



LORD OF THE MOUNTAINS
LUTHERAN CHURCH, ELCA

Annual Report 2018

*“Lord of the Mountains Lutheran Church is an open,
welcoming and affirming community, fulfilling God’s vision of a world
where peace, love, and justice become a reality for all.”*

Welcome to Lord of the Mountains

We rejoice that diversity in God's creation enriches, nurtures and challenges our life and ministry as followers of Jesus and as servants in the world.

Because we believe with Jesus that God's grace is truly amazing, we are committed to welcoming all people to this place...
no matter where you come from, no matter what age,
race, socio-economic or family status,
no matter what gender identity or sexual orientation,
no matter what your faith tradition or theological beliefs.

Grace is for everyone or it isn't grace.
It's that simple.
It's that amazing.

We really do welcome all!

In the spirit of the Reformation, Lord of the Mountains Lutheran Church continually seeks meaningful ways of expressing our commitment to the life and teachings of Jesus.

We do this by...

- welcoming all people to full participation in our community of faith.
- recognizing there are many ways to God.
- striving to be compassionate toward all of creation.
- aspiring to live what we believe.
- respecting diversity of thought and opinion.
- working for peace and justice for all people and all creation.
- committing ourselves to serving others.

January 2018

Annual Congregational Meeting

January 27, 2019

God's Work, Our Hands

We are Church Better Together

1. Call to Order – With a Prayer

2. Approval of the 2018 Minutes

3. Verification of a Quorum

During 2018 LOTM had 224 members. 15% of 224 members is a quorum of 33 members.

4. Reports

4.1 2018 Celebrations – President Report, Bonnie Brown

Pastor's Report – Pastor Liliana Stahlberg

4.2 Treasurer 's Report – Amy Simper

5. New Business

5.1 Presentation of Amendment to the Constitution – Dave Domzal

Action: Adoption of the amendment to the constitution. This constitution amendment comes as a recommendation from the Church Council and no second is necessary for discussion and vote by the congregation.

5.2 Adoption of the 2019 Budget.

Action: The budget is presented as a motion from the Church Council. No second is necessary for discussion and vote by the congregation.

5.3 **Action:** Elections – Ferol Menzel

5.3.1 Church Council

Bonnie Brown

Greg Wright

Amy Simper

Linda Wakefield

Ben Little

5.3.2 Charitable Endowment Team

Claire Clark

Ron Gebhartsbauer

5.3.3 Legacy Gift Fund

Sally Brown

Peggy Hiller

5.3.4 Nominating Committee

Sheralyn Bratlien

John Kidd

Kenyon Kugler

Ferol Menzel

5.3.5 Synod Assembly Representation

Donna & Mark Clark

5.4 Other Items

7. Gratitudes

7.1 Dennis Boyd for many years of leadership on the Charitable Endowment Team

7.2 Church Council for their collaborative leadership.

8. Adjournment – With a Prayer

MINUTES OF THE ANNUAL CONGREGATIONAL MEETING, 1-28-2018

Attendance has been taken. Quorum was determined at 37 members. We have 66 in attendance this morning.

- 1 The minutes from the 2017 annual meeting are approved.
- 2 Ferol Menzel gave the President's report. The congregation is especially grateful for Ferol's leadership these past 2 years. Members are referred to the Annual Report for details. The highlights include the following. A great deal of the year was spent on the work of the Re Formation Team (RFT). Their report will be following. A special celebration was held for the 500th anniversary of the Reformation, with our Catholic brothers and sisters. Another special occasion was Marianne Borg's visit to our congregation. Notice is taken of sadness this year, the deaths of Pastor Wolfgang Stahlberg and of Paul Hage.
- 3 Pastor Liliana gave the Pastor's report. She reminded us of the covenant the congregation made with her, and her with us.
- 4 The congregation watched a video of clean-up day. We also watched a video of the painting of the mural around the back of our church. Both of these videos will be on our website.
- 5 The RFT report was given. The Team worked from November, 2016, to the present time, when they are making their report. Acknowledgment was given to the ENORMOUS amount of time spent by each RFT member! It is noted that Council has endorsed this report. Bonnie Brown told of the areas of agreement; Steve Wakefield discussed the vision and welcome statements; Jean McArthur talked about the mission statement; Pastor Liliana told of the theology statement; Karen Johns talked about worship and music (FAITH); Dave Domzal discussed FAMILY programs, both old and new, including outreach; Peggy Hiller talked about FELLOWSHIP, building a relational and engaging church; Doug Sims spoke of stewardship, saying we have to deepen and broaden our concept of stewardship, ("LOTM is not a spectator sport!"); Pastor Liliana talked of the collaborative model of leadership we will be using from now on; Joe Fassel told of how a relational church equals growth and stability; and Mark Clark discussed that this RFT report is not to be given and then stuffed on a shelf. It is a living document that outlines a way forward for this congregation.
- 6 Sheralyn Bratlien gave the Treasurer's report and presented the 2018 budget. The congregation acknowledged the work on Sheralyn's part the past 2 years as treasurer. New processes and procedures have been put in place that have greatly improved and streamlined our finances.
- 7 Ferol Menzel presented changes to our constitution. Most of the changes are required by the Synod. Of note is that Seasonal Members are now allowed.
- 8 The congregation recognized the outgoing members of Council: Sheralyn Bratlien, Jim Oberheide, Kenyon Kugler, and Ferol Menzel.
- 9 The following action items were taken. A) The congregation unanimously approved the recommendations of the RFT. B) The budget for 2018 was approved unanimously. C) The changes to the constitution were approved unanimously.

1. New council members were elected unanimously. They are: Karen Johns (2018-2021), Lea Dreux (2018-2021), Christy Reinking (2018-2021), and Greg O'Neill, serving a second term (2018-2021). Continuing council members are: Donna Clark, Jim Luellen, Bonnie Brown, Amy Simper, Linda Wakefield, and John Preckshot.
2. The Endowment Committee was elected unanimously. They are: Karen Johns, David Domzal, Amy Simper, and Dennis Boyd.
3. The Nominating Committee for 2018 was elected unanimously. They are: Luray Wiberg, Sheralyn Bratlien, Ferol Menzel, John Kidd, and Kenyon Kugler.
4. Members to attend Synod Assembly, May, 2018, were elected unanimously and are Linda and Steve Wakefield, and Pastor Liliana.
5. There was no new business.
6. The meeting was adjourned at 11:55.

Respectfully submitted,

Linda Wakefield

Church Council Secretary

PASTOR'S REPORT

Dearly beloved congregation,

Using the blessed words of Apostle Paul, I would like to say:

"I give thanks to my God always for you because of the grace of God that has been given you in Christ Jesus, for in every way you have been enriched in him, in speech and knowledge of every kind—just as the testimony of[✠] Christ has been strengthened among you—so that you are not lacking in any spiritual gift. God is faithful; by him you were called into the fellowship of his Son, Jesus Christ our Lord." (1Corinthians 1:4-9)

I am truly and deeply grateful for all we have accomplished together in 2018 through the power of the Holy Spirit at work within us and around us. I feel that our common journey through life has taken us to a deeper faith and understanding, to a more joyful fellowship, to a more generous place in our hearts and minds and to deep and meaningful relationships within the congregation.

One of the main goals of the Re-Formation Team was to grow into becoming a relational church, where people truly know one another, support and help one another, engage in meaningful conversations, and share Christ's Spirit of radical inclusivity, love, and grace. I will report to you that I see this relational church happening every time we get together in different groups, whether it is for making music together, bringing social justice to the world, planning worship, studying the scriptures, celebrating birthdays and anniversaries, joining for potluck with our Muslim sisters and brothers, or getting together to discuss about what really matters in this world.

Our congregation has grown with people of every age and background this past year. It is heartwarming to see the passion that our new members bring in all areas of church activities, such as adult education, spirituality, choir, bell choir, Sunday School, stewardship, fellowship, social justice, and many others.

We have also been more invitational and truly welcoming of all of God's diverse populations. I heard from so many of the groups who meet in our building about how welcome and accepted they feel when they step into our church.

Health and healing were also high on my radar this past year. Indeed, many hearts were healed. Stability, trust, spiritual growth, pastoral care, fellowship opportunities, deep conversations among members are foundational for a congregation to not only survive, but to thrive. We will continue on this journey of health and healing.

In conclusion, I would say that we are 'People on the Way', trying to create a community of trust and spiritual and physical growth. We try to respond to the best of our ability to Jesus' call for us *to be light of the world*. May God bless us to continue on the Way of Jesus, strengthen us to do God's will for our community and the world and hold us in his abundant grace.

Yours in Christ, Pastor Liliana Stahlberg

PRESIDENT'S REPORT

Bonnie Brown

As I look back on 2018, I am grateful for so many things: growth, financial stability, developing a relational church. I'm amazed at the energy and enthusiasm that seems to be filling our church. As we move closer to a more collaborative model of leadership, it is evident that when working together, we are stronger and better equipped. In this annual report, you will find a list of celebrations for our congregation.

As a member of the Re-Formation Team, I remember reading the interview feedback and the "fish" activity responses to the question regarding what we receive and value most at LOTM. Three themes emerged that drew our attention to what people were feeling, and what brings them to worship at LOTM...**faith, family, and fellowship**. So, when you see those three words, they are not merely cute phrasing, but what people **value** about LOTM. The Church Council attempts to focus on those three themes, as well as the entire Re-Formation Team report, as we develop programs and events and allocate funds.

On a personal level, this year as president has been full of gratitude for my extended family at LOTM and the deepening relationships that I have formed through my engagement and involvement. I rejoice in the many talents revealed when we need them. And for the children who have joined us; bringing me happiness with their laughter (and sometimes cries), their innocence, and their steady stream of questions. My heart is filled with joy and a tear in my eye on Sundays to see the pews filling up and people lingering after worship to engage in animated conversations.

As president I am fortunate to have the opportunity to observe the daily running of the church; people coming inside seeking help, the many invisible hours Pastor Liliana gives to pastoral care, and the endless volunteers streaming in to set up for events, attend to a repair, count Sunday collection, practice music. The list goes on and on. I am also gratified to see our facility being used and the appreciation expressed by the users.

The Church Council truly believes LOTM belongs to everyone and developing a culture of ownership is an integral part of maintaining our stability. We encourage you to assume that ownership. Since LOTM belongs to us all, we welcome your ideas, dreams, and sharing of your hidden talents and passions for we have only begun God's work.

Together, we serve. Together we are the Church, One Body in Christ.

I am grateful for each and every one of you.

GOD'S WORK, OUR HANDS CELEBRATIONS

Praise the Lord! Oh, give thanks to the Lord, for he is good, for his steadfast love endures forever! Psalm 106:1

- Calling and installation of Pastor Liliana
- Implementing of RFT recommendations
- Growing the church with all ages
- Achieving financial stability –
 - Income above 2018 budget expectations and expenditures under budget
 - Established Legacy Gift Endowment Fund
- Continuing to form our faith
 - Education workshops: Dr. Swanson, Crucial Conversations, and Enneagrams
 - Theo Talks addressing World Religions, spiritual practices and many others
 - Book groups
- Caring for God's Creation
 - Reduce, Reuse, Recycle policy (no plastic)
 - Coordinated Going Green Interfaith event
- Sharing our church's identity
 - Enhanced advertising
 - Created new logo
 - Redesigned website
- Creating a relational church
 - Expanded Fellowship opportunities
- Recognizing our dedicated volunteers
- Revitalizing the Memorial Garden
- Updating office computers and copier
- Planning began on new Sound System & building of a Prayer Labyrinth to be completed in 2019

For more specifics and other achievements, please read the team reports included in this annual report and consider joining one of these ministries.

TREASURER REPORT

Amy Simper

Final 2018 Financial Status

- A \$336,535 2018 budget was balanced and approved by the Church Council.
- The 2018 financial situation concluded in the black with higher than expected income and lower than expected expenses. Increased loose plate offerings contributed greatly to LOTM's strong fiscal year.
- Excess 2018 income allowed Council to approve sending Synod an additional check over the Second Sunday Offering, funding both the 2018 and 2019 "Boiler Replacement Fund", contributing to the Sound System/Carpet Replacement funds, increasing Building Maintenance Accrual funds and adding to a youth reserve fund.
- The 12/31/18 building mortgage balance was \$326,188.

Proposed 2019 LOTM Budget

- 97 individuals or family units pledged a total of \$320,380 for 2019. Of the 97 pledges, 15 were from first-time pledgers to LOTM.
- Total income and expenses are projected to be \$368,961 for a balanced budget.
- Council responded to RFT recommendations and addressed church needs by approving a budget addressing raises for all staff positions, a nursery attendant, increase in Synod benevolence funding, possible transition to an organist accompanist in June, addressing the needs of social media, youth, and young families by combining new funds and moving funds for Volunteer Coordinator to position(s) in these areas as well as additional fellowship and education opportunities.

2019 Operating Budget

Income	Member Pledged	\$304,361
	Member Unpledged	\$ 17,500
	Loose Offerings	\$ 32,000
	Building Use Income	\$ 12,000
	All other income	\$ 3,100
	Total Income	\$368,961
Expenses	Administration	\$ 16,846

Building	\$ 31,578
Contract Labor	\$ 16,290
Education	\$ 5,100
Finance	\$ 56,400 (includes building mortgage)
Hospitality	\$ 6,300
Stewardship	\$ 1,000 (member and gifting growth)
Synod Outreach	\$ 10,000
Total Staff	\$216,347
Worship	\$ 8,700
Total Expenses	\$368,961

**SUMMARY OF LOTM LEGACY GIFT POLICY AND LEGACY GIFT FUND
GUIDELINES**

What is the purpose of this document?

This document accomplishes several things. First, it creates a Legacy Gift Committee (“Gift Committee”) that, in consultation with Council, will review all gifts (excluding pledges and offerings that are intended to support the operating budget) and determine how the gifts will be utilized. This Gift Committee will consist of the Pastor, the Council President and an additional Council member, a member from the Finance Committee and the Charitable Endowment Committee, and two At Large members. Second, it establishes procedures as to how gifts will be accepted or rejected, how gifts will be utilized and ways the donors may make a gift to LOTM. Third, it establishes a Legacy Gift Fund, into which donated funds may be placed, and outlines how such funds may be expended.

When will this document become effective?

The document was approved by the Council on November 29, 2018. However, to become effective, the LOTM Constitution must be amended at the January 2019 annual meeting to allow the establishment of the Gift Committee and the Gift Fund.

What are allowable uses of donated funds?

When a gift is made, the Gift Committee will first honor the intentions of the donor. If the funds are unrestricted, first priority will be to meet the unbudgeted needs of LOTM, as identified by the Council as well as LOTM Committees. If those needs are met, the Gift Committee will consider placing the gift funds into: i) emergency or reserve funds, ii) the LOTM Gift Fund, iii) the LOTM Charitable Endowment Fund, or iv) a fund identified for other purposes, as identified by Council

Where will the gift funds be invested?

The Gift Committee will invest the funds in either a nationally recognized financial institution and/or the ELCA Endowment Fund. Similar to the Charitable Endowment Committee, the Gift Committee will utilize the services of a professional money manager.

What type of gifts will be accepted?

The Gift Committee will consider nearly any type of gift, as long as the gift can be readily converted to cash and does not pose any liability to LOTM, such as contaminated real estate or assets that could involve LOTM in litigation. The Gift Committee is also interested in working with individuals to include LOTM in their wills and trusts, as well as listing of LOTM as beneficiaries in life insurance policies, and tax deferred investments.

What is the role of ELCA in this Policy/Guidelines?

The ad hoc committee that established this document worked closely with Tina Kvitek, the ELCA Rocky Mountain Synod Gift Planner. Ms. Kvitek has indicated her willingness to work with the Gift Committee in carrying out its obligations, including meeting with individual donors to help them accomplish their charitable intentions. In addition, the Gift Committee will consider investing Gift Funds in funds managed by ELCA, provided that the investment rates are competitive and these funds are immediately available to LOTM as the Gift Committee would direct. Finally, consideration will be given by the Gift Committee to making contributions from funds received to support the work of the Synod and the greater ELCA. The ad hoc committee wishes to express its deep appreciation to Ms. Kvitek for her guidance and wisdom in helping develop this document.

PROPOSED AMENDMENT TO THE CONSTITUTION

The following changes shall be made to C5.05.01:

C5.05.01 There is hereby established the LORD OF THE MOUNTAINS LUTHERAN CHURCH CHARITABLE ENDOWMENT FUND (the "Fund"). The Fund shall be supervised, managed, invested and administered by an Endowment Fund Board (the "Board"). It shall be the function of the Board to receive and to hold in

safekeeping all assets of the Fund, to make all authorized disbursements from the Fund, to keep records of all receipts and disbursements by and from the fund and generally to administer the Fund. The Fund shall hold all general and specific bequests or other endowments which are ~~not restricted or designated as to use by their terms, and all bequests or other endowments which are designated by the donor to be used for a specific purpose upon acceptance of the same by the Board designated for charitable purposes as outlined by the Charitable Endowment Fund.~~

A new Section C5.06 shall be added:

C5.06. This congregation shall have a legacy gift endowment fund that will operate as specified in this congregation's Legacy Gift Policy and this Constitution.

C5.06.01 There is hereby established the LORD OF THE MOUNTAINS LUTHERAN CHURCH LEGACY GIFT ENDOWMENT FUND (the "Gift Fund"). The Gift Fund shall be supervised, managed, invested and administered by a Legacy Gift Fund Committee (the "Committee"). It shall be the function of the Committee to receive and to hold in safekeeping all assets of the Fund, to make all authorized disbursements from the Fund, to keep records of all receipts and disbursements by and from the fund and generally to administer the Fund. The Fund shall hold all general and specific bequests not designated for general operating purposes or otherwise restricted or designated as to use by their terms.

a. The Committee has final authority to determine whether a gift will be accepted or declined, as well as how the gift shall be utilized, consistent with the terms of this Constitution as well as any applicable policy approved by the Church Council.

b. The Committee shall not accept any bequest or other endowment which by its terms expressly prohibits administration by the Committee or which is otherwise inconsistent with the function of the Committee.

c. The Fund shall not be liable for the general debts, liabilities or obligations of the Church.

d. The purpose of the Fund shall be to extend and enhance the goals of Lord of the Mountains Lutheran Church beyond and apart from the program, ministries and work of the congregation which are normally supported through regular offerings and pledges.

C5.06.02 The Committee shall consist of seven members, designated as follows: The Pastor, President of Church Council, member of Finance Committee selected by Finance Committee, two at-large members of the congregation elected by the congregation, a Church Council member appointed by the Council and a member of the Charitable Endowment Committee selected by the Charitable Endowment Committee. All members of the Committee shall be voting members of Lord of the Mountains Lutheran Church.

C5.06.03 In the event of a vacancy on the Committee, the Committee shall appoint a qualified replacement to serve until a successor is elected to fill the remainder of the unexpired term at the next annual meeting of the congregation held for such purpose.

C5.06.04 The Committee terms shall be three years, adjusted for staggered terms, with the initial terms being three years (3 members), two years (2 members) and one year (2 members). Committee members (other than the Pastor) shall serve no more than two consecutive three year terms. However, such term limited member shall be eligible to be re-elected to the Committee after a minimum of a one year waiting period.

C5.06.05 The Committee shall meet at least quarterly or more or less often as deemed necessary by the Committee. Four members of the Committee shall constitute a quorum for the transaction of any business of the Committee. When only four members are present, a unanimous vote shall be required to carry any motion or resolution. Notice of all meetings of the Committee shall be given either orally or

in writing at least 24 hours prior to such meeting unless waived by consent of all members.

- C5.06.06** The Committee shall elect from its membership a chairperson, a secretary and a treasurer. The chairperson shall preside at all meetings of the Committee. In the absence of the chairperson, another member so designated by the members in attendance shall preside at such meeting. The secretary and treasurer shall maintain complete and accurate books for the Fund. All books of account and minutes shall be made available for inspection by a member of the Committee or Church Council upon reasonable notice.
- C5.06.07** The Committee shall report on an annual basis to the Church Council and, at the annual meeting of the congregation held for such purpose, shall render a full and complete account of the administration of the Fund during the preceding year.
- C5.06.08** The Committee may, at the reasonable expense of the Fund, engage the services of an investment manager to provide professional counseling or investment advice and may employ attorneys, accountants or other such agents to advise or assist the Committee in the performance of its duties as it deems in the best interest of the Fund.
- C5.06.09** No member of the Committee shall be liable for the acts or commissions of any other member, or for any losses which may result from investments of the assets of the Fund except to the extent such losses shall have been caused by gross negligence, willful misconduct or breach of trust of such member. No member of the Committee shall bear personal responsibility for any act or omission resulting in losses or other liability if such Committee member acted within the scope of his or her authority and duty as a Committee member and discharged his or her duties in good faith and with ordinary prudence and such loss or other liability was not caused by the gross negligence, willful misconduct or breach of trust of such member. no member shall engage in any self-dealing or transactions with the Fund in which the member has direct or indirect financial interest and shall at all times refrain from conduct in conflict with the interest of the Fund.
- C5.06.10** All assets are to be in the name of Lord of the Mountains Lutheran Church Legacy Gift Fund (“Fund”) of Dillon, Colorado. The Committee shall have all appropriate powers consistent with this Constitution to collect, hold, retain, invest, reinvest, acquire, dispose of, exchange, rent, lease, improve, loan, allocate items of income and expense, distribute and disburse the assets of the Fund as the Committee deems in the best interest of the Fund. All distributions from the Fund shall require two Committee member signatures. The Committee or any authorized investment manager designated by the Committee are specifically authorized to commingle or combine for investment purposes all funds held by it, provided that the Committee maintain an accounting of all separately designated funds.
- C5.06.11** The Fund is formed and shall be operated by the Committee exclusively for purposes consistent with the Constitution and purposes of Lord of the Mountains Lutheran Church and disbursements shall not be made from the Fund or Fund assets which inure to the benefit or any private individuals within the meaning of the tax-exempt requirements of the laws of the United States and the State of Colorado.
- C5.06.12** The Committee shall utilize unrestricted gifts (both principal and interest) in a timely manner to advance the mission of Lord of the Mountains Lutheran Church No restrictions are hereby placed on the size of distributions from the Fund, and no mandatory distribution from the Fund is required.
- C5.06.12** The Committee may at any time seek a judicial settlement of its accounts in the courts of the State of Colorado, or may seek a determination of the construction or otherwise ask for instructions with respect to any or all funds held by it. The only necessary parties to such proceedings shall be the donor and the Committee.



LORD OF THE MOUNTAINS
LUTHERAN CHURCH, ELCA

Collaborative Leadership Team

Church Council

Pastor Liliana Stahlberg

Executive Committee

President	Bonnie Brown	2016 - 2019
Vice-President	Karen Johns	2018 - 2021
Secretary	Linda Wakefield	2016 - 2019
Treasurer	Amy Simper	2016 - 2019

Council Members

Ben Little	2018 - 2019
Donna Clark	2017 - 2020
Lea Dreux	2018 - 2021
Jim Luellen	2017 - 2020
Greg O'Neill	2018 - 2021
John Preckshot	2017 - 2020
Christy Reinking	2018 - 2021

Faith Formation

Leader

Pastor Liliana Stahlberg

Adult Education/Theo Talk	Donna Clark
Altar Guild	Karen Johns
Bible Study	Pastor Liliana
Camp Compassion	Katie Okes
Confirmation	Pastor Liliana
Liturgical Arts	Jim Luellen
Nursery	Ferol Menzel
Sunday School	Cindy Massaro
Worship and Music	Pastor Liliana
Youth Group	Julie Wright & Mark Rost

Fellowship

Leader

Happy Hour Time
Ladies Lunch Bunch
Son Seekers
Yak & Yarn

Karen Johns

Catheryn Carlson
Darlene Muschett
Jim Luellen
Rosie Tonnier

Family

Leaders

Diane Luellen & Christy Reinking Internal

Outreach

Card Ministry	Doris Koneman
Care Team	Christy Reinking
Counseling	Pastor Liliana
New Member Welcome	Pastor Liliana
Prayer Chain	Donna Clark

External Outreach

Charitable Endowment	Bill Musolf
Community Dinner	Ferol Menzel
Day Services	Theresa Domzal
Fair Trade	Cindy Massaro
Food Bank	John Kidd
Green Team	Doug Muschett
Mission Trips	Dave Domzal
Recycling	Joe Fassel
Second Offering Sundays	Alicia Dunn

Church in Society

Gun Violence Reduction	Donna Clark
Immigration	Jill O'Neill
Interfaith Council	Diane Luellen

Stewardship

Leader

John Preckshot

Giving Campaign	Amy Simper
Marketing & Advertising	John Preckshot
Open Door Team	John Preckshot & David Drake Summit
Daily	Henry Rissier
Thanking Team	Bonnie Brown
Website	Ferol Menzel
Welcome Gifts	Nancy Sims

Administrative

Leader

Bonnie Brown

Personnel	Mark Clark
Finance	John Preckshot
Nominating	Ferol Menzel
Property Management	Greg O'Neill
Sound System	Bill Kyrioglou

Staff

Administrative Assistant	Liz Spicer
Bell Choir Director	Christy Reinking
Choir Director	Chris Keelan
Accompanist	Jessica Castleberry
Discipleship Coordinator	Darlene Muschett



LORD OF THE MOUNTAINS
LUTHERAN CHURCH, ELCA

FAITH

For the Lord gives wisdom; from his mouth come faith and understanding. Proverbs 2:6

No matter what our ages, our faith is constantly being shaped. LOTM offers many opportunities to expand and grow our faith.

NURSERY

Ferol Menzel

Every Sunday the nursery provides a safe and caring space for children under the age of two years old so that parents may attend the worship service. There are eight volunteers who share in the care of the nursery. In addition, during 2018, the Church Council hired Catherine Clark as a permanent attendant in the nursery to give the children and parents a familiar face and consistency in care. When there are no children in the nursery, Catherine assists with Sunday School.

Thanks to our building maintenance crew, we moved some furniture out of the nursery to make space for the children to play; added a changing table; and added more age appropriate toys. The nursery is a fun space for our children.

SUNDAY SCHOOL

Cindy Massaro

Sunday School took on a new look this fall. Children's Church allows children to have their own service with pastors at the beginning, bulletins, songs and a story. After the service, they engage in crafts and games. There are approximately 19 families on the Sunday School list. Weekly email updates are sent to the families. Ages range from three years old to ten years old. Attendance varies but if everyone attends there is a total of 32 children. Since Sunday School grew in numbers last year and the age gap is expanding, we are staffing with two volunteers each Sunday. Lessons are prepared for the volunteers to teach. More volunteers are always welcomed. If anyone is interested in teaching, they should contact Cindy Massaro at cindy_massaro@comcast.net. Everyone is welcome to visit Children's Church. The children are incredible!

CAMP COMPASSION

Katie Okes

Camp Compassion is a partnership with Rainbow Trail Lutheran Camp that is a fun and faith formative experience that nurtures relationships between the adults and children within the church. Camp Compassion is a relational and high-energy ministry. RTALC staff lead energetic games, singing, and provide guidance in leading Bible study and arts and crafts. This wonderful partnership allows for learning and relationships in the congregation to continue even after RTALC staff have departed.

The week camp had 46 total campers; 33 entering Kindergarten- 6th grade and 13 in Preschool. There is a reasonable charge to participate. However, scholarships were available.

We had a great turn out of Junior Counselors with 10 participating. They help to build relationships with the campers and they are a friendly face when they come to church. They help the Rainbow Trail Counselors lead the camp program and help with the kids.

We partnered with many departments throughout the county doing various activities. Some of the activities included the following: Summit County Fire Department giving us a tour of their truck and answering questions; Friends of Dillon Ranger District taught us about forest safety and facts; Lowes donated flowers, pots, and paints for the kids to plant flowers in a pot they decorated as a service project for the church. On Friday, our last day, we hung out at Rainbow Park with our counselors then swam at the Silverthorne Rec Center.

On Thursday evening of camp, we put on a show for the parents. The kids and counselors told the parents what they had been learning in Bible study for the week. They also sing the songs they learned. Parents' Night was a nice chance to gather, share a meal, and talk with each other about the camp and how it has impacted their children. It also was a nice way to get parents into our church to see and feel what we are about!

CONFIRMATION CLASS

Pastor Liliana Stahlberg

Confirmation class is small but mighty! Chloe Nicholds, Cora Jackson and Ella Snyder, three wonderful and faithful persons, ages 11-12, meet with Pastor Liliana every other Wednesday to learn the ancient stories of the Bible and apply their wisdom at the intersection of life and faith.

During the first year of Confirmation, 2018, the students have been trained in the liturgical language and have served as acolytes during high church festivals. They have watched short movies on the life of Jesus and then looked for the same stories in the Bible.

2019 is the second year of the Confirmation program. The students are reading the Gospel of Luke and write reflections on the stories. The students participate actively in the program and will soon create a Youth Sunday worship service. They are preparing their Statements of Faith which they will read in front of the congregation on the Pentecost Sunday, June 9.

Keep them in your prayers of blessings and connect with them when you see them in church.

ADULT EDUCATION

Donna Clark

Theo Talks continues on most Sundays after worship with an emphasis on adult education and theology. The team has used the guidelines from the Reformation Team Report to develop topics for 2018 and into 2019. A series of Theo Talks in the summer studied spiritual disciplines including one in preparation for the new Labyrinth to be built on the church property in May, 2019. We delved into World Religions by having guests from the Muslim and Buddhist religions talk to us in the fall. We will continue with other World Religions in 2019. Reflections on the sermons, facilitated by Pastor Liliana, are popular Theo Talks that occurs about once a month. Many other interesting and necessary sessions were included throughout the year such as Pastor Darlene's Safe Haven class on child abuse and the Synod talking to us about the Gift Giving Policy.

The following are a variety of adult education events that happened this year:

- A Creation Stories workshop with Richard Swanson (February)
- Crucial Conversations workshop which focused on learning techniques to communicate with each other, especially during duress, with Barb Richens (March)
- Dead Sea Scroll exhibit in Denver with a follow up Theo Talk (May)
- Enneagram workshop with Pastor Margo Wright with weekly follow-up sessions

Monthly book groups met and discussed the following books: Book of Joy, Gilead, What Unites Us, Unbelievable, Future Home of the Living God, and Falling Upward.

The Adult Education Team is an exciting group that keeps growing! The team welcomes ideas from anyone in the congregation and everyone is welcome to come to its monthly meetings. Please notify the LOTM office or call Pastor Liliana if you wish to join or share an idea.

Bible Study with Pastor Liliana stimulates and challenges participants every week.

LITURGICAL ARTS; WORSHIP & MUSIC TEAM

Jim Luellen

The Liturgical Arts Team began in the fall of 2014 with the purpose of setting the sanctuary and the worship services for each season of the church year. The team meets throughout the year to plan how to help the sanctuary set the mood for Advent, Christmas, Epiphany, Lent and Easter, the time after Easter, Pentecost, Summer and Fall.

During 2018 we added to the decorations for Advent and Christmas with the children's tree, had mid-week dinners and Taizé services each Wednesday during Lent, nailed confessions to the cross during Holy Week, focused on the environment in the world, the United States and Summit County during the Summer, focused on forgiveness and reconciliation during the fall.

We had the Blessing of the Bikes, the Blessing of Teachers and Students, and the Blessing of the Animals. We hung different banners in the front of the sanctuary for each of the seasons and had a beautiful new banner for Advent, designed by Gen Hiller and made by her, her mom, (Peggy Hiller), and her grandmother (Katie Romanoski).

We met with the Worship and Music Committee (many of us are also members of that committee) to plan for the worship experiences at LOTM. We continue to think of new and innovative ways to make our sanctuary come alive with each of the seasons of the church year.

ALTAR GUILD

Karen Johns

The Altar Guild is one of many opportunities at LOTM to contribute to our worship services. The goals of our 22 dedicated members are to ensure that our communion service runs smoothly, and that there is a welcoming atmosphere before and after the church service with coffee, tea, cocoa, and cookies in the narthex outside of the sanctuary.

Having 4 teams allows each member to only be responsible for 3 weekends in the entire year. In addition, there are opportunities to volunteer for Christmas Eve and Easter morning services. Many members only live in Summit County part time, and many travel a lot, so our teams are very flexible about trading weekends to fit everyone's schedules.

We continue to work closely with Pr. Liliana to implement improvements to the communion service – such as the addition this year of freshly baked communion bread rather than using naan.

Altar Guild chairperson is Karen Johns, and our four team captains are: Bonnie Brown, Ferol Menzel, Nancy Spears, and Sally Brown. This year we offered our deepest gratitude to Nancy

Spears for her many years of service as chairperson, as she stepped out to pursue other ministries within the congregation.

Altar set up usually occurs on Friday or Saturday, and many of our members have said that they feel the quiet time alone in the sanctuary setting up communion is a very special time of sacred reflection. We would love to have anyone interested join one of our teams – we are still eagerly awaiting our first male member!

SANCTUARY CHOIR

Chris Keelan, Director

The Sanctuary Choir is an integral part of the worship experience at Lord of the Mountains.

It rehearses on a weekly basis and sings an anthem during the Sunday morning worship service. The choir provides leadership in hymn singing and service music. Members of the choir sing in ensembles and solos on an ongoing basis. The choir presents an annual Christmas Cantata and Dixieland Service.

The choir is made up of 20-30 dedicated singers who sing high quality choral music which enhances the worship service. Membership in the choir has been steadily growing and varies in size by the season. We always welcome new members.

HANDBELL CHOIR

Christy Reinking

2018 was a year of growth and opportunities for the Handbell Choir. Two new members were added, followed by two more in the first week of 2019. The roster of regular participants is now at 16 plus several substitutes and occasional members. The purpose and mission of the Handbell Choir is to enhance the experience of all who worship at LOTM. Music is selected to represent the liturgical seasons, varying in style from meditative to festive, and utilizes the full three-octave bell set and four-octave chime set. The Choir had the opportunity to represent LOTM in public settings twice during 2018. A short program was given to Summit County Rotary in May and two pieces were part of the High Country Holiday Concert at Riverwalk in Breckenridge in December.



LORD OF THE MOUNTAINS
LUTHERAN CHURCH, ELCA

FAMILY

But as for me and my family, we will serve the Lord. Joshua 24:15

Our LOTM Church family is an extension of our immediate family and extends beyond our church to include our community and world family. As a people we provide care, support, and love for all in this larger family.

CARE TEAM

Christy Reinking

The Care Team provides care for members of our church family that may need assistance. That assistance may be providing meals, driving support, visiting, whatever the person may be needing. The list of willing volunteers to help is extensive and dynamic with different people responding as specific needs arise. As an example of the effectiveness and generosity of the Team and LOTM family, one Care Team recipient requested 11 assistance opportunities. All 11 were filled within 24 hours and had a waiting list ready to provide more help! Meals are often provided. Other situations were brought to the Care Team which was ready to provide help as needed. Requests are made by contacting Pastor Liliana, Christy Reinking, or by calling the church office.

PRAYER REQUESTS

Donna Clark

Every Sunday a volunteer of the Prayer Requests team takes the prayer requests and sends a weekly email to a list of 93 recipients that send thoughtful prayers out for those people in need. There is a group of 4 faithful volunteers this year who take turns one month at a time to send these out in a timely fashion. The average list can be anywhere from 5-25. We also have an ongoing list of approximately 26 people who need prayers every week for various reasons. Although there is not an actual count being kept, our prayer list has grown. If anyone wishes to be on the prayer request email list please contact Donna Clark, dclark0437@gmail.com.

Volunteers are always needed and it is a quick and easy way to help out the church!

YAK & YARN
Rosie Tronnier

Yak & Yarn gathers each Thursday for fellowship as they knit, work on other sewing projects and of course, chat. Everyone is welcome to come and join in conversation and fellowship. In 2018, the Yak & Yarn group contributed \$872 to the LOAF Emergency Fund. This money was received from selling knitted and quilted items throughout the year at the church.

The group also provides a prayer shawl ministry. From October, 2017 to December, 2018, 15 prayer shawls were distributed throughout our community.

DAYS SERVICES
Theresa Domzal

Day Services are offered at Lord of the Mountains on Wednesday and Friday afternoons, from 1:00 to 4:00 p.m. Clients can take a shower, eat a hot lunch, do laundry, charge their electronic devices, make phone calls and use the internet. All clients must have a referral form from FIRC. If a person qualifies for the food bank at FIRC, they are given information about Day Services and a referral form.

At the request of Council, two volunteers are recruited to serve each day. The volunteers arrive at 12:30 p.m. to set up. This includes folding towels, checking supplies, warming food and setting up for lunch. Volunteers provided over five hundred hours of service in 2018. However, it has proved to be a challenge to recruit two volunteers for each day. In response to this challenge, a few of our trusted Day Services clients, who are well known to us, occasionally serve as co-hosts. This has worked out quite well. Pastor Darlene has also reached out to other faith communities who use our building and some volunteers have come forward.

The hot water tank was replaced in March with a commercial, quick recovery unit. Prior to the installation, only two or three clients would have hot water for a shower and there would be no hot water for the dishwasher. The installation did require an upgrade to the wiring and some plumbing changes, but we have succeeded in providing a hot shower for all who come. Daily attendance varies from one client to 21.

At the beginning of 2018, a new washer was installed so that we now have a large capacity washer and two dryers. In general, three clients can wash and dry a load of clothes before the 4:00 deadline. If a client is unable to use the washer and there is an urgent need, we will provide \$4.00 in quarters. The money is kept in the safe and clients sign a receipt. They are eligible to receive assistance only once a month. Volunteers use their discretion when to offer the assistance and the system has not been abused.

Day Services Numbers for 2018

Days open	98
Total number of visits	600 (approximately)
Total clients served	102
Clients who came once	39
Clients who came 2 – 5 times	36
Clients who came 6 – 15 times	18
Clients who came more than 15 times	9
Age range	19 – 68
Women	34
Men	68

Income and Expenses

Income (Second Offering & Benefit Concert)	
Total Income	\$2,673
Expenses	
General*	1,095
Washer	656
Dryer	522
Hot Water Tank + Installation	2,152
Total Expenses	\$4,425
Ending Balance	\$2,308

* General Expenses include shampoo, detergent, razors, toothbrushes, food, etc.

Most of our clients come five or fewer times in a year which indicates that they were experiencing a short-term need. Day Services helped them through the crisis and they moved on or found work and/or housing. Our regulars are often well known to the volunteers. They use Day Services to help make what money they have from odd jobs, panhandling, benefits or family go a little further.

Our clients have varied backgrounds and reasons for seeking assistance. In general, they are very grateful for the help we are able to provide. On their behalf, I would like to express my gratitude to the council and LOTM congregation for your continued support.

CARD MINISTRY TEAM

Doris Koneman

The 2018 Card Ministry Team sent about 50 -60 cards to LOTM members and friends who were grieving, recovering from surgery, treatments or illness along with congratulatory notes marking new life, milestones or achievements. Each team member logs cards sent into a record-keeping notebook. Names are gleaned from the prayer chain list which is long so it's left to each members' discretion. It is helpful when someone gives us a 'heads up'. The improved pictorial directory is a huge help.

The Card Ministry Team began the year with fewer members. Currently there are six team members. Each member sends cards for two months. Since no one signed up for January and February, I am taking advantage of the opportunity to fine tune this outreach. I will appeal to some of the newer LOTM members to join our ministry since it is a gentle way to become involved.

GREEN TEAM

Doug Muschett

During 2018 the Green Team was active in promoting environmental stewardship in various ways. Once again, the Green Team helped to organize and present a "Care of Creation" Sunday worship service at the time of Earth Day as well as presented a Theo Talk which reviewed how environmental concerns have evolved since the first Earth Day. The Green Team continues to maintain a bulletin board listing in the hallway with timely information and articles to promote environmental stewardship.

The Team also met with the Hospitality Team to discuss and implement changes which have since resulted in greater use of reusable cups, silverware and dishes and fewer disposable items for coffee hours and meals

In September the Green Team helped to organize, develop and present displays for the Summit Interfaith Council educational event, "It's Easy Being Green", which was held in Frisco.

Green Team member, Joe Fassel, continues to provide dedicated and comprehensive recycling and composting services to LOTM. The service has been expanded recently to include hard-to-recycle plastics and other items which will be brought to Denver. Please see Terracycle display in the narthex for more information.

As the challenges facing the care of Creation and our finite planet grow ever more serious, we welcome the engagement of the LOTM congregation with the Green Team and the challenges we face.

SECOND OFFERING SUNDAY

Alicia Dunn

The mission of the Second Offering Sunday (SOS) Team is to serve Lord of the Mountains Church (LOTM) and decide by prayer and consensus which charitable groups we will support with donations of time, talent, or financial aid. The Team works to insure there is a balance of local, national, and international causes to which we contribute. These causes generally have some relationship to LOTM, and have members of the congregation as “champions” in order insure connection and accountability. The committee documents the monies raised and spent as well as encourages church youth involvement in as many volunteer activities as possible. It is our belief that volunteering enriches the life of the volunteer as well as the organization being served. LOTM receives second offerings on the 4th Sunday of each month January-November, as well as supports the Have a Heart Bake Sale in February and the Global Trade Market in December.

2018 on-going Second Offering Sunday projects include:

- January – LOTM Day Services championed by Theresa Domzal: \$2,248.00
- February – Have a Heart Bake Sale for AED purchase championed by Pastor Darlene: \$1,350.00
- March – Lutheran World Relief championed by Jill O’Neill: \$1,522.00
- April - Dillon Valley Elementary championed by Sheralyn Bratlien: \$490.00
- May – La Puente championed by Deb Hage: \$760.00 + RV donated by Deb Hage
- June – FIRC championed by Ruth Hendricks: \$ 1,624.00
- July – Rocky Mountain Synod Benevolence championed by Julie Cope: \$1,793.00
- August – Timberline Adult Day Services championed by Holly Holden: \$1,701.76
- September – Community Dinner championed by Deb Hage, Karen Johns, Marsha Harvey: \$686.00
- October – Thanksgiving to Go Bags championed by Sheralyn Bratlien: 40 bags and 30 \$25 gift cards
- November – Cambodian Wells championed by Karen and Ben Little: \$3,129.00
- December – Global Fair Trade Market championed by Cindy Massaro: \$2,643;00

In 2017 we received the resignation of Jill O’Neill. Jill continues to be an active congregant while caring for her mother. We are grateful for her enthusiastic participation on the SOS Team.

SOS also supports the weekly local community dinner, twice a week day-services at LOTM, the Community Food Bank, the Have a Heart Bake sale, and the Global Fair Trade Market.

These programs are essential to LOTM outreach efforts to our neighbors here in Summit County and throughout the world. We are an enthusiastic group seeking to make a difference at home and afar.

TASK FORCE TO REDUCE GUN VIOLENCE

Donna Clark

The LOTM Task Force to Reduce Gun Violence has continued to be active in the community, joining with different groups to sponsor and help with A wide range of activities in 2018. The primary activities have been the following:

- LOTM Task Force continued to be member of Colorado Faith Communities United against Gun Violence (CFCU). Throughout the year, 2 members of the Task Force attended CFCU meetings in the Denver area and we continue to be a driving force and resource for smaller, rural congregations. It is a moving experience to be at a meeting where so many diverse congregations and people are joining together in a positive way to prevent gun violence. The highlight meeting of the year was a panel of the Douglas County Sheriff, one of our members of Congress, and Andrew Romanoff, former Speaker of the House, and others, discussing the Red Flag Alert Bill that will be brought up in Congress in 2019. It was attended by over 100 people from various CFCU member congregations and others. CFCU holds many vigils, marches, workshops, trainings and meetings that we can participate in toward ending gun violence. <http://cfcu-co.org/>
- Throughout the legislative session, our Rapid Response Network used an email messaging system to inform LOTM members and friends to communicate with Colorado (and sometimes national) legislators to express their opinions when bills involving firearm possession or use were being considered. If you wish to be a part of the Rapid Response Network, please contact the LOTM office and give them your email or sign up on the table in the narthex.
- Members of the LOTM Task Force have planned and participated in many events put on by the Summit Interfaith Council.
- We participated in the 2018 #singonesong Concert Across America.org to drown out war-provoking and hateful rhetoric with beautiful voices singing together. The LOTM Sanctuary Choir joined approximately 5,000 performers participating in approximately 350 events across 43 states by singing “Hallelujah” during the service on September 30.
- The annual vigil usually held in December for the victims of gun violence commemorating the Sandy Hook massacre was postponed this year until summer 2019 in order to attract and be visible to more people. It is usually held in December and, since this is Summit County, the weather is always too cold to attract many participants. We had an opportunity to attend the annual vigil that CFCU held in Denver in December.

If anyone is interested in serving on the task force or interested in being on an email list, please contact Donna Clark, dclark0437@gmail.com, or Diane Luellen, dianeluellen@comcast.net.

CHARITABLE ENDOWMENT

Dennis Boyd

The charitable endowment fund was created 25 years ago for the purpose of expanding and enhancing the mission of Lord of the Mountains beyond the programs and ministries supported by the church's general operating funds. The fund supports causes at the local, national, and international levels. Distributions are granted to 501(c)(3) and other, recognized charitable organizations that reflect the mission of Lord of the Mountains.

The board members who direct the fund are elected by the congregation to three-year terms. The board members oversee and manage fund investments and distributions. The board distributes 6% of the average year-end market value of the fund calculated over the prior three years. In 2018, the board made distributions totaling \$8,400 as follows:

Camp Compassion Scholarships	\$ 300
Many Faces of Karma School in Nepal	1,000
Summit Community Care Clinic	1,000
Lutheran Family Services	1,500
Colorado Mountain College Scholarship	1,250
Corazon de Esperanza Orphanage	1,500
Lutheran World Relief	1,850
Total Distributions	\$8,400

Abbreviated Financial Statement for 2018

Assets as of 12/31/17	\$147,429
Dividends, capital gains	5,296
Distributions	(8,400)
Market Loss	(11,976)
Assets as of 12/31/18	<u>\$132,349</u> =====

Continuing board members and the dates of their terms are Bill Musolf, Chairman, 2020, Claire Clark, 2020, Amy Simper, 2019, David Domzal, 2019. Members whose terms ended in 2018 are Karen Johns, Secretary, and Dennis Boyd, Treasurer.

Distributions are granted on a quarterly basis. Suggestions for grants can be given to any board member, the pastor, or the church administrator. The board welcomes additional contributions and encourages church members to consider the charitable endowment fund in their gift and estate planning.

SUMMIT COLORADO INTERFAITH COUNCIL

Diane Luellen

Summit Colorado Interfaith Council strives to promote conversation among the people of Summit County around issues calling for a response to human needs.

LOTM is a member of this council as well as groups from St. John's Episcopal, Synagogue of the Summit, High Country Unitarian Universalist Fellowship, Father Dyer Methodist, St Mary's/Our Lady of Peace Catholic, Emmanuel Fellowship, Independent Buddhist Fellowship, and the Senior Center Board. The Council meets every third Wednesday of the month and all Summit County faith communities and public service groups are welcome.

LOTM members played a leading role in all of the council's planning and activities. Pastor Liliana is actively involved. Having achieved our independent 501(c)(3) status in February, the Interfaith Council spent the rest of 2018 in whirlwind activity.

A major project continued to be the Summer Sundays Film Series. In addition, the Interfaith Council did the following:

- a weekend of "Being Green" with a family event in the Frisco Gazebo Park including games, arts and crafts, short films and activities for all.
- a moving service was held in the LOTM sanctuary following the tragic events at the Tree of Life Synagogue in Pittsburg. A large group was present to support our local Synagogue of the Summit and the wider community.
- the "Hate Has No Home Here" movement began in Summit County organized by the Council's Spiritual Support Committee and will continue into 2019 and beyond.
- Thanksgiving To Go project which LOTM participates in
- A "Blue Christmas, Living with Darkness and Light" event held for people who experience loss or difficulty during the holiday season

The Council aims to inform its member groups of one another's efforts in various other arenas so that community members can "spread the word" and support all the programs, concerts, and good works, etc., which take place in Summit County. Most of all, the Council continues to analyze its role in the community and is determined to serve the most faith groups possible while remaining true to its mission.

Please visit our Facebook page at Summit Colorado Interfaith Council to learn more.

FELLOWSHIP

They devoted themselves to the apostles' teaching and fellowship, to the breaking of bread and the prayers. Acts of the Apostles 2.42

Building relationships among each other was enhanced through the following fellowship activities during 2018. The redesigning of the Narthex invited more conversations before and after worship on Sunday

Activities:

Son Seekers (hiking & snowshoeing)

Ladies Lunch Bunch

Yak & Yarn

Book Groups

Happy Hour

Choir

Bell Choir

Informal Sunday brunches, ski days and dinners

Events:

Pastor Installation Dinner

Blessing of the Bikes

Blessing of the Animals

Dead Sea Scrolls Field Trip

Easter Brunch

Children's Christmas Party

Clean-up Day

Soup Suppers during Lent

Joint meal with Muslim friends

2018 DISCIPLES OF THE MONTH

GRATITUDE FOR YOUR GIVING OF YOUR TIME & TALENT

Cindy Massaro

Joe Fassel

Katie Romanoski

Dave Domzal

DISCIPLESHIP COORDINATOR

Darlene Muschett

As I write to you a New Year has begun. Since this time last year, I have trained 8 adults and 2 teens in the prevention of child sexual abuse (Safe Haven program). Each week I solicit Sunday servants, folks to serve at Day Services, and Sunday School teachers. During this year with help from Liz Spicer, I've been able to invite/ involve 33 people to serve in different capacities in which they had not served before. Similarly, with the help from Theresa Domzal, I have found 13 more people to serve at Day Services. Part of my job is to find volunteers for special occasions as needed. In early summer recruitment for Camp Compassion begins.

I offer sincere thanks to each of you who serve in so many ways. You are the church and I am delighted to serve with you. May God's Spirit empower us as individuals and as a community of faith to serve all that God has created and called good.

FINANCE TEAM

John Preckshot

The Finance Team of LOTM is charged with reviewing the financial status of the church each month. Mike Kurth, bookkeeper, and Amy Simper, the church treasurer, provide updated information on our income and expenses. LOTM currently enjoys a budget in the range of \$350,000-\$400,000 and is looking favorably toward greater growth. Along with overseeing the financial matters of the church, members take turns placing the Sunday donations into the church safe after Sunday services and counting and banking the donations the following week. At year end, the Finance Team provides inputs into developing the budget and approves the proposed budget for the coming year before it is forwarded to the church council for final approval.

Any LOTM member who has an interest in the financial matters of the church is encouraged and welcomed to become a member of the Finance Team.

MARKETING

John Preckshot

The marketing aspect of LOTM was active in 2018. We began by increasing the size of the Summit Daily News Saturday ad and also placing information about LOTM events in the community notes section of the paper. We developed a new flyer template and created flyers for LOTM events that were posted around Summit County. We began a new event called the Blessing of the Bikes and used all of the above methods and radio mention to promote the event in Summit County. Finally, we took out an ad in the Summit County Seniors Newsletter. However, this proved to be ineffective and will not be repeated in 2019.

A new LOTM logo was created to be used in all our marketing endeavors.

LOTM WEBSITE REVISION

Ferol Menzel

Among the Re-Formation Team recommendations was a goal to redesign the Lord of the Mountains website to include the revised welcome and mission statements, the new vision statement, the revised organizational chart and updated descriptions of various committees. In addition, the Church Council wanted more photographs, a way for people to donate to the church through the website, and better interface with social media.

In the spring of 2018 a small team was put together to accomplish these goals. The team included Pastor Liliana, Nancy Spears, LOTM webmaster, John Preckshot who oversees marketing, Ferol Menzel and Theresa Domzal. The team hired a website designer with experience in web design for churches as well as a local business to maintain the LOTM website rather than relying on volunteers. Each committee chair was asked to revise the information about their committee and photographs were contributed by a variety of LOTM members.

Once the website was in place thanks to Ferol Menzel, Nancy Spears and editing by Theresa Domzal, members and non-members were interviewed for usability testing. It was important that visitors could easily find our services and information about the activities of LOTM. Changes were made after the usability testing and preparations were made to launch the revised website.

In November 2018 the website was successfully launched in time for the Advent Season. Many thanks to everyone who participated in this major revision of the website.

BUILDING TEAM

Greg O'Neill

The Building Team would like to report the following improvements and maintenance actions for 2018:

- Continued asphalt roof overlay on all LOTM buildings. Project is now 95% complete.
- Completed addition of new bricks to the Memorial Garden.
- Ongoing summer lawn mowing and maintenance (Jim Dunn).
- Snow shoveling November through most of April by your shoveling team.
- Began planning for the new Labyrinth designed by Jamie McCluskie.
- Began preparation for the new sound system in the Sanctuary.
- Continued light bulb replacement with LED high efficiency bulbs (Peter Dunn).
- Completed the crack seal and seal coat for the upper parking lot.
- Installation of baby changing tables in the upstairs restrooms (Mike Bratlien).
- Painting and drywall repair of laundry room (Mike Bratlien, Peter Dunn, Dave Domzal).
- New hot water tank for downstairs Day Services use (Peter Dunn, Dave Domzal, Mike Bratlien)
- New light fixture in the upstairs women's restroom (Peter Dunn).
- Replacement of glass in basement exit door (vandalism).
- Replacement of cracked large glass window in Sanctuary.
- Successful Clean-up Day in June!

Planned projects for 2019 include:

- Finish asphalt roof overlay (estimate remaining costs less than \$2000).
- New Sanctuary sound system; new carpet, run wiring.
- Continued exterior touch-up staining (approx. cost, \$500).
- Miscellaneous maintenance and repairs (approx. cost, \$1,000).
- Continued interior painting and touch-up (approx. cost, \$300).

- Construction of Labyrinth.
- June Clean-up Day. Sign Up!

The funding for the remaining asphalt roof overlay will come from the Building Maintenance Reserve fund

I would like to extend my greatest appreciation to the many people involved with the ongoing maintenance of our building and grounds. The financial savings realized by our congregation as a result of these efforts is significant. Thank You!

NOMINATING TEAM

Ferol Menzel

Congregational (Church) Council

- C12.01.** The voting membership of the Congregation Council shall consist of the pastor(s), the officers of the congregation, and up to eight members of the congregation. Any voting member of the congregation may be elected, with the exception of a paid worker, subject only to the limitation on the length of continuous service permitted in that office. A member’s place on the Congregation Council shall be declared vacant if the member a) ceases to be a voting member of this congregation or b) is absent from four successive regular meetings of the Congregation Council without cause or c) member resigns from office. Consistent with the laws of the state in which this congregation is incorporated, the congregation may adopt procedures for the removal of a member of the Congregation Council in other circumstances.
- C12.02.** The members of the Congregation Council except the pastor(s) shall be elected at the Annual Congregational Meeting to serve for three years or until their successors are elected but not beyond the third annual meeting after the annual meeting at which they were elected. Council members may be reelected for one additional consecutive term. The terms shall begin at the close of the annual meeting at which they are elected. Newly elected Congregation Council members shall be installed at worship the Sunday following the date they assume office.

Continuing Members

Donna Clark	2017-2020	(1st Term)
Lea Dreux	2018-2021	(1st Term)
Karen Johns	2018-2021	(1st Term)
Jim Luellen	2017-2020	(2nd Term)
Greg O’Neill	2018-2021	(2nd Term)
John Preckshot	2017-2020	(1st Term)
Christy Reinking	2018-2021	(1st Term)

Nominations

Bonnie Brown	2nd Term 2019-2022
Ben Little	1st Term, appointed by the council 2018, 2019-2022
Amy Simper	2nd Term 2019-2022
Linda Wakefield	2nd Term 2019-2022
Greg Wright	1st Term 2019-2022

NOTE: The council elects' officers.

Lord of the Mountains Lutheran Church Charitable Endowment Fund Board

C5.05.02 The Board shall consist of six members. All members of the Board shall be voting members of Lord of the Mountains Lutheran Church and shall be elected to serve as follows:

- a. The Board shall nominate potential members of the Board from among the voting members of Lord of the Mountains Lutheran Church. The members shall be elected by the congregation at the congregation's annual meeting. The term of the office shall be three years.

Continuing Members:

David Domzal	2018-2021
Karen Johns	2018-2021
Amy Simper	2018-2021
Bill Musolf	2017-2020

Nomination:

Claire Clark, appointed in 2018	2019-2022
Ron Gebhardtshauer	2019-2022

Lord of the Mountains Lutheran Church Legacy Gift Endowment Fund Committee

C5.06.02 The Committee shall consist of seven members, designated as follows: the Pastor, President of Church Council, member of Finance Committee selected by Finance Committee, two at-large members of the congregation elected by the congregation, a Church Council member appointed by the Council and a member of the Charitable Endowment Committee selected by the Charitable Endowment Committee. All members of the Committee shall be voting members of Lord of the Mountains Lutheran Church.

Nomination of two members at large:

Sally Brown	2019-2022
Peggy Hiller	2019-2022

Nominating Committee

C13.02. A Nominating Committee of the pastor and four voting members of this congregation, two of whom, if possible, shall be outgoing members of the Congregation Council, shall be elected at the annual meeting for a term of one year.

Sheralyn Bratlien
 John Kidd
 Kenyon Kugler
 Ferol Menzel

Rocky Mountain Synod Representatives

Each congregation sends the pastor and one male and one female member to the Synod Assembly. May 3-5, 2019, Embassy Suites, Albuquerque New Mexico.

Be Transformed

As the ELCA Rocky Mountain Synod we've been focused this last year on what it means to be Christ's Church for the Life of the World. Our attention now turns to what animates our witness and ministry as Christ's Church by exploring the Spirit's work within us – individually and communally. Under the theme "Be Transformed" our 2019 Synod Assembly will consider the changes that take place in our hearts, minds, and very being as God's love in Jesus takes hold of us.

Donna and Mark Clark