



ANNUAL REPORT TO THE CONGREGATION

FISCAL YEAR 2023
PRESENTED JUNE 11, 2023



**ARVADA
COVENANT
CHURCH**



CO-LEAD PASTORS

PASTOR JODI MOORE AND PASTOR BRIAN RHEN

What a transition year it has been at ACC! So much pruning, but God had been faithful. The first part of 2 Thessalonians 3:3 says it best in five words. “But the Lord is faithful.” As you read this Annual Report for ministry year July 2022-June 2023, may you know that your faithfulness to God and ACC has helped to make these movements of the Spirit within ACC and beyond possible.

Staffing

The past twelve months have been marked by an active search for Lead Pastor. Together with the Council, the search team brought forth two candidates to serve as Co-Lead Pastors. Brian Rhen and Jodi Moore seek to lead out of their giftings rather than base their leadership on a job title. Brian and Jodi began as Co-Lead Pastors on April 1, 2023 and have enjoyed learning to work together.

The staff has been working to build a healthy culture where people enjoy coming to work. Throughout the staff transitions, we have known that our efforts to change church culture include an “all hands on deck” attitude for our ministry staff. We have cared about each other as people first and our job titles second. We are willing to have hard conversations, even if it’s not much fun. In September 2022, we added Cheryl Meakins and Sheri Price to our staff to fill in the gaps we had with the exit of Dan Brinkman and Interim Pastor Brad Bergfalk (end of October). Cheryl, assistant director of Congregational Care, primarily serves ACC members who reside at Covenant Living. Sheri, connections director, assists with adult formation and has helped build relational connections among the congregation. Both are part-time.

In December 2022, Mike Nunan, Next Generation



“We are committed to the health and mission of ACC and are thankful to work alongside you, equipping you for ministry so that more people discover life with Jesus.”

Director resigned and Kayleigh Leonard, Children’s Ministry Director, has given leadership to our student ministry and young adult ministry in addition to leading children’s ministry. Aleix Lyon was hired in January 2023 to assist Kayleigh with the added responsibilities in student ministry temporarily. Aleix’s strength is in building relationships with our students.

A search team was formed in the Spring of 2023 to find a Next Generation Director whose primary responsibility will be middle and high school students. On June 4, 2023, we welcomed JDrew McGovern to our staff as Next Generation Director.

Finances

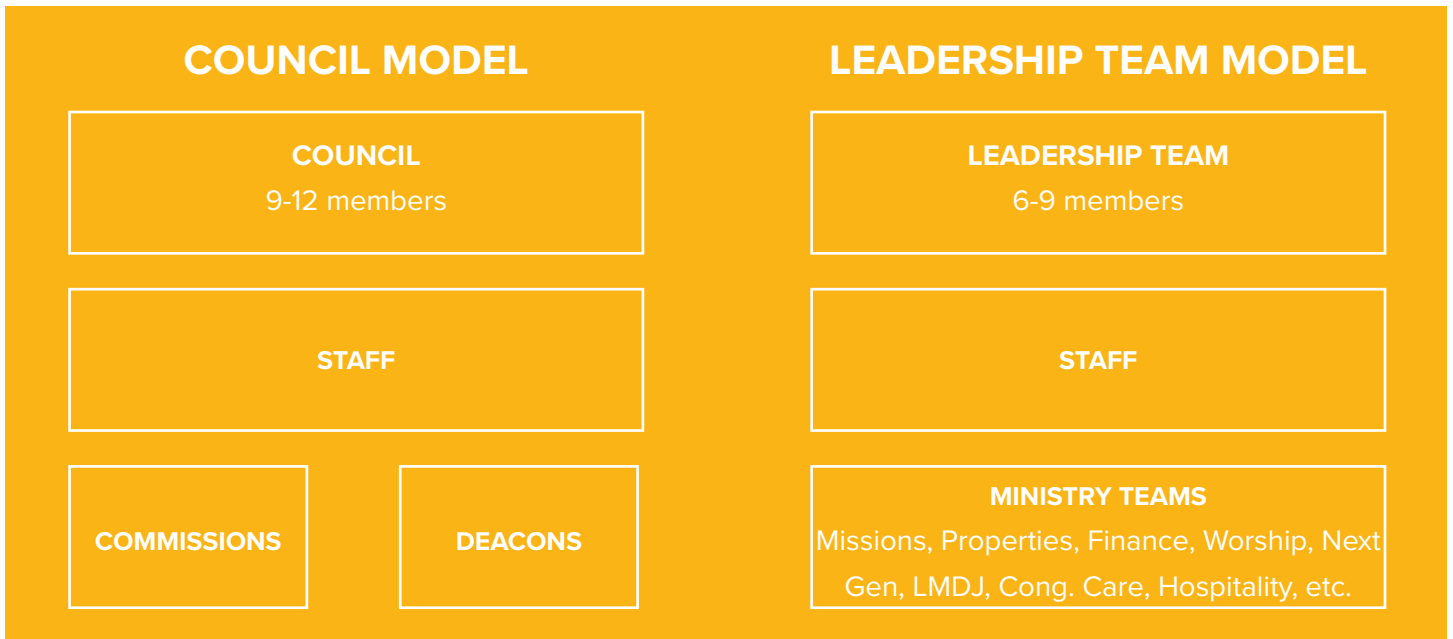
In our previous ministry year, we ended FY21/22 with a surplus of approximately \$150,000 due primarily to faithful and consistent giving, lower personnel expenses and our existing staff containing costs. General fund giving has remained steady and we anticipate ending the year slightly ahead of budget thanks to a trust fund gift we received earlier in the year that was directed toward principal mortgage paydown.

The Finance Team recommended that Memorial Fund gifts for 2022 would be split 50/50 between global missions and building maintenance and this has already been implemented. A Property Condition Report was prepared so that we can financially plan for future building maintenance and replacement costs.

The Property Task Force (Harold Patterson, George Mueller, Marc Espinoza and Ken Boggs) has met regularly throughout the year. Their responsibility was to sell the land to eliminate our mortgage debt and provide an endowment for future mission and ministry. The Council and the Property Task Force have worked closely throughout the year with interested buyers.

Building

Volunteers have remodeled the children’s ministry spaces and maintained the landscaping throughout the past year. A Properties Team was formed this year to provide wisdom and expertise in building related areas. ACC hired a company to fix roof leaks. Our phone system was updated to a new lower-cost provider.



Organizational Structure

Given the changes in membership at ACC, the deacons updated the membership list and we have 466 members. We anticipate moving from the council model of governance to the ministry team model (see visual above) of governance for more flexibility in how we operate as a congregation.

Culture

If mission is what we do and vision is what we see, then culture is how it feels around here. Acknowledging the transition ACC has been in for several years, we intentionally wanted to focus on culture this year. We wanted the congregation to “feel” a sense of togetherness and community throughout the year, even if we lacked a lead pastor. We wanted the congregation to build connection and unity. Thus, we invited the congregation to participate in one worship service which allows us to be more intergenerational at times, participate in an advent devotional, increased social media presence, an all-church study on the book of Colossians, all church Sundays, collective meals, an intergenerational Lenten season and now our upcoming summer series “At the Table.” This summer we will focus on how Jesus brings God’s people together through shared meals. The culmination of the series will be an all-

church retreat where we practice being together as the people of God.

Frederick Buechner wrote: “The place God calls you to is the place where your deep gladness and the world’s deep hunger meet.” The same is true with the “why” of a congregation. In October 2022, pastoral staff, council, lead pastor search team and lay leaders engaged in a deeper conversation about why ACC exists. It was evident that the Spirit of God is active at ACC as the group worked to discern the calling of ACC. The information collected was valuable for the search team and continues to be valuable as we begin a new chapter at ACC.

We are committed to the health and mission of ACC and are thankful to work alongside you, equipping you for ministry so that more people discover life with Jesus.

Vision

In the year to come as our new team comes together under a new structure, we look forward to envisioning what God has for ACC. In the meantime, we remain committed to focusing on establishing trust, recreating discipling communities, caring for those in the greater Arvada area and declaring the name of Jesus through His Word and worship.

MILESTONES

IN THE LIVES OF OUR ACC FAMILY MEMBERS

INFANT BAPTISMS

Garret Anderson-6/4

BELIEVER BAPTISMS

Jolivia Graham-11/13
Samantha Johnson-11/13
Eva Moreno-11/13
Hannah Willson-11/13
Kelly Buetow-6/4
Wren Ives-6/4
Maci Reynolds-6/4
Cora Ringenberg-6/4

DEDICATIONS

Charlene Heesacker-10/30
Daniel Willson-10/30
Ethan Willson-10/30
Hannah Willson-10/30
Jacob Willson-10/30
Mark Willson-10/30
Emilie Wu-10/30
Arthur Brown-4/30
Liana Ogino-4/30

IN MEMORIAM

Gordon Mueller-7/6*
Jeri Barlock-7/29*
Cara Anderson-8/22*
Margaret Snyder-8/8**
Ursula Gitt-10/21*
Chuck Patera-10/30*
Roger (4/14) and Diane
(11/3) Johnson
Mary Hohnstein-11/6*
Margaret Melander-11/12*
Gerald (Jerry)
Peterson-11/13*

**Member of ACC*

***Former member of ACC*

Chad Kohman-12/9 (Son of
Karla Kohman*)
Jack Arnold-12/16*
Vera Shader-12/21*
Marilyn Noreen-1/15*
Mark Walker-2/5*
Mike Hopkins-3/19
(Husband of attender Sue
Hopkins)
Jean Haring-4/27*

NEW MEMBERS

Matt Anderson
Alice August
Don August
Scott Brown
Kathy Emmel
Janet Gordon
Shannon Jenkins
Tim Jenkins
Bill Johnson
Sally Johnson
Doug Kyner
Janice Kyner
Marcia Martin

Rachael McManus
Ryan McManus
Ben Moore
Trish Patrick
Joe Price
Sheri Price
Jim Prichard
Marilyn Prichard
Doug Ullman
Karen Ullman
Craig Vander Laan
Lena Vander Laan
Yvonne Wu

CHILDREN'S MINISTRIES DIRECTOR/INTERIM NEXT GENERATION DIRECTOR KAYLEIGH LEONARD

Between our kids and students programming, this church has been BUSY showing up in meaningful and thoughtful ways. From last year's 90 kids at Kids Camp, to Engage, to providing meals for confirmands, to repairing and painting the kids spaces in the basement, to scholarships for our four middle schoolers at Faceplant and the 15 high school students at Powderburn, or the 25 volunteers that jumped into Trauma Informed Care training, and of course, all of the volunteers in our kids and student ministries, you have had an impact in our kids' lives! Let me tell you:

We have begun to participate in the sacraments with the entire church body, rather than just the adults. Our kids, preschool through high school, joined the service for communion every month and learned

more about baptism through the year. We had two students get baptized, five kids get baptized, and nine dedications! Praise the Lord for our kids and our families!

In our children's ministry, we jumped into the second cycle of Gospel Project while we began our rotation model. The second cycle covered from 1 Samuel through the end of the Old Testament, where we learned about waiting for Jesus' birth. We covered things like all of the kings and prophets and about the Exile and trusting God's promise to return the Israelites from Exile. We have just begun our trek into the New Testament and we will finish going through the Bible in three years by next Summer.

We learned about a story in the Old Testament,



rotated from the story room, to the game room, to the mystery room, to the small group room! While that sometimes fluctuated depending on who was in attendance, we always asked reflection questions while playing a fun game or participating in a mystery activity. Our kids are learning a lot!

We have worked to be intergenerational within our kids and students programming through Pen Pals and Prayer Partners for Confirmation students! We have paired kids up with members of our congregation who are faithful followers of Christ as ways for the kids

Summer Splash, two Pen Pal Parties, and Christmas in April. As part of our kids events, they have participated in service opportunities and begun to join in Communion which was a learning curve for us. This coming year will hold many themed Sundays and ways for our kids to participate.

Finally, we have begun a two-year model for Confirmation and have 11 confirmands currently going through the class. We will add more students in the fall but our confirmands have also worked through the entirety of the Old Testament! When we had an

“I am grateful for your support, your encouragement, and your flexibility as we try new things and learn new things together.”

to not just be prayed for, but to recognize that many people are pouring into their lives in many ways.

In our student programming, we have begun to learn more about where our kids are in their faith journeys and how to best foster growth in their understanding of Christ. We have done studies in books of the Bible, miracles of Jesus, learning the ways of Jesus, and learning how to implement those in our daily lives.

Our middle schoolers have blown me away by how many friends they are inviting to youth group! On any given week, we have between 15 and 20 middle schoolers and 8-10 high schoolers. We are a social bunch! We have three graduating seniors who will be missed but we are excited to watch our current high school students step up to the plate of being role models to others.

We've had eight student Reach Nights this year, Kick Off Mini Golf, Fast Food Olympics, Night Games, Cookie Competition, Christmas Isn't Over (yet!), Capture the Flag Laser Tag, Marsh Madness, and Senior Night. For our Kids, we have had Lego Day,

end of the year dinner together, I asked each student what stuck out to them the most or surprised them the most about God through the Old Testament. Overwhelmingly, they said that God remained faithful to the Israelites through every misstep and mistake they made. We will be going through the New Testament this coming year and confirming those who would like to be in May 2024.

It has been an honor to be trusted with both of these ministries for the past few months. Thanks for sharing your kids with me!

Here are some ways you can pray for or participate in ACC Kids or ACC Students:

- We need more volunteers in our nursery and preschool classes.
- We need more people to jump in on Wednesday nights to create consistent small groups and programming for our kids.
- We are sending quite a few kids to camp at Covenant Cedars this summer.
- Encourage our kids as they join in worship beginning this summer! We want them to be welcomed and encouraged as full participants in our congregation.





WORSHIP ARTS DIRECTOR

MATT ANDERSON

Worship over the last year

In our worship gatherings this year we have responded to God in song. We have prayed to God in silence, using spontaneous prayers, the psalms, ancient prayers, and call and responses. We have had times of reflection and examination where we were given the opportunity to pray prayers of thanksgiving, confession, lament, healing, intercession and praise. We have experienced the presence of Christ through the sacraments of communion and baptism. We have created moments to reflect on God's beauty using, art, symbol, and music. All of these things are intended to carve out sacred space within our week.

Volunteers

ACC gathered for worship 56 times in the past year and we had over 75 people lead us in our corporate worship. Musicians, painters, photographers, readers, wood workers, decorators, and tech volunteers have all played an important role in our worship

gatherings. The good news is not only that the ministry has grown....but there is always room for more participation. So, if you believe you have a gift to give to the ministry of the worship arts, just make your self known to any member of the worship ministry. A big thank you goes out to all of the volunteers who offered their gifts to help us respond and experience God in the last year.

“I pray that ACC will continue to grow into a church where the gathered people of God will be free to worship in an unhindered, authentic manner.”

Looking ahead

I pray that ACC will continue to grow into a church where the gathered people of God will be free to worship in an unhindered, authentic manner. We have a unique group of people, each with their own passions and language of worship. We are people of differing perspectives, ages, personalities, and backgrounds that find solidarity in the worship of God. Our assortment of preferences is a gift. Each posture and approach to worship informs the other. This year I encourage you to interact with God in every moment of worship, even if it is outside of your preferred language or style. We can easily get into the trap of waiting idly by during worship until our language of worship comes around. When we attempt to express our hearts to God in a new way, we are stretched and ultimately changed.





CONNECTIONS DIRECTOR

SHERI PRICE

It's been such a joy to have been at the ACC table for the past six months in the part-time position of Connections Director. Thank you for the privilege of allowing me to serve alongside a great and dedicated staff and congregation. Here is a summary of how I have been "connecting" people during my time so far.

- Worked in tandem with Serve Locally team to encourage and provide service opportunities for small groups
- Provided appreciation thank you gifts for all small groups (including affinity and Sunday morning groups)

October through May

- Planned and hosted three Girls Night Out at House of J's Coffee Shop
- Brought leadership, structure and accountability to our 17 Bible/Book Study Small Groups
 - Provided fall training
 - Provided consistent follow-up with group leaders as needed, meeting in person, on phone and through emails
 - Updated info for website to keep it current
 - Planned and helped launch a six-week all-church study of Colossians in conjunction with sermon series

Ongoing May through August

- Coordinating At the Table Friday Night Table Groups for congregation
 - Recruiting hosts
 - Placing attendees
- Co-teaching Sunday morning experience in June
- Serving as staff liaison for the Sunday of Service on July 30 (Karen Baer, Coordinator)

SERVE LOCALLY



Arvada West Partnership | Supporting our local schools

- 160 staff provided with 3 meal/snack events
- 4 student families provided with gift cards/donations
- 6 sports team banquets hosted at ACC
- 19 volunteers + food donors + Sunday of Service volunteers



Royal Family KIDS | Supporting children in need

- Camp:
 - 9 ACC volunteers (June 2023) + donors
 - 48 campers
 - 1000+ ACC-camper contact hours
- Club:
 - 5 ACC volunteers (Sept-May)
 - 15 kids mentored
 - 225 ACC-kid contact hours



Safe Parking Program | Supporting people experiencing homelessness

- 17 parkers
- 104 nights with meals/showers available
- 31 volunteers



Severe Weather Shelter Network | Supporting people experiencing homelessness

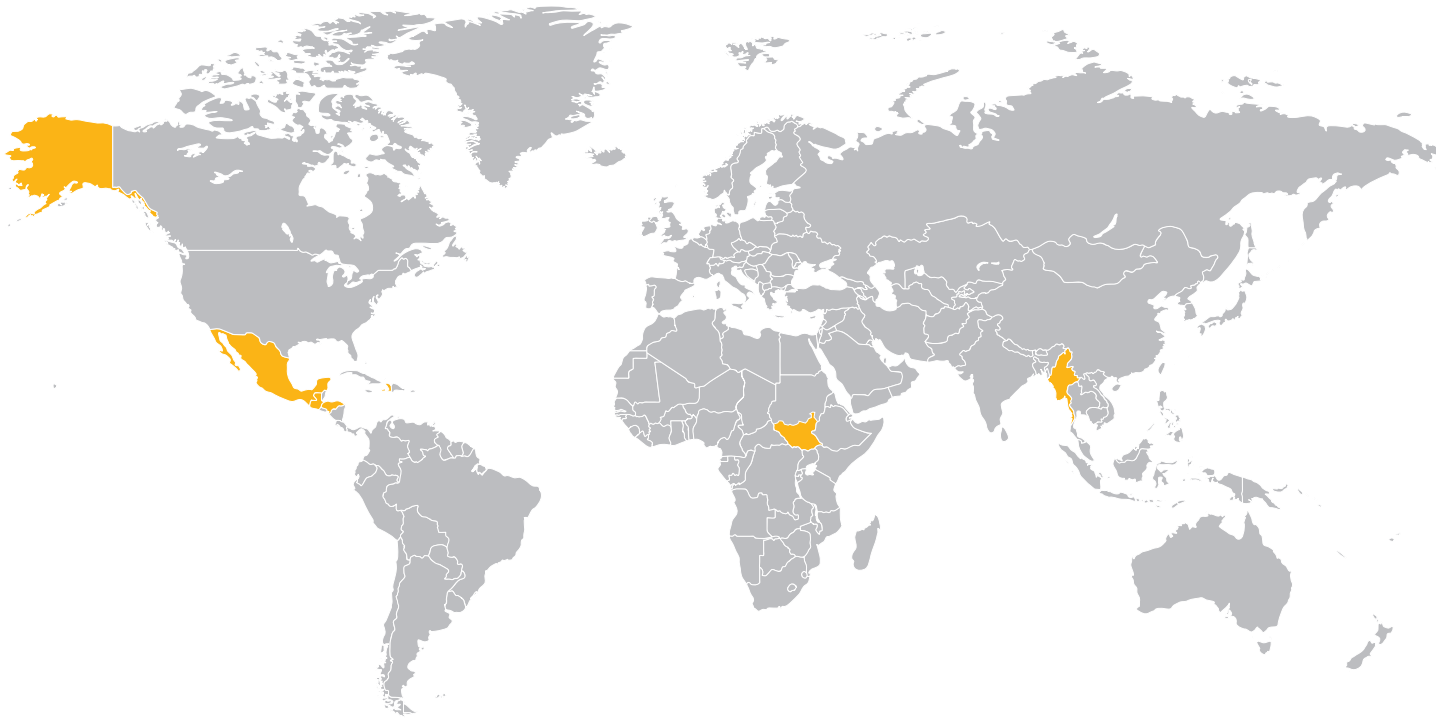
- 263 guests in the north region
- 52 nights of meal/shelter services
- 11 ACC volunteers



Whiz Kids | Supporting kids with educational needs

- 14 ACC volunteers mentored 14 students
- 150 tutors trained in trauma
- 27 contact days/volunteer (avg)
- 2300+ ACC-student contact hours

SERVE GLOBALLY



Casa Hogar

- 24 years Serving disadvantaged children in Chihuahua, Mexico
- 106 children being cared for
- 4 separate facilities

GuateStar

- Founded in 2015, GuateStar works with the indigenous Mayan children in Guatemala
- 83 children attend weekly
- 96 children receive scholarships to two partner Christian schools
- 81 families with multiple students per household receive loaned computers

International Hope Builders

- Provides essential shelter and buildings in Honduras, Haiti and Mexico
- 300 Homes, 19 Schools, 4 Clinics, 16 Senior Housing Units
- 1 Civic Center, 1 Community Feeding Center



Alaska Christian College

- 82 Fall and 71 Spring students in 2021-2022 school year
- 821 students have studies at ACC since 2001
- 79% of students identified as Alaska Native
- 100% of ACC students receive financial aid

Ignite Myanmar

- Shares the good news and meets basic needs in Myanmar
- Over 1,000 individuals involved in our 23 ministry locations
- Celebrated 76 baptisms in 2022 and expect even more in 2023
- Distributed over \$80,000 worth of emergency food and shelter supplies

Seeds of South Sudan

- Since 2011, over 150 South Sudanese young people have participated from UN Refugee Camp
- 67 are enrolled in 28 separate K-12 schools in the Nakuru region
- 57 have graduated from high schools and 6 have since graduated from colleges or seminary
- Of high school grads, 20 are enrolled in colleges, or skilled trade school programs.

LOVE MERCY DO JUSTICE

Love Mercy Do Justice began at Arvada Covenant Church in 2021, when a small group that had been studying works by Dr. Jemar Tisby approached the pastors about modeling our group after the ECC's LMDJ ministry focus area. A leadership team of six individuals formed, and we continue to meet regularly to dream and plan about how we can equip Arvada Covenant in its call to love, serve, and work together with people at the margins toward holistic individual, family, and community transformation.

Main events hosted in 2022:

- Book Study of “Rediscovering the White Church” by Covenant Pastor David W. Swanson (17 participants). We were also able to meet with David Swanson over Zoom, and it was a blessing and an encouragement to hear from him directly.
- Viewing of PBS’s “Asian Americans” documentary (21 participants)
- Book study of “Be the Bridge” by Latasha Morrison (36 participants).

Main events hosted in 2023:

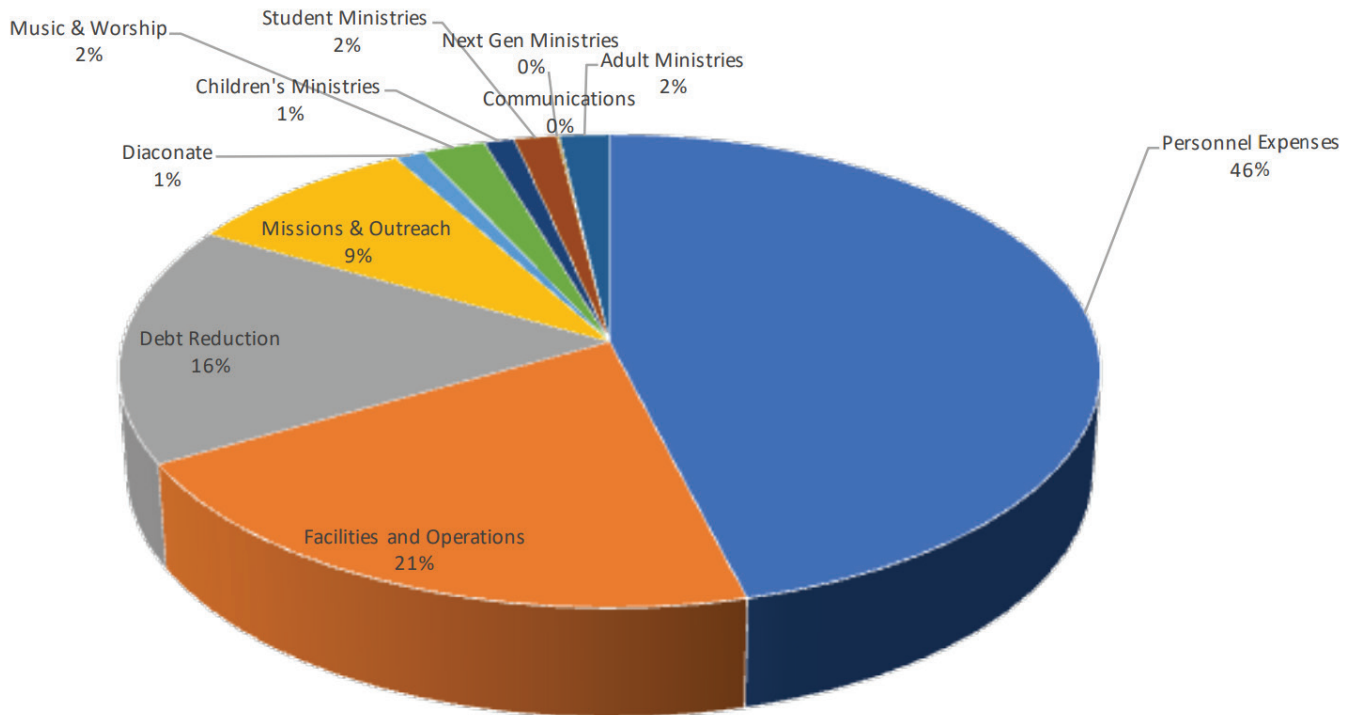
- Kingdom Mosaic Sunday School Class (50 participants)
- Viewing of Bryan Stevenson’s Midwinter message (24 participants)
- Movie nights of “Just Mercy” (12 participants) and “Till” (16 participants)
- Book study of “Jesus and the Disinherited” by Howard Thurman (24 participants). Those in the Thurman study also had the opportunity to fellowship with an AME church in Denver towards the end of the study (9 participants).

This work is not easy, it can be quite discouraging at times actually. However, we take courage when we see people approaching these topics and materials with a posture of curiosity and respect, when people show up to participate and feel safe enough to share vulnerability with one another. We surround all that we do in prayer, knowing that mistakes are likely to be made along the way, but trusting that God will guide us forward, toward a greater understanding and action according to his heart for his beloved image-bearers.



EXPENSES BY ACTIVITY

THROUGH MAY 31, 2023



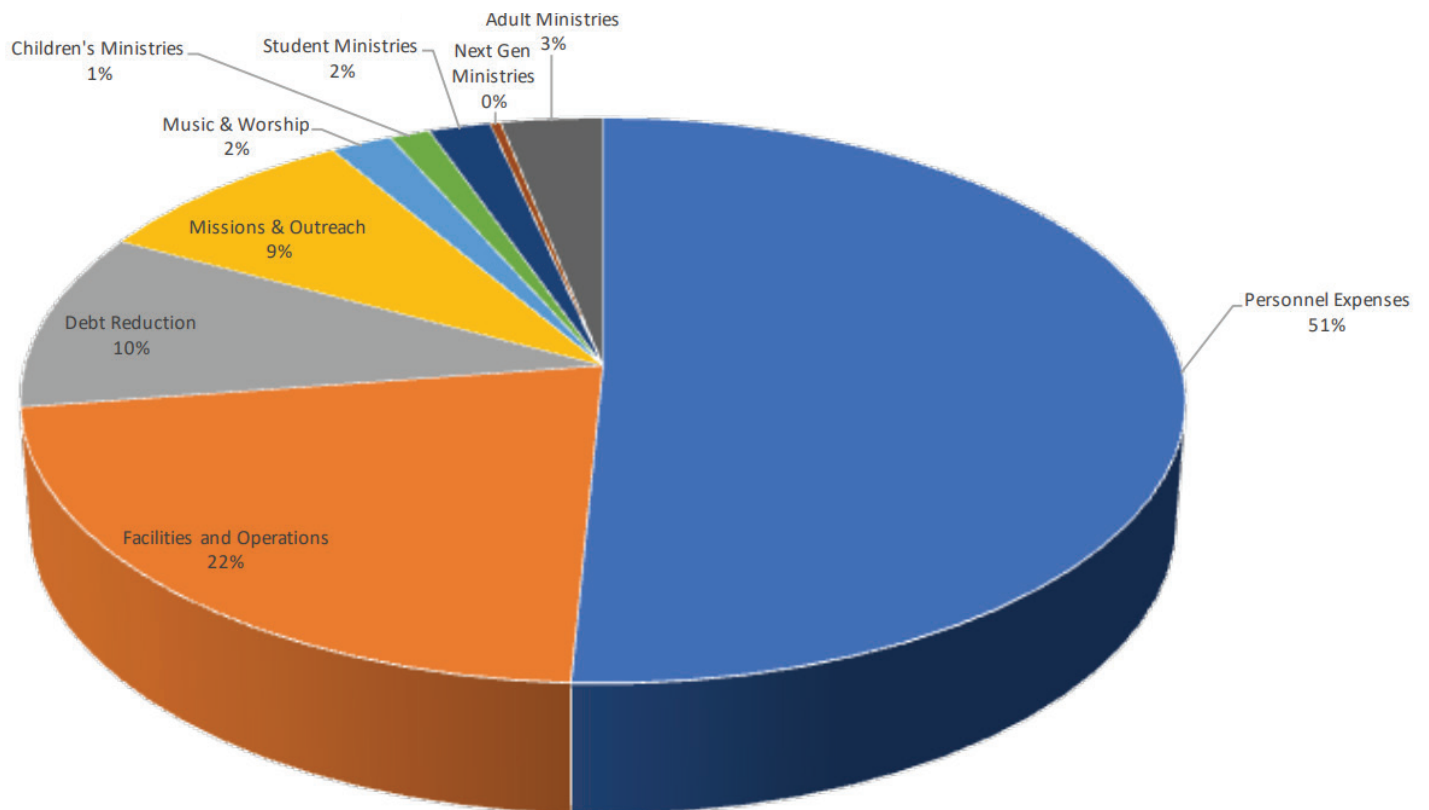
	Budget	Actual	Variance
Undesignated Revenues	\$1,234,925	\$1,353,928	\$119,003
Designated Revenues	\$46,717	\$171,231	\$124,514
Total Revenues	\$1,281,642	\$1,525,160	\$243,518
Personnel Expenses	\$659,849	\$595,978	\$(63,871)
Facilities and Operations	\$263,437	\$269,110	\$5,673
Debt Reduction	\$106,337	\$212,120	\$105,783
Total Administrative Costs	\$1,029,623	\$1,077,208	\$47,585
Missions & Outreach	\$109,120	\$113,335	\$4,215
Diaconate	\$27,038	\$14,074	\$(12,965)
Music & Worship	\$26,994	\$30,327	\$3,333
Children's Ministries	\$10,813	\$14,648	\$3,835
Student Ministries	\$21,516	\$20,518	\$(998)
Next Gen Ministries	\$4,818	\$31	\$(4,787)
Adult Ministries	\$38,368	\$24,019	\$(14,349)
Communications	\$6,893	\$1,168	\$(5,725)
Total Expenses	\$1,275,183	\$1,295,326	\$20,143
Surplus/(Deficit)	\$6,459	\$229,833	\$223,374

FISCAL YEAR 23/24 BUDGET

	Budget FY 22/23	Total FY 23/24	Change
Income			
Total 4000 Undesignated Contributions	\$1,325,000	\$1,391,250	\$66,250
Total 4100 Designated Contributions	\$37,000	\$70,000	\$33,000
Total 4200 Rental Income	\$12,000	\$18,000	\$6,000
Total 4300 Events	\$16,950	\$17,300	\$350
Total 4400 Other Income	\$2,100	\$20,500	\$18,400
Total Income	\$1,393,050	\$1,517,050	\$124,000
Expenses			
Total 5000 Personnel	\$539,646	\$566,850	\$27,204
Total 5100 Payroll Taxes	\$8,049	\$10,100	\$2,051
Total 5200 Benefits	\$178,446	\$198,910	\$20,464
Total 5300 Professional Fees	\$38,350	\$41,300	\$2,950
Total 5400 Professional Development	\$14,600	\$14,350	\$(250)
Total 5500 Ministry Meals	\$24,325	\$19,800	\$(4,525)
Total 5600 Travel	\$13,150	\$16,150	\$3,000
Total 5700 Activities	\$10,100	\$14,600	\$4,500
Total 5800 Ministry Supplies	\$41,400	\$40,500	\$(900)
Total 5900 Missions/Outreach	\$159,324	\$151,691	\$(7,633)
Total 6000 Building Maint & Occupancy	\$43,500	\$69,000	\$25,500
Total 6100 Insurance	\$45,638	\$54,700	\$9,062
Total 6200 Utilities	\$73,600	\$84,500	\$10,900
Total 6300 Office Expense	\$7,500	\$5,750	\$(1,750)
Total 6400 Equipment	\$21,925	\$23,000	\$1,075
Total 6500 Technology	\$31,350	\$29,000	\$(2,350)
Total 6600 Communications and Promotion	\$9,268	\$6,100	\$(3,168)
Total 6700 Miscellaneous Expense	\$16,878	\$15,350	\$(1,528)
Total 6800 Depreciation	-	-	-
Total 6900 Debt Service	\$116,000	\$154,000	\$38,000
Total Expense	\$1,393,049	\$1,515,650	\$122,601
Net Income	\$1	\$1,400	\$1,399

EXPENSES BY ACTIVITY

FISCAL YEAR 2024 BUDGET





**ARVADA
COVENANT
CHURCH**

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