



ANNUAL REPORT TO THE CONGREGATION

PRESENTED JUNE 22, 2025



**ARVADA
COVENANT
CHURCH**

LEADERSHIP TEAM

SUSAN PALMER, CHAIR



The Leadership Team is the general governing body of ACC. It is basically a board of directors. The new constitution affirmed in June 2024 by the Congregation says in part “...the management, administration and oversight of the business and spiritual affairs of ACC are delegated to the Leadership Team (LT).”

This body is made up of six elected ACC Members and the two co-lead pastors. In addition to Pastors Brian and Jodi, the current members are Sara Brown, Luke Ringenberg, Susan Palmer, Brian Rodriguez, Steve Smee, and Ed Stehouwer with Evelyn Simmons having completed her term in January.

The LT has been active for one year, meeting monthly to do routine business: praying, reviewing meeting

minutes, reviewing the current financial status, and hearing the pastors report about their work. The Team has also dealt with specific issues as they have arisen, including but not limited to the following:

- Church financials
 - Long range building and ministry needs
 - Annual church budget
 - Staffing and salary needs
 - Attendance and giving trends
- Pastoral issues
 - Sermon Series
 - Community Hour Classes
 - All-church Events
 - Children and Student Ministries
- Ministry Team issues
 - Serve Globally Policy
 - Serve Locally Policy

- Safety Team Policy
- Property Task Force (PTF). *The PTF has kept the LT informed about potential offers and other land sale issues on a regular basis. A Task Force representative has met several times with the LT to facilitate ongoing dialogue.*
- New members
 - Accepting & interviewing membership requests
 - Presenting them to the congregation for vote
- Miscellaneous
 - Meet a Leadership Team Member feedback/discussion
 - Pastoral Encouragement Team support

The Pastoral Encouragement Team's (PET) primary responsibility is to encourage the co-pastors and measure progress on their goals. In recent years the PET has worked to develop an evaluation system with input from the staff and LT members to help the pastors know, in a formal way, how others are responding to them.

The Leadership Team as a group works well together. They have striven to adhere to principals that promote productive discussion and problem solving. The Leadership Team welcomes input and questions from the congregation via meeting with a LT Member on the second Sunday of each month or via email. The Leadership Team values the many volunteers and participants serving in all areas of ACC that make ministry initiatives succeed!



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CO-LEAD PASTORS

PASTOR JODI MOORE AND PASTOR BRIAN RHEN



Organizational Structure

As Co-Lead Pastors, we are accountable to both the Leadership Team and the Pastoral Encouragement Team. **Since July 2024, we have been actively integrating our Purpose and Practices into every aspect of ministry and communication—from Sunday sermons to Friday emails. Our desire is for ACCers to practice the way of Jesus together for the renewal of the world.**

In addition to shepherding the congregation, we are also committed to caring for and developing our staff. We meet weekly with staff members individually to

support their growth as leaders, assess their goals, and evaluate progress. A quarterly rhythm is now in place for setting goals, conducting evaluations, and managing budgeting processes.

Together as a staff, we have identified five key ministry priorities:

- Reaching the next generation
- Developing a discipleship pathway
- Engaging in conversations about human sexuality
- Addressing building usage and maintenance
- Strengthening our benevolence efforts

Over the past year, the full-time ministry staff read and discussed “The Five Dysfunctions of a Team” by Patrick Lencioni. We also engaged in honest and healthy conversations around human sexuality, preparing ourselves to lead the congregation in thoughtful discussions on this topic.

In addition to these formative conversations, we have made several practical changes to support our ministry. We transitioned from OneDrive to Google Drive for internal communication and file sharing. We also improved our guest tracking systems and developed a clear next-steps pathway for first-time visitors. This pathway includes:

- TRY3 (an invitation to attend three services)
- Pastries with the Pastors
- Membership Class

This year also marks a significant staff transition. After four years of faithful service, Children’s Pastor Kayleigh Waibel will conclude her role on June 30, 2025. We are deeply grateful for the ways Kayleigh has nurtured our youngest congregants, built meaningful relationships across all age groups, and led initiatives like The Feast, our first all-church family retreat in 2023.

Our current membership stands at 468, with a 9% increase in weekly average attendance, now at 328. In June 2024, the congregation voted to shift from a council model of governance to a team-based model. The newly formed Leadership Team now includes eight members, among them the Co-Lead Pastors.

Building

The Properties Team continues to provide valuable wisdom and expertise in all building-related matters. Throughout the year, volunteers have generously maintained the landscaping and participated in a spring workday, which included clearing out storage areas, trimming trees, and performing routine

maintenance on the building.

Several significant facility updates took place this year:

- All sanctuary windows were replaced and tinted.
- A major sprinkler leak beneath the playground was repaired.
- A new landscaping company was hired to improve exterior maintenance.
- After heavy rainfall caused water damage in the Vista Room (located behind the stage), a new roof and carpet were installed.



With the completion of this project, the entire roof has now been fully replaced—a process that has taken place gradually over the last four years.

Looking ahead, we have obtained bids to replace the aging HVAC system and its outdated controls, as well as the retaining wall on the north side of the property. The estimated total cost for these necessary repairs exceeds \$1,000,000.

Finances

In June 2024, the congregation voted on a budget expecting a \$78,000 deficit. Health insurance, property insurance, utilities, and building maintenance have all increased. Our staffing expenses remain just under 50% of the total budget. Our mortgage payment is 10% of the annual budget, and we give 10% of our

annual budget to local outreach, global missions, and the mission of the wider Evangelical Covenant Church.

The Finance Team recommended investment CDs to supplement tithes and offerings. The interest income amounted to \$38,000.

Spiritual Formation

In response to the valuable feedback we received during our June 2024 Vision Desserts, we made a significant shift to better serve and connect our church family. Beginning last fall, we moved our Worship Gathering start time to 9 a.m., creating space afterward for deeper community engagement.

As part of this change, we reimagined what was previously known as “Learning Hour,” renaming it “Community Hour” and placing it at 10:30 a.m., immediately following our Worship Gathering.

Throughout the fall and spring semesters, more than a third of our congregation participated in Community Hour offerings—an encouraging reflection of our church’s desire to grow, learn, and connect. Together, we explored meaningful topics such as:

- Faith and Politics

- Parables
- Love Mercy Do Justice – Our Role in Immigration
- Love Mercy Do Justice – Stewarding Privilege
- Intercultural Evangelism
- Women in Ministry
- Parenting I and II
- Writing Your Memoir

Each offering was intentionally designed to help us live into our ACC Purpose and Practices while cultivating authentic relationships. It has been inspiring to see these gatherings evolve beyond classes into true catalysts for transformation and community.

Alongside these changes, we have also taken intentional steps to enhance our physical space:

- The prayer room has been upgraded to create a more welcoming and reflective environment.
- Purpose and Practices signage has been added to the lobby to keep our mission clearly visible.
- We are actively seeking a new main-floor location to better highlight our Serve Locally and Globally partners.



Message Series

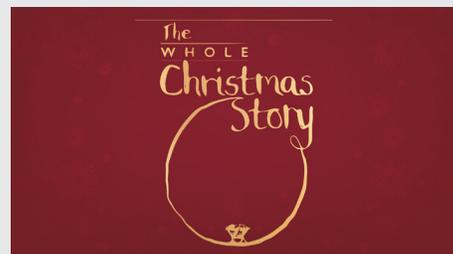
As your Co-Lead Pastors, we prayerfully and continually seek God’s guidance for what He desires to say to us through our preaching. We live in the ongoing tension of honoring the church calendar, addressing timely and relevant themes, and faithfully walking through both Old and New Testament books. And through it all, God continues to lead.



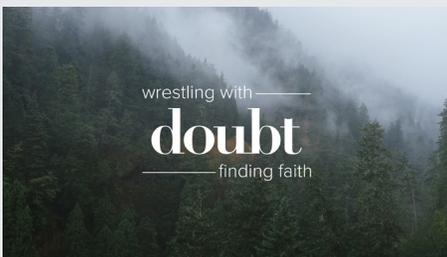
We began the summer of 2024 with a bold question: What is Justice?—journeying through the prophetic words of Amos.



In the fall, we entered into a powerful study of the Gospel of John with the series That You Would Believe, inviting us into deeper faith in Christ.



During Advent, The Whole Christmas Story gave us a sweeping, redemptive view of the birth of Jesus and His place in God’s grand narrative.



As the New Year began, we turned toward the real and vulnerable experience of faith struggles with a series called Doubt—crafted to resonate with both the unchurched and the long-time believer.



With Easter arriving late, we took a deep dive into Practicing the Way (John Mark Comer’s rich material), helping us shape a rule of life centered around spiritual practices that draw us closer to God. We were deeply encouraged by how many of you joined in this journey.



Following Easter, we stepped into Facing Our Stuff—an honest and healing walk through the struggles we all encounter: death, disease, disappointment, dependencies, and the demonic.

And now, this summer, we’re exploring what it means to live The Whole Life—stewarding every area of our lives for the glory of God.

It has been a joy to see so many of our groups engage with each series—through video teachings, workbooks, and the weekly reflection questions. Your hunger for God’s Word and your desire to grow in

Christ is inspiring. We’ve also been blessed by several guest voices who brought depth and diversity to our pulpit: Pastor Paul Robinson (ECC Executive Minister of Serve Globally), Pastor John Martz, Pastor David Williams, Professor Dr. Dave Nystrom, and France-based missionary Dr. Johnna Muniz. Each offered a unique glimpse of God’s Word and work in the world.

MILESTONES

IN THE LIVES OF OUR ACC FAMILY MEMBERS

BELIEVER BAPTISMS

Abigail Johnson, 2/9/25
Penny Thomas, 2/9/25
Seth Thomas, 2/9/25
Thomas Thomas, 2/9/25
Ricardo Trujillo, 2/9/25

CONFIRMANDS

Adleigh English, 5/4/25
Caleb Hubbard, 5/4/25
Vivian Ringenberg, 5/4/25

IN MEMORIAM

2024

Doyle Beavers, 8/10/24*
Elaine Bubar, 7/27/24*
Shirley Burke, 7/3/24*
Pam Fahrenbruch, 9/13/24*
Karyn Golon, 12/24/24**
George Mueller, 8/21/24*
Sharon Peters, 7/26/24
Ruth Rogers, 7/2/24*

2025

Geraldine Blaine, 2/16/25
Cecile Higgins, 5/1/25**

**Member of ACC*

***Former member of ACC*

TRANSFERRED/RELEASED MEMBERS

Eight transferred

Nine released

NEW MEMBERS

Ginger Benton, 1/19/25
Connie Bertapelle, 1/19/25
Tony Bertapelle, 1/19/25
Kevin Carney, 6/23/24
Karla Crabb, 1/19/25
Karinn Kasbekar, 6/23/24
Kathy Mullin, 1/19/25
Joe Rill, 1/19/25
Julianne Rill, 1/19/25
Marcella Saxton, 6/23/24
Kay Sorvik, 6/23/24
Ruby Stevens, 1/19/25

Jansen Tidmore, 1/19/25
Laura Tidmore, 1/19/25
Kaleb Waite, 6/23/24
Gary Wiebel, 6/23/24
Heather Wiebel, 6/23/24
Ken Williams, 1/19/25

New Members awaiting June 22, 2025 vote:

Michaela Campbell
Kelly Henry
Laurel Henry

STUDENT MINISTRIES DIRECTOR

JDREW MCGOVERN

As we reflect on this past ministry year, we are filled with gratitude for the ways God has been at work in the lives of our students. From powerful retreats to weekly gatherings, from moments of service to deep theological exploration, this year has been marked by transformation, connection, and growth. Thank you for your continued prayers and support — your investment is helping shape a generation of faithful Christ-followers.



Kingdom Come

One of the most powerful moments of the year was our Kingdom Come event, where students and leaders spent a full day serving in the Five Points neighborhood of Denver. This was more than a service project — it was a day of living out the Gospel, coming face-to-face with issues of justice, compassion, and community. Students not only served others but came away with a deeper understanding of what it means to be the hands and feet of Jesus in the world.



Retreats

We participated in both fall and winter retreats for our middle school and high school students, each centered on the work and presence of the Holy Spirit. These weekends away created space for students to disconnect from daily life and reconnect with God and one another. Through worship, teaching, small groups, and time in nature, students encountered the Spirit in fresh ways that led to bold prayers, meaningful conversations, and steps of faith.

Throughout the year, our weekly youth group gatherings explored foundational themes of the Christian faith:

- What is the Church?
- Who is God?
- Who is Jesus?
- Who Am I?

Through teaching, open discussion, games, worship, and fellowship, these themes created a space where students could wrestle honestly with their faith and discover their place in God's story.



Ten thoughtful and engaged students journeyed through the Old Testament during our year-long confirmation class. This group demonstrated curiosity, wisdom, and a hunger to understand God's story more deeply. We celebrated the completion of confirmation for our three second-year confirmands on May 4, 2025:

- Adleigh English
- Caleb Hubbard
- Vivian Ringenberg

We are so proud of their commitment and faith.

Looking Ahead: Summer 2025

We are full of anticipation for all that God will do this summer! Here's a glimpse of what's ahead:

- Mission Trip to Casa Hogar Palabra de Vida in Chihuahua, Mexico — Students will partner with this incredible ministry to serve and build relationships across cultures.
- Middle School Camp at Quaker Ridge, Woodland Park, CO — A week of worship, fun, and spiritual formation in the mountains.
- High School Retreat in Rocky Mountain National Park — A time for renewal, reflection, and deepening faith in God's creation.

Thank you, Arvada Covenant Church, for being a faithful community that surrounds our students with love, prayer, and support. Your encouragement fuels this ministry. Please continue to pray for our students as they grow in their relationships with God and one another.

CHILDREN'S PASTOR

KAYLEIGH WAIBEL

What a fun year in ACC Kids! We have gotten to spend so much time together learning about the Old Testament in our new curriculums through Sparkhouse: Frolic, Holy Moly, and Connect! It has been so much fun learning about the Old Testament through the Holy Moly lens in video and live storytelling. Their videos incorporate feelings and wonderings so kids can really learn and understand the stories. We've discussed a lot of "I wonder how Esau felt when the blessing and birthright were stolen from him" and "I wonder how it smelled in Egypt when all of the animals died during the Exodus" kinds of questions. (If you can, ask a K-4th grader about the family tree in Genesis- they know it pretty well!) We made it all the way through the Old Testament this year and are going to start the New Testament in the fall!

We revamped our preschool room and the process for teaching our littles! With a new curriculum in there, too, we created a new structure and rhythm for our youngest ACCers. We updated the toys and supplies, introduced play stations for them, and wrapped every morning up with a blessing before they head home for the week!

We started Club 56 this year for our kids in 5th and 6th grade. With an incredible team of teachers, we launched this new program on Sunday mornings to help with the transition from Children's Ministry to Student Ministry. We learned about the Old Testament too, but really spent time figuring out how everything was connected; all the way from Adam to Jesus- how we got there and how God moved throughout the



world to prepare them for Jesus.

We spent a lot of time preparing our hearts and homes for Advent this year. Thanks to our Crescendo crew, we created Advent bags where families had the opportunity to learn about Advent, celebrate Jesus' birth, and do an activity, craft, or game everyday to help remember why we wait for Jesus. During Lent, we did something similar but on a smaller scale since Lent is loooong. We remembered how to wait for the resurrection by having spiritual moments together around the dinner table or during prayer time each night.

Thank you for supporting our kids and families throughout the year! It has been more than my pleasure to serve at ACC; it's been my joy. I have loved being a part of ACC and am so honored to be in this space, discipling your kids. I appreciate the importance you, as a church, have always placed on our kids, the flexibility to try new things, and the generosity of each of you to faithfully care for our kids. Thank you for sharing your kids with me!

WORSHIP ARTS PASTOR

MATT ANDERSON



The worship arts at ACC exist to direct our attention to God. We hope to enable the church to see past the music and the art. We hope your eyes and ears are not drawn towards the musician and artist, but to the Father, Son and Holy Spirit.

C.S. Lewis wrote:

“The books or the music in which we thought the beauty was located will betray us if we trust to them, it was not in them, it only came through them, and what came through them was longing. These things--the beauty, the memory of our own past--are good images of what we really desire: but if they are mistaken for the thing itself, they turn into dumb idols, breaking the hearts of their worshippers. For they are not the thing

itself, they are only the scent of flowers we have not found, the echo of a tune we have not heard, news from a country we have never yet visited.”

The Weight of Glory

We hope that you caught the scent of God, or heard an echo of His beauty in the collective worship of God’s people this past year.

God has graced us with gifted and creative people that have served God faithfully through the worship arts. Over 100 individuals have led us in worship this year. Behind the scene hours are expended week after week by volunteers who use their gifts to lead us in response to God. These include choir members, worship team participants, painters, readers, decorators, wood workers, musicians, actors, sound

and media team volunteers, and people who prepare and serve communion. We are all average, everyday people who in concert with God are used to create something beautiful.

- This past year we gathered together for 60 different worship gatherings.
- We updated the church sign on Ward Rd.
- Our purpose and practices now have a prominent place in our lobby.
- A new sound system was installed in the student ministry space.
- We purchased a new sound board and monitoring system that will be installed soon.

I am excited to see what the next year will bring as we continue to plan worship gatherings that lead us to reflect on and celebrate the story of God. 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. During worship on any given Sunday morning we may reflect on scripture, sing out loud, meditate, confess, break bread together, and learn. We have a diverse group of people, each person with their own history, passions and language of worship. Some of us could worship God in song and prayer for extended periods of time. Others get really excited about reflection and using their minds in study and evaluation. 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

Small groups offer a unique space within the church for individuals to connect, build relationships, and experience deeper spiritual growth. They are important in fostering community, providing support, and encouraging discipleship.

This year, we have continued our efforts to connect those at ACC by offering a variety of small group options, including support groups, Sunday morning discussion groups and classes, traditional mid-week book/Bible Study groups both at the church and hosted in private homes, and recreational groups. We ended the fiscal year offering over 40 groups in the 2024/2025 year. There are 38 ongoing small group leaders, and we enlisted another 17 class/group leaders for our Sunday morning options. We are so grateful that almost 70% of those who attend ACC have been involved in a small group this year! AMAZING!!

We have also offered questions based on the sermon series for both groups and individuals to use during the week to help foster continuity and dive deeper in each Sunday sermon. We encouraged existing study groups to do the all church study of The Gospel of John in the fall and Practicing the Way using RightNow Media this spring. Two training sessions were provided for our group leaders, and a Small Group Leader Newsletter was started this year to help keep the leaders in the know.

Small group options can be found on the website under Connect and also on a hard copy brochure that is usually kept in the lobby along with the current sermon series questions.

With most of our small groups at or reaching capacity, and with the growth we are seeing on Sundays, we anticipate training new leaders and adding even more small groups this fall to be able to accommodate those looking for a place to belong. What a blessing it is to be a part of a church body that loves each other, loves God, and loves growing in the knowledge of God through the community of a small group! We are learning how to practice the way of Jesus together for the renewal of the world.

In addition to the Small Group activity, as Connections Director I also co-led the ACC Gives Thanksgiving/Christmas campaign again this year with Linda Camblin and Karen Baer. Under the extremely gifted leadership of Linda, we gathered and distributed over 120 bags of food for those in our community for Thanksgiving, including a \$50 King Soopers gift card. This is up from 103 given last year. With Karen's incredible partnership with our Serve Local ministries, we once again set up an ACC Gives tree in the lobby in November, allowing ACC congregants to choose from 160 tags with items requested by our five Serve Locally ministries, plus two bonus community ones. A detailed description is in the Serve Locally report. Yet another example of how our leaders and generous congregation is practicing the way of Jesus together for the renewal of the world.

I'm excited to see how the Lord will work in the coming year at ACC. Thank you for allowing me to be a part of this fabulous team.

MISSIONS FAIR

On Sunday, January 26, ACC hosted the second Global and Local Mission Fair, organized by Linda Camblin and team.

- Eleven mission organizations, both local and global, hosted booths lining the gym.
- Six of the missions were available for in-depth presentations in other rooms.
- Mission leaders shared info and answered questions, with most collecting names of potential future volunteers.
- Passports were distributed, with stamp collection making attendees eligible for prizes.
- Food was served via mingling volunteer wait staff.
- Over 100 people attended and mission representatives' feedback was generally very positive.



SERVE LOCALLY

Arvada West Partnership

Supporting our local high school

Jim Baer, lead

- Prepared and served two hot breakfasts to school staff
- Donated snacks/pens/notebooks/\$350 in gift cards to the counseling department through ACC Gives
- Supported PTSA After Prom committee's decoration prep and fundraising efforts
- Participated in student evaluation panels for foreign language and math departments
- Donated candy for Trick or Treat Street community event hosted by Arvada West
- Hosted sports team banquets in the ACC gym
- Donated snacks and prizes for Day Without Hate and STEM events
- Provided snack platters for all departments during Staff Appreciation Week
- Hosted Baccalaureate service for graduating seniors/families/staff
- Provided eight-ten regular volunteers and countless other ACCers donated supplies or money

Benevolence Fund

Supporting individuals who are struggling financially

Steve Smeed, lead

- Provided more than \$2,800 in grocery gift cards to walk-ins in need
- Gifted \$1,390 for medical, counseling and rent needs
- Gave \$6,000 in grocery gift cards in Thanksgiving bags

BeyondHome

Supporting families transitioning to self-sufficiency

Vicky Reier, lead

- Co-sponsored youth talent show/fundraiser for \$2,000, with ACCers attending
- Donated 51 Christmas decorations and \$380 in gift cards through ACC Gives
- Donated \$1,000 of the Christmas Eve offering to the ministry
- Hosted and sponsored two Restorative Justice: Understanding Poverty workshops run by BH staff, ACCers attended both
- Opened the gym for "March Madness" and other BH kid/student activities
- Provided three regular, dedicated ACCers for BeyondHome volunteer needs



Habitat for Humanity

Helping families build affordable homes

- Donated \$3,000 toward new townhome project in south Arvada. Volunteer opportunities to become available starting in October.

July 4th Hosting

Providing a warm welcome for Arvada neighbors

John Martz, lead

- Volunteers provided snacks and water for guests who came to enjoy the fireworks show from our parking lot

Love INC (In the Name of Christ)

Supporting Arvada's needy through collaborative Arvada church efforts

Heather Weilbel, lead

- Five ACCers attended church partner meetings, providing input and direction for this local affiliate startup ministry

- Provided one ACC Development Team/CMC member, three ACC Board Selection Committee members, and one ACC Board of Directors member

Mission Arvada

Supporting the Homeless Outreach Program of The Rising Church

- Donated 17 Sherpa blankets for their ministry through ACC Gives
- Donated \$1,000 of the Christmas Eve offering to the ministry

Royal Family Kids

Supporting foster children in need

Will & Mikki LeVett and Connie Williams, leads

- Donated \$530 to help cover campers' and volunteers' meals thru ACC Gives
- Hosted volunteer trainings, Magical Night of Christmas & Trivia Night fundraisers at ACC
- Hosted RFK Club at ACC monthly during the school year with 28 kids (most ever) and nine ACC volunteers (about 1/3 of all volunteers)
- Donated \$1,000 of the Christmas Eve offering to the ministry
- Camp location moved this summer and camp will now be held in July, instead of June
- After 32 years, Connie Williams is stepping down from leadership

Safe Parking Program

Supporting local car-dwelling unhoused people **Karen Baer, Barb Carnes, and Jaci Lippert, leads**

- Provided safe overnight parking for 14 different guests in seven spaces, about 1,450 total nights
- Five guests left for positive situations (three to stable housing)
- 34 volunteers provided food and hosts for 105 nights serving about 450 meals
- Donated seven electric blankets and \$655 in King Soopers gift cards through ACC Gives





- Update:
 - Initial applicant intake process now managed by lot leaders/Benefits in Action

Thanksgiving Food Bags
Providing food for those in need

Linda Camblin, lead

- Filled 120 bags with non-perishable food and \$50 gift cards from Benevolence Funds
- Distributed bags to Head Start, BeyondHome, Royal Family Kids, Arvada West High School, Whiz Kids, Safe Parking, and call-in neighbors

Tin Shed Food Pantry
Supporting a church-based food bank in Wheat Ridge

- Donated \$1,000 of the Christmas Eve offering to the ministry

Tot Time

Providing a free community preschool play time

Kayleigh Waibel, lead

- Donated six large play-on toys and \$365 in Amazon gift cards through ACC Gives
- More than 100 families attended.

Vanderhoof Elementary
Supporting our local elementary school

- Donated snacks for incoming students twice this year - a full trunk both times!

Whiz Kids

Supporting kids with educational needs

Bill Kilzer, lead

- Hosted two volunteer training sessions at ACC to train 32 tutors
- Donated 25 kid-friendly Bibles

through ACC Gives

- Donated \$1,000 of the Christmas Eve offering to the ministry
- Eight ACCers volunteered approximately 324 tutor/club time hours at eight locations
- Tutors attended the end-of-year rodeo celebration with their students



SERVE GLOBALLY



Alaska Christian College

The mission of Alaska Christian College is to empower Alaska Natives through biblically-based higher education and Christian formation to pursue excellence in character, learning, and service as followers of Christ.

Highlights:

- 40 Fall students - 74% students Alaska Native or Native American
- 40 Spring students - 80% students Alaska Native or Native American
- 100% of students receive financial aid
- 11 graduates in the 2025 class

Casa Hogar

The Casa Hogar ministry entails support and relationship building with three connected organizations in the city of Chihuahua, Mexico. Casa Hogar Palabra de Vida is a orphanage to abandoned and abused children, El Porvenir del Estudiante is an opportunity for the older children to earn a scholarship and continue with an education at one of the trade schools, university, or bible school in Chihuahua, and

Cuidar Corazon is a new ministry to provide care for the disabled children of Chihuahua.

Highlights:

- 25 years serving under-resourced children in Chihuahua, Mexico
- 90 children are currently being cared for in four separate facilities
- In addition to a physical home and meals, children are given access to education, mental and physical health support, and a church community

GuateStar

GuateStar was founded in 2015 by Ken and Lori Anderson to work with the indigenous Mayan population in Guatemala and is devoted to Bible-based educational activities for impoverished and underserved children.

Highlights:

- Five Club Extra locations
- 311 children attend Club Extra weekly
- 70 children receive scholarships that allow them to attend two partner Christian schools
- Four students receive scholarships to University del Valle.
- 15 student receive scholarships for vo-tech

- training and pre-professional development
- 196 students receive loaned computers
- 83 families benefited
- 13 volunteers/helpers
- Three MayaLink servers (no internet required) reach many students.

Ignite Myanmar

Ignite Myanmar's goal is to support evangelistic missionaries in Myanmar, while rescuing those in need, including orphans.

Highlights:

- 119 baptisms of new believers, many of them were formally Buddhists
- Distributing \$42,000 worth of rice and cooking oil to the destitute neighborhoods they serve
- Supporting the 36 orphans under their care; giving them access to education, healthcare, and a nurturing environment
- Conducting outreach to thousands of Burmese refugees in India, Thailand, and Malaysia

International Hope Builders

International Hope Builders partners with local government, churches, orphanages and agencies to identify children and families in desperate need of shelter to restore dignity, hope, and most basic human needs.

Highlights:

- 355 Homes built
- 22 Schools

- Five 500-square-foot medical clinics
- 16 Senior Housing Units - Civic Center, 1 Community Feeding Center

Seeds of South Sudan

Seeds of South Sudan educates South Sudanese refugee orphans to be seeds of change for South Sudan, by providing education for them from elementary through high school, and continuing through college when possible.

Highlights:

- 56 Roots Academy Students
- 39 High School Students
- 82 High School Graduates To Date
- 25 Students in college
- 9 College Graduates
- 1 Medical School Graduate
- Since 2008, SoSS has brought 188 orphans out of Kakuma Refugee Camp with the help of ACC



LOVE MERCY DO JUSTICE

LAURA RODRIGUEZ AND VICKY REIER

These are hard times. We are thankful that the Love Mercy Do Justice (LMDJ) ministry at ACC has remained steady and created a culture where more and more people are open to examining new ideas and understanding one another, as we care about making things right in our broken world by helping hurting people (love mercy) and addressing the causes of that hurt (do justice).

Early on we learned that a clear commitment to core values was essential for every LMDJ event we held.

Our five core values are:

- **CURIOSITY** - We are open to engaging others' perspectives, considering ideas from a posture of seeking to understand before critiquing, defending, etc. We stay curious about our own ideas, perceptions and emotions. Our goal is not to walk away with one "right" answer but learn with and from each other.
- **PARTICIPATION** - We are open with each other and believe we can be ourselves with one another. We stay aware of group participation dynamics. People who tend to be a listener in group settings consider stepping up to share their perspectives. People who tend to talk more consider stepping back to create space for others.
- **RESPECT** - We practice respectful listening by not interrupting or talking over others. We practice respectful sharing by speaking from our own experience ("I" statements) and refrain from giving advice, unless it is requested. We commit to never say anything that will embarrass another person, including our family members.

- **PRAYER** - We pray for our conversations before beginning and as needed throughout our time together. We affirm that we can seek the Spirit's guidance through prayer if conversations trigger pushback, heightened emotions, or unearthy sensitive areas in need of healing.
- **CONFIDENTIALITY** - For authenticity to occur, we trust that personal issues discussed will not be shared outside the group. All sharing with others outside of the conversation should be about concepts and things we have experienced, not specifics of what others have shared.

This fiscal year, we have partnered with the pastors for their Amos study on justice, held movie nights (True Justice; Dolores; BlackKlansman), hosted workshops (The Enneagram and Justice; Restorative Workshop: Understanding Poverty), led book studies (Beyond Welcome; Subversive Witness), and facilitated local learning experiences (Immigration with the International Rescue Committee; Where is Denver's Chinatown with Colorado Asian Pacific United).



During the study of “Subversive Witness,” we had the opportunity to hear directly from the author, Rev. Dominique DeBois Gilliard, the Director of Racial Righteousness and Reconciliation for the Evangelical Covenant Church. He reminded us that we don’t need to leave the church to do this work (mercy & justice), because this is actually the work of the church. He also shared that we are in a very precarious moment in history - that this is not the first time we’ve been in a precarious moment, but right now the world is watching and waiting on the witness of the Church.

And so we watch and wait and prepare for what actions of mercy and justice we are called to in our time. The goal of LMDJ is to resource and equip Arvada Covenant in its call to love, serve, and work together with people at the margins. We hope that, as we focus on raising awareness at ACC, people are sensing ways they have been specially equipped, positioned, and called to love mercy and do justice in the world around them.



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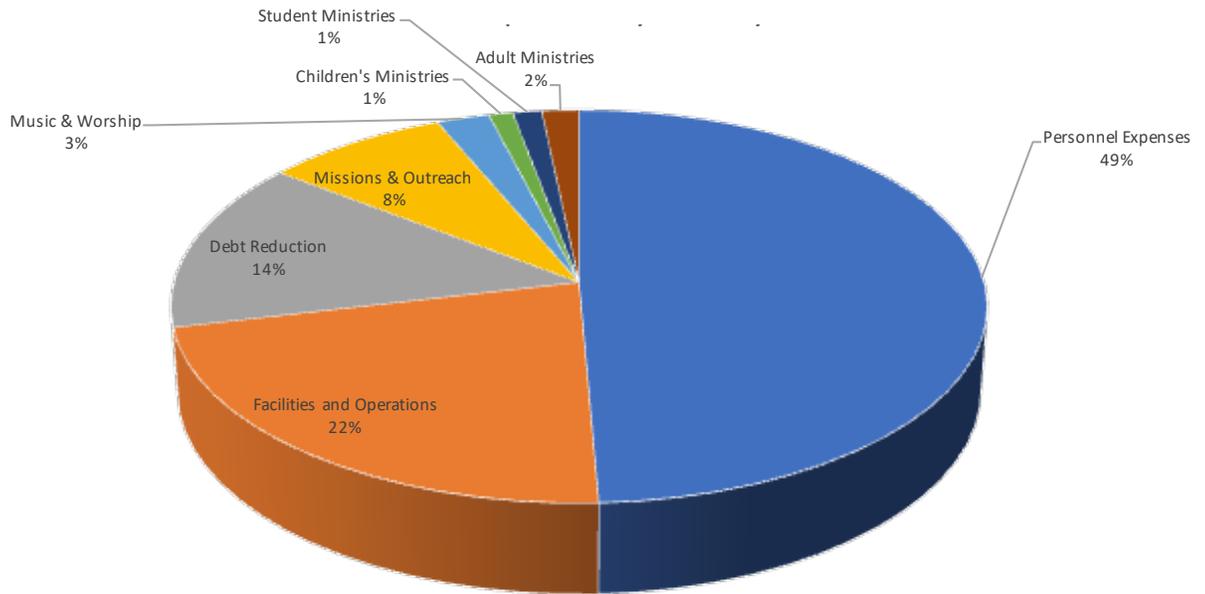
We end with this prayer that has been especially meaningful to the LMDJ Ministry Team in recent months:

Great God of peace, we live in a world wracked by every kind of discord. We thank you that in Jesus Christ you have shown us how to live as witnesses to your new creation. Guide us as we seek to speak words of reconciliation where there is division and to act creatively where ancient habits press humanity toward an old future. Amen. (From “A Guide To Prayer For All Who Walk With God”)

EXPENSES BY ACTIVITY

FY 25 BUDGET VS. ACTUAL

For the first 11 months ending May 31, 2025

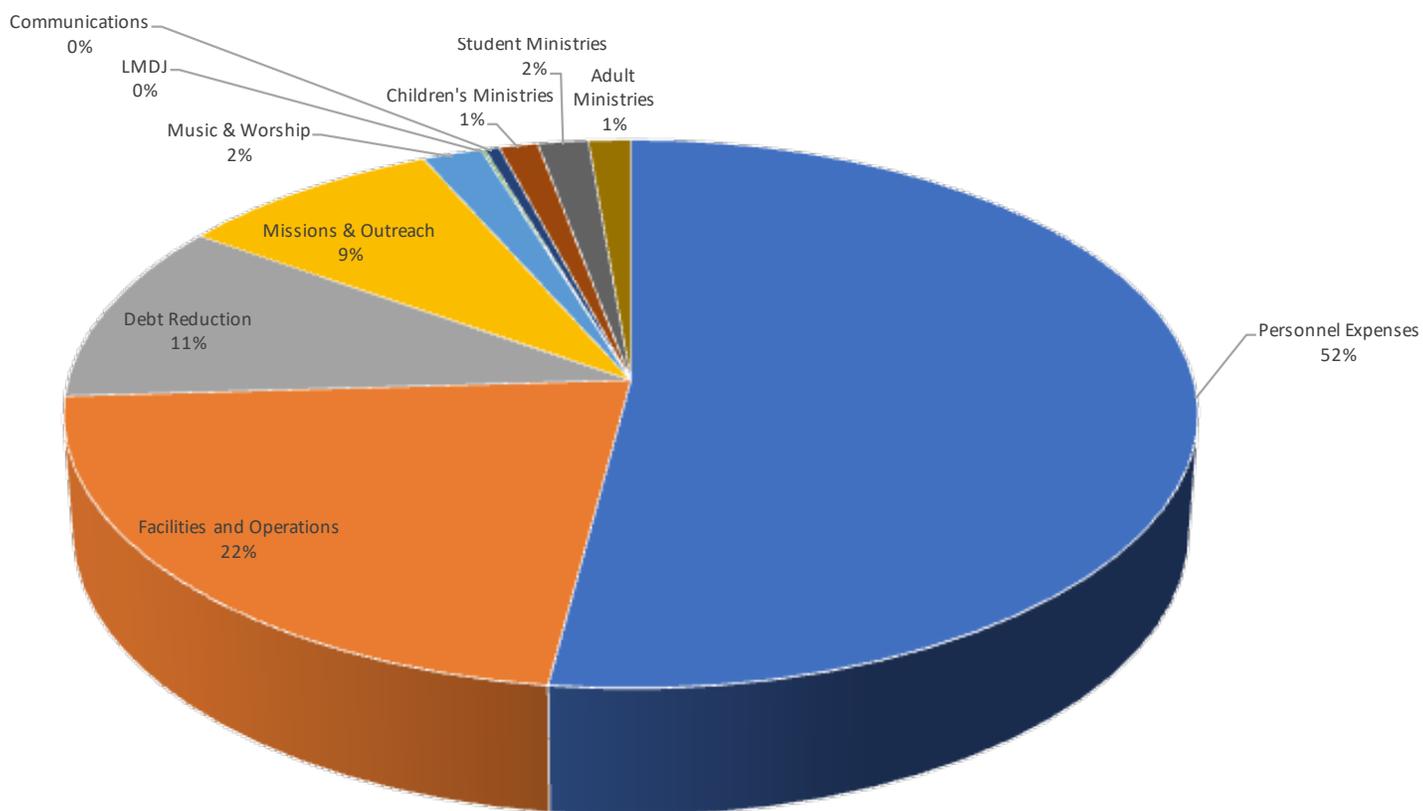


	Budget	Actual	Variance
Undesignated Revenues	\$ 1,301,708	\$ 1,278,407	\$ (23,301)
Designated Revenues	\$ 62,792	\$ 88,489	\$ 25,698
Total Revenues	\$ 1,364,500	\$ 1,366,896	\$ 2,396
Personnel Expenses	\$ 708,898	\$ 693,887	\$ (15,011)
Facilities and Operations	\$ 321,516	\$ 309,942	\$ (11,574)
Debt Reduction	\$ 154,532	\$ 197,773	\$ 43,241
Total Administrative Costs	\$ 1,184,946	\$ 1,201,602	\$ 16,656
Missions & Outreach*	\$ 118,425	\$ 115,779	\$ (2,646)
Music & Worship	\$ 46,979	\$ 33,057	\$ (13,923)
Children's Ministries	\$ 22,779	\$ 15,058	\$ (7,722)
Student Ministries	\$ 23,925	\$ 18,177	\$ (5,748)
Adult Ministries	\$ 35,869	\$ 23,255	\$ (12,614)
Total Expenses	\$ 1,432,923	\$ 1,406,927	\$ (25,996)
Surplus/(Deficit)	\$ (68,423)	\$ (40,031)	\$ 28,392

*This does not include approximately \$45k of Serve Locally giving funded through restricted contributions.

EXPENSES BY ACTIVITY

FY 26 BUDGET



ACC'S PURPOSE

Why We Exist

**Practicing the way of Jesus together
for the renewal of the world.**

ACC PRACTICES

How We Do It

**Be with Jesus
Journey together
Follow the Holy Spirit
Bless others
Restore the world around us**



**ARVADA
COVENANT
CHURCH**

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