOUNTAIN SYNOD, ELCA

ANNUAL CONGREGATIONAL MEETING

OPENING LITURGY

Son of God, Eternal Savior

Recognizing that our faith is a living, busy, active and mighty thing, may the grace of our Lord Jesus Christ and the communion of the Holy Spirit be with each of you.

And also with you.

Teach us to love you with all our heart, soul, mind and strength.

Receive our prayer, O God.

Descend on our hearts, that we may love others in the ways Jesus loves us.

Receive our prayer, O God.

Empower us to be enthusiastic in pursuing your vision for our congregation.

Receive our prayer, O God.

Move us to engage issues in our community in Christlike ways, and to pursue deep and authentic relationships with those with whom we serve and partner.

Receive our prayer, O God.

Strengthen us to face the barriers we encounter in doing your work, learning to work with others amid disagreement.

Receive our prayer, O God.

Give us the ability to adapt to the cultural, economic and social changes that occur in the neighborhoods we serve.

Receive our prayer, O God.

Guide us to be a healthy congregation that learns from its failures as well as its successes and offers wisdom to others.

Receive our prayer, O God.

As we strive to become the church that we proclaim to be, raise up leaders who focus on the gospel of freedom, forgiveness and reconciliation as given to us through God's indescribable act of love in the death and resurrection of Jesus Christ. Renew us daily in our baptism, that we may discover vitality in our relationships with you, each other and those we serve in the world.

Amen.

1 Son of God, e - ter - nal Sav - ior, source of life and truth and grace,
 2 As you, Lord, have lived for oth - ers, so may we for oth - ers live.
 3 Come, O Christ, and reign a - mong us, King of love and Prince of peace;
 4 Son of God, e - ter - nal Sav - ior, source of life and truth and grace,

Word made flesh, whose birth a - mong us hal - lows all our hu - man race,
 Free - ly have your gifts been grant - ed; free - ly may your ser - vants give.
 hush the storm of strife and pas - sion, bid its cru - el dis - cords cease.
 Word made flesh, whose birth a - mong us hal - lows all our hu - man race:

you our head, who, throned in glo - ry, for your own will ev - er plead:
 Yours the gold and yours the sil - ver, yours the wealth of land and sea;
 By your pa - tient years of toil - ing, by your si - lent hours of pain,
 by your pray - ing, by your will - ing that your peo - ple should be one,

fill us with your love and pit - y, heal our wrong, and help our need.
 we but stew - ards of your boun - ty held in sol - emn trust will be.
 quench our fe - vered thirst of plea - sure, stem our self - ish greed of gain.
 grant, oh, grant our hope's fru - i - tion: here on earth your will be done.

Evangelical Lutheran Worship, 655

Text: Somerset C. Lowry

Music: IN BABILONE, Oude en Nieuwe Hollandse Boerenlities en Contradansen, 1710;
 arr. Julius Röntgen

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