

**AMERICAN LUTHERAN CHURCH
ANNUAL REPORT 2023**

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12/31/2023

To Whom It May Concern,

Subject: Annual Report for 2023

I hope this letter finds you in good health and high spirits. As the President of the ALC Church Council, I am pleased to present our Annual Report for the fiscal year ending 2023.

Significant achievements, challenges, and the collective efforts of our dedicated members, staff, pastors, and council have made a difference this past year. The Annual Report encapsulates the highlights of our activities, accomplishments, and financial standing during this period.

This report is a testament to our team's hard work and dedication and the continued support of our members. As we reflect on the past year's achievements, we also look forward to the opportunities and challenges that lie ahead.

I want to express my sincere gratitude to our members, volunteers, staff, pastors, and council for their unwavering commitment to the goals and values of our church.

Together, we have positively impacted our community, and I am confident that our collective efforts will lead to even greater success in the future. Providing we continue to focus on serving Jesus Christ our Lord and listen to His guidance.

The complete Annual Report is attached for your review. Please do not hesitate to contact us if you have any questions or require further information.

Thank you for your ongoing support, and we look forward to your continued partnership in the coming year.

Sincerely,
Your Sister in Christ,
Pam Burmood
Council President



ALC ANNUAL MEETING



AGENDA

JANUARY 28, 2024 - NOON

CALL TO ORDER

Pam Burmood

OPENING HYMN

DEVOTION

Vicar Christian Thao

PRESIDENT'S OPENING REMARKS

Pam Burmood

BUSINESS

- | | |
|---|---------------------|
| • Approval of Minutes from Congregational Annual Meeting held on January 29, 2023 | Pam Burmood |
| • State of the Church Message | Pastor Mark Johnson |
| • Call Committee Update | Mike Burmood |
| • Building Expansion Update | Mike Burmood |
| • Updated Bylaws | Pam Burmood |
| • Adoption of the 2024 Budget | Lois Hilgendorf |
| • Nominating Committee Report | Pastor Mark Johnson |
| • Election of 2024 Council Members | Pastor Mark Johnson |
| • Election of 2024 Nominating Committee Members | Pastor Mark Johnson |
| • Recognition of Last Year's Council Members | Pastor Mark Johnson |
| • Installation of 2024 Council Members | Pastor Mark Johnson |

CLOSING PRAYER

Pastor Mark Johnson

CLOSING HYMN

ADJOURNMENT

Pam Burmood



ALC ANNUAL REPORT



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ALC ANNUAL REPORT



ANNUAL CONGREGATIONAL MEETING MINUTES January 29, 2023, 12:00 PM.

Call to Order – Pam Burmood – 12:02 PM (We Have a Quorum)

Opening Hymn – ELW 793 (Verses 1 & 2)

Devotion – Vicar Christian Thao

President's Opening Remarks – Pam Burmood

Business

- **Approval of Minutes from Congregational Meeting January 30, 2022.**
Motion to approve the minutes of the 2022 Congregational Meeting made by Karen Johnson and seconded by Barbara Richardson-Cox. **MSP**
- **State of the Church Message** – Pastor Jack Shannon
- **Call Committee Update** – Julie Darr
- **Building Expansion Update** – Mike Burmood
- **Updated BYLAWS** – Pam Burmood
Motion to approve the updated BYLAWS made by Kris Foster and seconded by Julie Darr. **MSP**
- **Adoption of 2023 Budget** – Lois Hilgendorf motioned to approve the Budget for 2023-2024, and Julie Darr seconded it. **MSP**
- **Nominating Committee Report** – Pastor Jack Shannon
Motion requested to accept the following individuals: Lois Hilgendorf, Treasurer; Connie Ellis, Secretary; Altha Cline, Adult Education.
Karen Johnson made a motion, and Julie Darr seconded it to approve the nominating committee recommendations. **MSP**
- **Election of 2023 Council Members**
- **Election of 2023 Nominating Committee Members** – Brandon Bonney, Linda Bush, Bruce Hilgendorf, and Cheryl Peterman. Motion made by Lois Hilgendorf to approve the Nominating Committee and seconded by Kris Foster. **MSP**



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ANNUAL CONGREGATIONAL MEETING MINUTES (continued) January 29, 2023, 12:00 PM.

- **Recognition of 2022 Council Members** – Pastor Jack Shannon
Brandon Bonney and Cheryl Peterman are the outgoing Council Members.
- **Installation of 2023 Council Members** – Pastor Jack Shannon

Officers: President - Pamela Burmood; Vice-President - Phil Goehring;
Treasurer - Lois Hilgendorf; Secretary - Connie Ellis; Children and Family
Ministries - Jim Diehl; Adult Education - Altha Cline; Youth - Michele Isbell;
Membership Growth and Development - Kris Foster; Stewardship - Lindsey
Mills, Worship and Music - Julie Darr; Missions and Evangelism - Linda Lucic-
Smith; Finance - Andrew Dyroy.

Closing Prayer – Pastor Jack Shannon

Closing Hymn – ELW 424 (verse 4)

Adjournment: 12:48 PM (Motion to adjourn made by Darrel Smith)



ALC ANNUAL REPORT



NOMINATING COMMITTEE REPORT AND ELECTIONS

Submitted by the 2024 Nominating Committee Members: Brandon Bonnie, Cheryl Peterman, Linda Bush, Bruce Hilgendorf, and Pastor Mark Johnson, Senior Pastor (advisor)

COUNCIL MEMBERS TO BE ELECTED AT THE 2024 ANNUAL MEETING

Council Coordinator of Children's Education	Sheryl Cossey
Council Coordinator of Membership Growth and Support	Renee Grojean
Council Coordinator of Youth and Family Ministries	TBD

COUNCIL MEMBERS TO BE RE-ELECTED AT THE 2024 ANNUAL MEETING

Andrew Dyroy – Finance & Budget (completed partial term 2023 – first 3-year term expires 2026 – Andy agreed to continue to serve through 2024 but no further)
Lindsey Mills – Stewardship (completed first 3-year term 2023 - second term expires 2026)

CURRENT COUNCIL MEMBERS - NOT UP FOR ELECTION

Pam Burmood – Council President (first 3-year term expires 2024)
Philip Goehring – Vice President (first 3-year term expires 2024)
Lois Hilgendorf – Treasurer (second 3-year term expires 2025)
Connie Ellis – Secretary (first 3-year term expires 2025)
Altha Cline – Adult Education (first 3-year term expires 2025)
David Cox – Property (first 3-year term expires 2024)
Julie Darr – Worship (first 3-year term expires 2024)
Linda Lucic-Smith – Evangelism (partial term expires 2024)

NOMINATING TEAM FOR 2025 COUNCIL MEMBERS

Senior Pastor-advisor, Jim Diehl*, Kris Foster*, Michele Isbell *, Additional Member TBD (* denotes an outgoing council member)

****NOTE:** All council terms begin and expire at the Annual Congregational Meeting in January (e.g., Council terms ending 2024 end at the Annual Congregational Meeting in January 2025).

****NOTE:** Those serving a "partial" term may subsequently be elected to serve up to two "full" 3-year terms.

THANKS TO THOSE WHO HAVE COMPLETED A FULL OR PARTIAL COUNCIL TERM THIS YEAR AND ARE NOT RUNNING FOR RE-ELECTION: Jim Diehl, Kris Foster, and Michele Isbell.



ALC ANNUAL REPORT



COUNCIL COORDINATORS' AREAS OF RESPONSIBILITY

COUNCIL COORDINATOR OF ADULT EDUCATION

STAFF CONTACTS: Senior & Associate Pastors

- **Ministries:** All Adult Classes and Bible Studies at Church or In Homes, Small Discipleship Groups, Book Clubs
- **Administrative Oversight:** The Library
 - **Committees:** Adult Education Advisory Committee

COUNCIL COORDINATOR OF CHILDREN EDUCATION AND FAMILY MINISTRIES

STAFF CONTACTS: Director of American Lutheran School and Director of Children's and Family Ministries

- **Ministries:** All Children's Programs, including but not limited to American Lutheran School, Sunday School, Vacation Bible School (VBS), and Mothers of Preschoolers (MOPS)
- **Administrative Oversight:** American Lutheran School and Other Children Events
 - **Committees:** Children's Education Advisory Committee
 - **Events:** Family Activities and Outings
 - **Other Boards:** American Lutheran School Advisory Board

COUNCIL COORDINATOR OF FINANCE AND BUDGET

STAFF CONTACTS: Director of Administration

COUNCIL OFFICER CONTACT: Treasurer

- **Administrative Oversight:** Financial Review, Bookkeeper, Special Funds
 - **Committees:** Budget Committee, Counting Committee
 - **Other Boards:** Endowment Board
 - **Projects:** Assist the Treasurer and Director of Administration in Preparing the Annual Budget

COUNCIL COORDINATOR OF MEMBERSHIP GROWTH AND SUPPORT

STAFF CONTACTS: Director of Administration and Administrative Assistant

- **Ministries:** Care Partners, Widow Support Group, GriefShare, Sunday Morning Bus Program, and Visitation Volunteer Groups
- **Administrative Oversight:** Member Retention
 - **Committees:** Membership Growth, Faith in Action Team, and Support Advisory Committee
 - **Events:** New Member Orientation(s) and Fall Festival



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COUNCIL COORDINATORS' AREAS OF RESPONSIBILITY

COUNCIL COORDINATOR OF PROPERTY AND ASSETS

STAFF CONTACTS: Director of Administration

- **Ministries:** Retired and Resourceful (R&R)
- **Administrative oversight:** Columbarium, Church Facility Improvements and Repairs, The Rock Building
 - **Committees:** Property and Assets Advisory Committee

COUNCIL COORDINATOR OF STEWARDSHIP, BENEVOLENCE, AND COMMUNITY OUTREACH

STAFF CONTACTS: Senior Pastor and Director of Administration

- **Ministries:** Stewardship Committee, Prayer Shawl Ministry, Quilters, Community Cupboard, Community Meal, and the Handyman Program
- **Administrative oversight:**
 - **Committees:** Benevolence Committee and Outreach Advisory Committee
 - **Events:** Annual Pledge Campaign

COUNCIL COORDINATOR OF WORSHIP AND MUSIC

STAFF CONTACTS: Senior and Associate Pastors, Minister of Music, Director of Contemporary Music, Director of Administration and Administrative Assistant

- **Ministries:** Passion for Life and all Music Ministries, all Prayer Teams, and all Small Prayer Groups
- **Administrative oversight:** Church Service Volunteers
 - **Committees:** Worship and Music Advisory Committee, Liturgical Arts Committee
 - **Events:** Music Concerts, Sunday Servant Training
 - **Projects:** Pastor Appreciation
 - **Volunteer Groups:** Sunday Service Volunteers: Acolytes, Altar Guild, AV Techs, Communion Assistants, Greeters, Lay Assisting Ministers (LAM), Prayer, Teams for Worship Services, Readers, and Ushers



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COUNCIL COORDINATORS' AREAS OF RESPONSIBILITY

COUNCIL COORDINATOR OF YOUTH MINISTRIES

STAFF CONTACTS: Youth Director, Director of Children's and Family Ministries, and Director of American Lutheran School

- **Ministries:** All Youth Ministries, Including But Not Limited To the Youth Group, Confirmation, the Chartered Boy Scout Troop #7006, and Cub Scout Pack #7006
- **Administrative oversight:**
 - **Committees:** Youth Ministries Advisory Committee
 - **Events:** All Youth Group Meetings
 - **Projects:** All Youth Group Trips and Activities

COUNCIL COORDINATOR OF MISSIONS AND EVANGELISM

STAFF CONTACTS: Senior and Associate Pastor

- **Ministries:** All Foreign and Domestic Missions Supported By ALC, ALC Ministries Focused On Evangelism
- **Administrative oversight:**
 - **Committees:** Missions and Evangelism Advisory Committee
 - **Events:** Classes on Mission and Evangelism, Missions Sundays, Missions Fair, Child Sponsorship Events
 - **Projects:** Mission Boards At Each End Of The Church, Perspectives Class Ramp-Up, Engagement With All ALC Ministries To Effectively Implement Strategies To Share The Gospel And Cultivate Disciples Of Jesus



STATE OF THE CHURCH. ✕

More than we ask or imagine...

"For this reason I kneel before the Father, from whom every family in heaven and on earth derives its name. I pray that out of his glorious riches he may strengthen you with power through his Spirit in your inner being, so that Christ may dwell in your hearts through faith. And I pray that you, being rooted and established in love, may have power, together with all the Lord's holy people, to grasp how wide and long and high and deep is the love of Christ, and to know this love that surpasses knowledge—that you may be filled to the measure of all the fullness of God. Now to him who is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us, to him be glory in the church and in Christ Jesus throughout all generations, for ever and ever! Amen."
Ephesians 3:14-21

I love that prayer/passage for many reasons. First of all, it reminds us that we are family. No matter where your family derives its name, in Christ, we belong to the family of God! Second, it reminds us that God is doing "immeasurably more than all we ask or imagine..." so we have great reasons to rejoice and be full of hope!

As I look back at this past year, I am so thankful for how God has led my wife Paula and me to this wonderful church and community! A year ago, at this time, we had no idea where we were going, only that God simply told us to go. So, we sold our home in Fallbrook, California, and said our goodbyes to many wonderful people there who, for over 25 years, were our family through joys and sorrows.

After we left, we got a phone call from ALC that there was a need, and we committed to at least helping in the short term as ALC had experienced some difficulties in her leadership team. We began our time here on March 1, 2023, and it has been amazing how quickly the Lord opened the doors for us to serve beyond the short term!



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Family is a good word to describe what you have been to Paula and me as we settle in this new place! We have felt so welcomed and greatly appreciate your extensions of love and support to us! We are fully confident that God is doing "more than we ask or imagine" as we get going here!

As I report on the church's health and the plans to move forward, I am excited to see how God will use our church to be a powerful and meaningful witness to our community and world in the coming days!

Staff: Probably the most poignant and difficult challenge over this past year or so has been the changes in staffing. There were at least 7 full-time staff positions that changed in the past year or so, which is a lot for any church to work through. I am so pleased and proud of this church family that has worked through these changes in wonderful ways. All of these staff positions now have permanent people, and we are moving forward. I love the team I get to work with every day! I love the sense of working together, and we are excited to continue helping our congregation grow in faith, service, and love for the Lord and to draw new people into our midst who can help us build the Kingdom of God!

Faithfulness: As you know, ALC celebrated 75 years of Ministry in the Prescott area this past year. It was a wonderful celebration and a great time for me to glimpse some of the wonderful ways both our Lord and the people of ALC have been faithful! The church is not about a building; it is about the people living out the life of faith we have received from God, and ALC has a strong legacy of faithfulness! As we look to the days to come, no one can predict what events may happen. What we know for sure is that our faithful Lord will give us all we need to face both the joys and the sorrows, the challenges and opportunities to be the body of Christ in the Prescott area! I look forward to serving Jesus with you in the days to come!

Innovation and exploration: As a church leader, I highly value the innovation of the people of God. I see some wonderful things on the horizon as possibilities for growth and expansion. One of these initiatives comes from a pastor friend in San Pedro, California. It is a program (for lack of a better word) for equipping and developing young leaders for the church. Both male and female young people agree to an internship for a school year where they serve and develop their gifts and skills in our church in exchange for support in their housing. I have had a conversation with my friend about this program and hope to bring some of our leaders for a short trip to observe how this group works at their church in San Pedro sometime in the first part of this year. We will see if this might be a fit for ALC as we seek to develop leaders in the church for the days to come. More on this as it develops: Please pray for the Lord's leading to provide clear direction if He wants us involved in this initiative.



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Another exploration is the revitalization of the Cursillo movement at ALC. Many at ALC have been involved in the Cursillo movement. However, our relationship with the Lutheran Cursillo group has been strained because of a deviation from the Scriptures, along with current cultural issues around gender and sexuality. A similar movement called Tres Diaz (or three days) embodies the same movement that Cursillo embodies but also holds to core Scriptural beliefs. I participated in a men's weekend this past fall and found the group very solid. I hope we can begin sending people on these weekends in the coming days. A great group of former Cursillo members at ALC are already looking to continue this movement. Again, more on this in the days to come.

Leader Reports: Please look at the many leaders' and staff's reports of how our church continues to faithfully serve Jesus and the message of the Gospel! I am confident you will be excited to see what God is doing in our church and that you will participate as you are led to serve Jesus in these many ministries!

How about you? Where is Jesus calling you to serve? What is the Holy Spirit inspiring you to get involved in or perhaps a new innovative idea? We want to hear from you! We want to help everyone at ALC serve Jesus in the best way possible according to your gifting and passions! Thanks for reading this report; I believe our church is alive and well and ready to explore new and wonderful places of Ministry that will go beyond all we ask or even imagine according to the grace and power of God!

Blessings,

Pastor Mark Johnson



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2023 MEMBERSHIP REPORT

	BAPTIZED	CONFIRMED
MEMBERSHIP-DECEMBER 31, 2022	706	601
MEMBERSHIP ADDITIONS 2023		
By Baptism: children (15 yrs. & younger)		
By Baptism: adults (16 yrs. & older)		
By affirmation of faith		
From other Lutheran congregations	33	27
From non-Lutheran congregations	21	13
Reinstated members	5	4
Baptized Youth who were confirmed in 2023		4
Other sources/stat. adjustment	4	2
TOTALS	63	50
MEMBERS REMOVED 2023		
By death	15	14
To other Lutheran congregations	2	2
To non-Lutheran congregations		
By inactivity	3	3
By request	18	14
By relocation	14	11
Other reasons/stat. adjustment	4	5
TOTALS	56	49
	BAPTIZED	CONFIRMED
MEMBERSHIP – DECEMBER 31, 2023	713	602

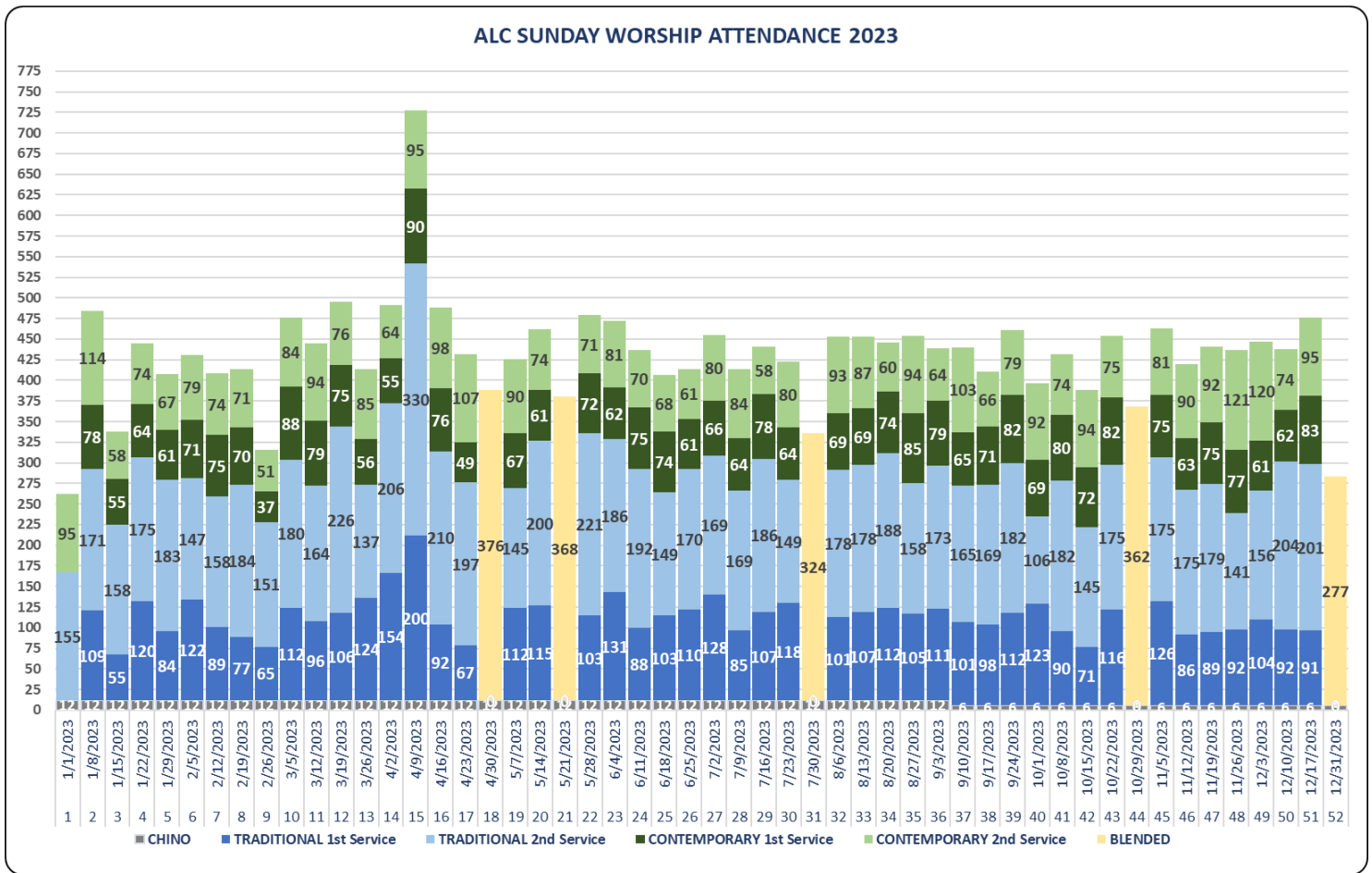


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2023 AVERAGE WEEKLY ATTENDANCE

AVERAGE WEEKLY WORSHIP ATTENDANCE (10 Years: 2013-2023)										
2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
597	607	565	553	550	578	558	343	383	453	459





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2023 PASTORAL ACTS

PASTORAL ACTS 2023			
BAPTISMS	CONFIRMATIONS	FUNERALS	WEDDINGS
4	4	9	1





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2023 FINANCIAL STATUS

***The Finance Team will Provide
The Y-T-D Budget versus Actuals for 2023
in the addendum to this document.***



ALC ANNUAL REPORT



2024 BUDGET MINISTRY INCOME AND EXPENSE SUMMARY

Lois Hilgendorf, Treasurer; Andy Dyroy, Coordinator for Finance & Budget;
Abbie Cornelius, Bookkeeper

MINISTRY	INCOME	EXPENSE	2024 PROJECTED NET GAIN/LOSS
Administration	\$ 100	\$(1,019,686)	\$ (1,019,586)
ALC Kids	\$ 2,000	\$ (13,700)	\$ (11,700)
Bus Ministry	\$ -	\$ (7,150)	\$ (7,150)
Caring Ministries	\$ -	\$ (1,445)	\$ (1,445)
Childcare	\$ -	\$ (22,534)	\$ (22,534)
Community Meal	\$ -	\$ (5,000)	\$ (5,000)
Connections	\$ 400	\$ (850)	\$ (450)
Contemporary Worship	\$ -	\$ (27,870)	\$ (27,870)
Crossfire	\$ 5,300	\$ (6,950)	\$ (1,650)
Facilities	\$ -	\$ (175,200)	\$ (175,200)
Family Ministry	\$ -	\$ (7,900)	\$ (7,900)
General Kitchen	\$ -	\$ (11,300)	\$ (11,300)
Grief Ministries	\$ 1,000	\$ (4,665)	\$ (3,665)
Knitters	\$ -	\$ (500)	\$ (500)
Membership and Growth	\$ -	\$ (5,800)	\$ (5,800)
Missions & Evangelism	\$ -	\$ (4,000)	\$ (4,000)
MOPS	\$ 8,375	\$ (14,775)	\$ (6,400)
Passion for Life and Fine Arts	\$ 3,500	\$ (14,100)	\$ (10,600)
Pastors	\$ -	\$ (14,000)	\$ (14,000)
Prayer	\$ 750	\$ (2,300)	\$ (1,550)
Quilters	\$ -	\$ (2,400)	\$ (2,400)
Safety and Security	\$ -	\$ (22,250)	\$ (22,250)
Sheepdog Fellowship	\$ -	\$ (1,300)	\$ (1,300)
Traditional Music	\$ 2,000	\$ (44,136)	\$ (42,136)
VBS	\$ 10,750	\$ (11,200)	\$ (450)
Worship Supplies	\$ 3,500	\$ (26,100)	\$ (22,600)
WOW	\$ 5,500	\$ (4,800)	\$ 700
Youth	\$ 3,000	\$ (15,000)	\$ (12,000)
TOTAL NET GAIN/LOSS	\$ 46,175	\$(1,486,911)	\$ (1,440,736)



ALC ANNUAL REPORT



2024 MINISTRY INCOME AND EXPENSE SUMMARY (continued)

Projected 2024 Unrestricted Income	
Pledge Income	\$ 1,044,963 As of 01/03/2024
Non Pledge Estimate	\$ 500,000 Based on 2023 Actuals
TOTAL PROJECTED INCOME	\$ 1,544,963
Projected Benevolence Giving	\$ (154,496) 10% of Estimated Income
NET PROJECTED FUNDS AVAILABLE FOR EXPENSE	\$ 1,390,467
	\$ (50,270) Budget Above Available Funds

ALC Accounts			
As of 12.31.2023			
Operating Accounts:		Restricted Accounts:	
AmTrust *1075 (General)	\$ 295,826.78	Foothills *1016 (Capital Improvement)	\$ 112,965.51
Chase *9128 (Savings)	\$ 50,000.00	Foothills *5989 (Columbarium)	\$ 62,822.84
Petty Cash	\$ 100.00	Chase CD *1147	\$ 204,550.86
Funds Owed from Preschool	\$ 24,009.03	Dec. Payroll	\$ 380,339.21
	\$ 369,935.81		

2023 HIGHLIGHTS

Adult Education Coordinator – *Altha Cline*

IGNITE GROUPS

Open to all, regardless of where you may be on your spiritual journey.
Contact the church office for days, times, and locations.



2023 HIGHLIGHTS

Adult Education Coordinator – *Altha Cline*

CONNECTION SUNDAY MORNING BIBLE STUDIES

SUNDAY SCHOOL FOR ADULTS!

Connections offers a variety of classes from 9:15 to 10:15 AM during the school year.



2023 HIGHLIGHTS

Adult Education Coordinator – *Altha Cline*

WOW 2023 HIGHLIGHTS

WOW Leadership Team



WINTER 2023 SESSION began January 11, 2023

- Winter 2023 First Hour – The Parables of Jesus, led by seven different teachers

SPRING 2023 SESSION began April 12, 2023

- Spring 2023 First Hour – Even If, led by Connie Ellis
- The Spring outreach project was Agape House of Prescott. The amazing WOW women donated \$3,745 in gift cards plus seven laundry baskets of goodies!

FALL 2023 SESSION began September 6, 2023

- Fall 2023 First Hour – The Feasts of the Lord, led by Dee Isham
- Our Fall outreach project was the Community Pregnancy Center. Again, our generous WOW ladies donated \$2,974 in cash, gift cards, and many baby supplies.

Pam Burmood created a new database for WOW! It has made the Registration Team's life much easier and greatly decreases the time spent enrolling ladies for our WOW second-hour classes. THANK YOU, PAM!

Our ladies donate to the WOW Love Offering in each WOW session, which supplements our WOW budget at ALC. Several thousand dollars are donated to this each year.

2023 HIGHLIGHTS

Adult Education Coordinator – *Altha Cline*



WOW Worship Leaders



WOW First Hour Teachers



2023 HIGHLIGHTS

Adult Education Coordinator – *Altha Cline*

WOW FIRST HOUR, WE KNOW HOW TO PRAISE GOD AND HAVE FUN



2023 HIGHLIGHTS

Adult Education Coordinator – *Altha Cline*

CROSSFIRE

Every Thursday morning, men meet at 6:30 AM for breakfast and fellowship, followed by a speaker and interactive table discussion until 8 AM.



Men of all ages are welcome to join at any time. There is no need to sign up; just show up!



2023 HIGHLIGHTS

Children's and Family Ministries Coordinator – *Jim Diehl*

Director of American Lutheran School – *Lori Barbe*

Director of Children's/Family Ministry – *Leah Munoz*



American Lutheran School is thriving! This year, we have 66 students. **This is 11 more than last year!**

Our highlights include:

1. Visits to Good Samaritan and Las Fuentes Care Facilities. After taking a hiatus for a couple of years due to the pandemic, we are delighted to be able to visit the "grandma's and grandpa's" at our neighboring care facilities. Our classes walk over to share songs, crafts, and even a costume parade!



2023 HIGHLIGHTS

Children's and Family Ministries Coordinator – *Jim Diehl*

Director of American Lutheran School – *Lori Barbe*

Director of Children's/Family Ministry – *Leah Munoz*

2. Music Wall. We saved the proceeds from our annual flowering bulb sale for 2 years and purchased a music wall. Preschool, Sunday school, and VBS kids LOVE it! A special thank you to all our congregational members who support this fundraiser every year. We invite you to visit our music wall downstairs on the playground and make a joyful noise!



3. Family Events. American Lutheran School is known for our family events. Lifetime friendships are created through our school community coming together to celebrate and worship.

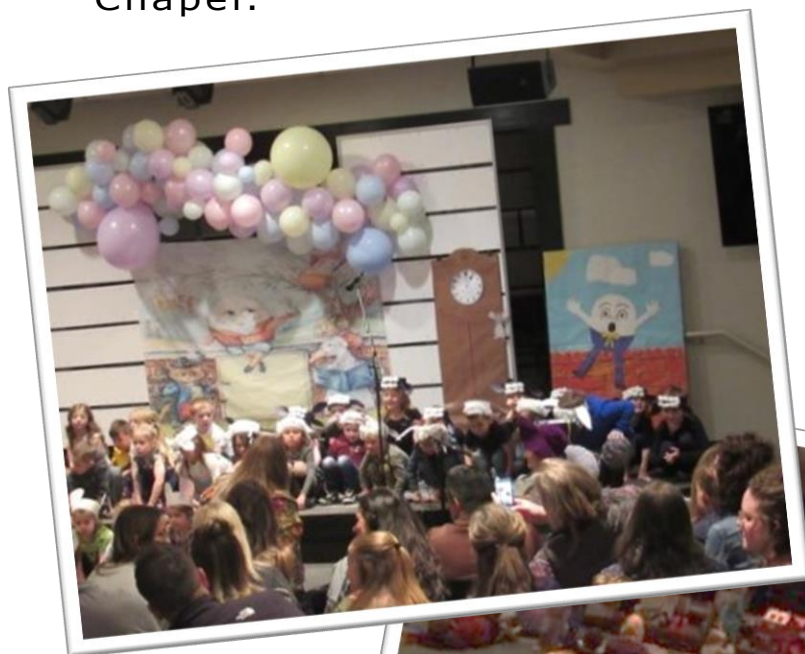
2023 HIGHLIGHTS

Children's and Family Ministries Coordinator – *Jim Diehl*

Director of American Lutheran School – *Lori Barbe*

Director of Children's/Family Ministry – *Leah Munoz*

4. Our events include Pumpkin Carving with Dad, Christmas Craft Night, Christmas Chapel, Family Movie Night (pictured), Nursery Rhyme Theater (pictured), Mother's Day Tea (pictured), and our Graduation Chapel.



2023 HIGHLIGHTS

Children's and Family Ministries Coordinator – *Jim Diehl*

Director of American Lutheran School – *Lori Barbe*

Director of Children's/Family Ministry – *Leah Munoz*



Bonus – a glimpse of our chapel time.

Click this link to see a precious video:

<https://www.facebook.com/reel/976647416970381>

Thrivent members, please keep us in mind when allocating your Thrivent Choice Dollars. We use these donations towards our scholarship program for students who otherwise would not be able to attend our school.



2023 HIGHLIGHTS

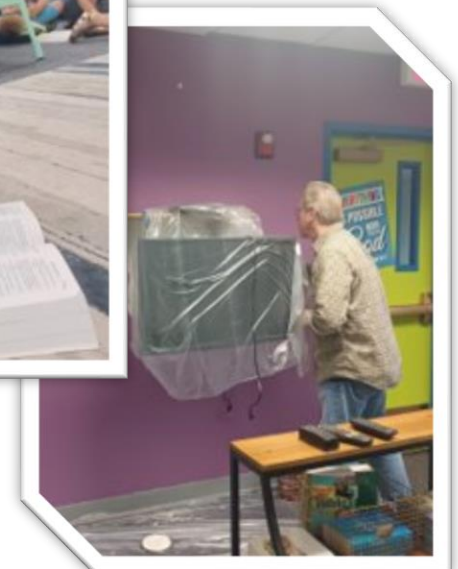
Children's and Family Ministries Coordinator – *Jim Diehl*

Director of American Lutheran School – *Lori Barbe*

Director of Children's/Family Ministry – *Leah Munoz*

SUNDAY SCHOOL

- Increased Pastoral Presence within Sunday school. Teaching lessons and engaging more with children and youth.
- New curriculum and modernized learning environments. Re-named our space "The Pod."
- Created a new space for the youth, Pod Life.
- Children are encouraged to bring their Bibles to church every Sunday.



2023 HIGHLIGHTS

Children's and Family Ministries Coordinator – *Jim Diehl*

Director of American Lutheran School – *Lori Barbe*

Director of Children's/Family Ministry – *Leah Munoz*

CHILDCARE

- Established a solid paid team and volunteer team.
- The childcare team has been thoroughly trained in CPR, first-aid, and situational emergencies.
- Safety drills and protocols practiced with the children in our care (fire drill/intruder drills).



2023 HIGHLIGHTS

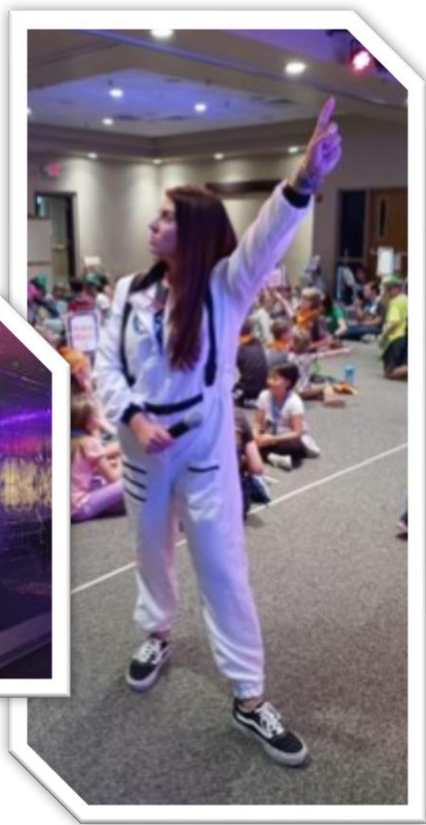
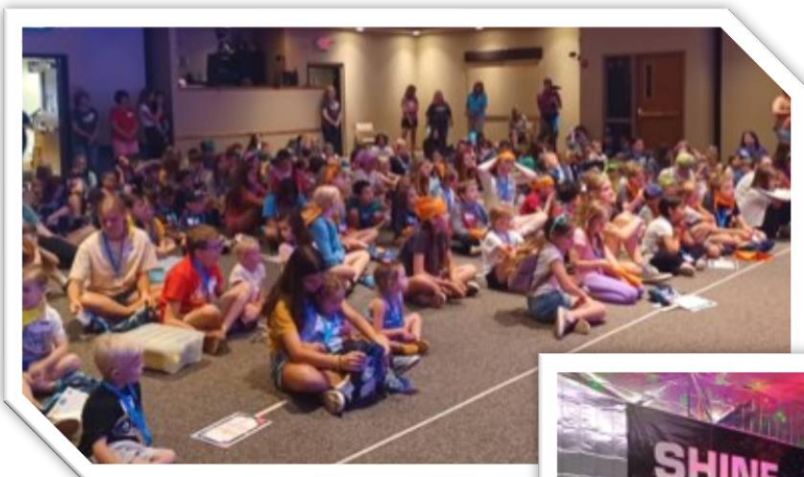
Children's and Family Ministries Coordinator – *Jim Diehl*

Director of American Lutheran School – *Lori Barbe*

Director of Children's/Family Ministry – *Leah Munoz*

VACATION BIBLE SCHOOL (VBS)

- Shared the Gospel with over 175 children in our program.
- We had over 50 adult volunteers!
- Total engagement! Community and church connected!



2023 HIGHLIGHTS

Children's and Family Ministries Coordinator – *Jim Diehl*

Director of American Lutheran School – *Lori Barbe*

Director of Children's/Family Ministry – *Leah Munoz*

FAMILY

- Hosted our first annual Family Fall Fest in lieu of Truck-or-treat. Big Success!
- Easter event- we created Resurrection Gardens.
- Our annual Family Christmas Breakfast was full of fun! We welcomed approximately 100 people to the event.



2023 HIGHLIGHTS

Children's and Family Ministries Coordinator – *Jim Diehl*

Director of American Lutheran School – *Lori Barbe*

Director of Children's/Family Ministry – *Leah Munoz*

FAMILY CHRISTMAS BREAKFAST



2023 HIGHLIGHTS

Children's and Family Ministries Coordinator – *Jim Diehl*

Director of American Lutheran School – *Lori Barbe*

Director of Children's/Family Ministry – *Leah Munoz*

MOPS

- Increased membership and participation, which directly increased our childcare needs and growth as well.
- Leadership participated in MOMCON and grew as leaders.
- Fruitful fundraising events: Dollar Auction and Shop by MOPS
- Increased our giving as a ministry- packed over 50 Operational Christmas Child boxes.



2023 HIGHLIGHTS

Children's and Family Ministries Coordinator – *Jim Diehl*

Director of American Lutheran School – *Lori Barbe*

Director of Children's/Family Ministry – *Leah Munoz*

MOPS Christmas Party



MOPS packed over 50 Operational Christmas Child boxes for Samaritan Purse.

These shoebox gifts go to the ends of the earth to children in some of the hardest-to-reach places—whether deep jungles, city slums, steep mountainsides, or one of 1,000 remote Pacific islands.



Shop by MOPS Fundraiser Event

2023 HIGHLIGHTS

Membership Support and Growth Coordinator – *Kris Foster*



The 75th Anniversary of the American Lutheran Church
Remember the Past, Rejoice in the Present, Reach for the Future



American Lutheran Church was founded in 1948, and it was the very first Arizona congregation to join the larger American Lutheran Synod. The congregation's first worship service was held on the third Sunday in May of that year.

On the weekend of the third Sunday in May 2023, we celebrated 75 years of God's faithfulness, protection, and blessings upon this church with three days of events.

- A concert featuring nationally known musician Mitch McVicker and our own Johan Glidden was enjoyed on Friday evening.
- On Saturday afternoon, a program was presented with a brief history of our church. The introduction of our special guests followed. They were former pastors Bruce Ayers, Dr. Dan Storvick, Don McMillan, and Jack Shannon. Written greetings were shared by former pastors who were contacted but were unable to attend. Letters were received from pastors Paul Hansen, Mary Bope, Eunice Pearson, and John Cross (unable to attend in May but visited ALC in April.)

A formal dinner, lots of reminiscing, fellowship, a photo slideshow, and outdoor family fun followed.

- A special celebratory blended worship service prepared by David Sherman was held on Sunday. The above-listed guest pastors, along with (at that time) interim Pastor Mark Johnson, Pastor Steve Balog, and Vicar Christian Thao, all participated in leading worship. Pastor Dan Storvick gave the sermon entitled, "Keep on Pedaling." With Sunday School and Preschool Children, Sanctus Choir, Peals of Praise, and the Contemporary Worship Team all joining together, it was a glorious opportunity to give thanks to our Lord for his great love and mercy.

Before the celebration, committee members prepared articles about various aspects of the church's history and submitted them to the Live Wire newsletter. Complimentary 2023 calendars with photos and snippets of our history were distributed. Specially inscribed commemorative mugs with the ALC and the 75th logos were made available for purchase. Large outdoor and indoor banners were designed and displayed.

75th Anniversary planning committee members were:

Roger and Rita Brammer, Kris Foster, Bruce and Lois Hilgendorf, Karla Hoelmer, Carol Lake, and Rich and Lois Longfield.

Staff representatives were:

Abbie Cornelius, Deb Kumpf, David Sherman, and Pastor Mark Johnson.

2023 HIGHLIGHTS

Membership Support and Growth Coordinator – *Kris Foster*



Decorating for the 75th Anniversary Celebration



Worship Service
(Pastor Jack Shannon)



2023 HIGHLIGHTS

Membership Support and Growth Coordinator – *Kris Foster*



Former and Current Pastors



Decorating for New Member Orientation



2023 HIGHLIGHTS

Membership Support and Growth Coordinator – *Kris Foster*



The First Friday Potlucks are continuing and growing. Members and friends are invited and encouraged to participate.

2023 HIGHLIGHTS

Membership Support and Growth Coordinator – *Kris Foster*

FALL FESTIVAL



2023 HIGHLIGHTS

Membership Support and Growth Coordinator – *Kris Foster*



GriefShare is a friendly, caring group that will walk alongside you through one of life's most difficult experiences. You do not have to go through the grieving process alone. Contact the church office for dates and times of sessions.



2023 HIGHLIGHTS

Missions and Evangelism Coordinator - *Linda Lucic Smith*



Dr. Manokaran
(in the Middle)
with Trained
International
Community Bible
Study Leaders

ALC Raised
\$4,860 to Train,
Disciple, and
Feed Leaders and
Christians In Sri
Lanka



2023 HIGHLIGHTS

Missions and Evangelism Coordinator - *Linda Lucic Smith*



HIV Patients Pastor Ravi Supports in India with Financial Donations from ALC



Zion Ministry with Orphans Being Fed by Funds from ALC



2023 HIGHLIGHTS

Missions and Evangelism Coordinator - *Linda Lucic Smith*

Pastor Ravi Provides Food, Clothing, and Shelter for Widows
Donations from ALC support this Ministry



These are the mothers and young women Zion Ministries serves in India holding Bibles in their own language funded by ALC.



2023 HIGHLIGHTS

Missions and Evangelism Coordinator - *Linda Lucic Smith*



Hope Medical Center is staffed by a team of Guinean medical professionals and missionaries from around the globe.

JON AND ANJA ERICKSON

They are co-founders of Hope Medical Center. Jon engages in community development and church planting/evangelism and helps in many different roles at the clinic. He is always vision-casting for the many different ministries. Anja is an RN heading up the medical training programs at Hope. Jon is from the United States of America, and Anja comes from the Netherlands.



2023 HIGHLIGHTS

Property and Assets Coordinator – *Dave Cox*

Our R&R Team Works Tirelessly for our Congregation

Replacing an Old Light Fixture with a New LED Unit



Getting Ready to Install New Refrigerator



Maintaining the Preschool Grounds and building and installing an arbor in the Preschool garden made from donated materials.

2023 HIGHLIGHTS

Property and Assets Coordinator – *Dave Cox*



Moving the Altar to Set Up for Reformation Sunday

Built and Installed a Desk in the Sacristy for AV Equipment



Restored Picnic Table at the Rock



2023 HIGHLIGHTS

Property and Assets Coordinator – *Dave Cox*



The Upgrade of One of the Narthex's Bathrooms Has Begun

The finished product!
Thank you for your donations to our capital campaign!



2023 HIGHLIGHTS

Safety and Security Chairperson – *Phil Goehring*

Praying for a Spiritual Wall of protection. Our Father in Heaven, The world today seems to be more dangerous than ever, but we know that Satan has always been threatening and empowering others since the beginning of time. New and clever ways always seem to confront the best plans for keeping evil from our doors. Only You, our creator, can accomplish what we cannot. Jesus has overcome the world, so we are confident that when we ask for a spiritual wall of protection, You will hear our prayer and provide it. We remain on alert and listen for Your guidance and wisdom. May we always look to You first in our plans to keep the American Lutheran church safe and secure, a place for worship and the hearing and study of Your word. Amen.



The American Lutheran Church safety team was founded in 2017. Church safety issues, however, began well before this date and continue to escalate as more and more attacks have occurred throughout the nation. The unpredictability of a serious, even lethal, attack on ALC motivates the Safety Team to prepare and train to react should such a situation occur. First, we pray for the Lord's protection and His inspiration that the team be given what to do and how to accomplish the tasks needed to prepare.

So that the congregation may know the range and depth of the issues connected with church safety, the following subjects were addressed by the team in 2023:

1. Monthly, the team monitors threat updates from the Department of Homeland Security.
2. Zoom courses from Homeland Security on church safety are now available and attended for their value in training the team.
3. Scenarios are discussed at monthly meetings; for example, how we would handle a suspicious package abandoned in the Narthex, how we would evacuate the Nursery in an emergency, and how we might deal with juveniles disrupting worship services. The remaining subjects on our what-to-do list are extensive.
4. Cardiopulmonary Resuscitation (CPR) and AED equipment training was given on 8/26/23 to ushers, safety team members, and the congregation was also invited to attend a class of about 30.
5. Narcan – an over-the-counter medication that counteracts an overdose of drugs, has been added to our medical supplies.
6. Wheelchairs, previously in closets, have been moved to locations close to the Contemporary and Traditional worship services for immediate use when needed.
7. Plans were implemented between the Preschool and the Office so that they could call for assistance if a troublesome event began in the Preschool.
8. Usher training was given in radio use with communication to members of the safety team as well as the uniform officer employed each Sunday. Evacuation procedures were also discussed, stressing the need to warn those using the Nursery.
9. Vacation Bible School in June and the Fall Festival in September were major events where the Safety Team's presence was increased.

2023 HIGHLIGHTS

Safety and Security Chairperson – *Phil Goehring*

10. Trespassing on ALC property with overnight parking and camping became an issue. The council gave authority to all elected ministry representatives, the head usher, and safety team members to enforce police action to remove trespassers. The Director of Administration can have cars towed when necessary for those who camp and ignore the posted parking restrictions.
11. Safety Team members began participating in shooting training and weapons safety, with official training dates in May and October. Four such training dates will be planned for 2024.
12. Congregation members were shown a pre-service video on 11/12/23 on evacuation so that an orderly but direct movement to safety could occur if needed. Other videos are being considered for next year: Medical Emergency, Response to a Fire Alarm, and Dealing with an Aggressive or Hostile Attack.
13. The burglary alarm for the church has been accidentally activated too many times throughout the year, and the team will be studying the causes. In some cases, the police have responded and found no evidence of a building entry. This is a waste of police resources, and a solution must be found.
14. Homeland Security awards grants to non-profit 501 (C)3 organizations. These grants help applicants harden their security with better lighting, stronger doors, locks, fences, and other safety measures. The team has already studied the weak areas of ALC (vulnerabilities), and this self-assessment, along with the many evaluation areas needed for a grant application, will be undertaken in 2024. This is extensive work, and volunteers are needed.
15. In October, the Bus Ministry drivers received training on what to do during an accident or a medical incident with a passenger.
16. Over the course of 2023, some Training Memorandums for the team have been prepared, which give a quick reference to the strategies and measures recommended for handling the wide variety of possible events. Radio procedures, Evacuation Plans, Suspicious Packages, Trespassers, the Use of Deadly Force, plus many other topics will be assembled into a workbook and used for repetitive training and new members joining the team.
17. A team representative attends all New Member Orientations, which has successfully resulted in two new members joining the team.
18. There continues to be a need to increase the number of safety team members. Many bible studies, MOPS, and other ministries would like a Safety Team member on hand for security. This cannot be fulfilled with our complement of volunteers today. Consider membership on the Safety Team if your experience is such that you could help make ALC a safer place to worship.



Our prayers continue that the American Lutheran Church will enjoy a safe year in 2024, the spirit of the Lord providing protection but more: faith, growth, and the spread of the Gospel for all who would worship here.

Respectfully,
Philip Goehring, Chairperson
ALC Safety Team

2023 HIGHLIGHTS

Stewardship / Benevolence / Community Outreach – *Lindsey Mills*

The mission of Stewardship and Benevolence is to help the Church focus on the instruction from our Lord Jesus Christ, as HE stated in Matthew 25. His guidance was to provide where there was a need and to use our resources wisely and compassionately. The Benevolence Committee carefully manages the Church's tithe to fulfill these instructions. 10% of all gifts are distributed to ministries locally and worldwide.

BENEVOLENCE

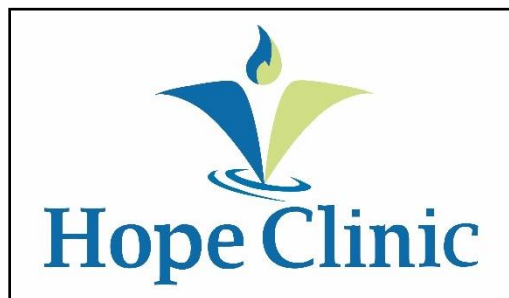
LOCAL OUTREACH



2023 HIGHLIGHTS

Stewardship / Benevolence / Community Outreach – *Lindsey Mills*

GLOBAL OUTREACH



CHURCH AFFILIATION MEMBERSHIP (DUAL ROSTERED)



2023 HIGHLIGHTS

Stewardship / Benevolence / Community Outreach – *Lindsey Mills*



ALC Supports the Hope Fest (Outreach Family Service) Event in Prescott

Our Quilters provide gifts of warmth and comfort to those in need,
as do the Prayer Shawl Ministry knitters.



2023 HIGHLIGHTS

Stewardship / Benevolence / Community Outreach – *Lindsey Mills*

Hand-crocheted quilts and blankets for the children from low-income families in Tri-City and extended areas.



Hungry Kids
Food Packing For School
Children In Prescott,
Prescott Valley, And Chino



2023 HIGHLIGHTS

Stewardship / Benevolence / Community Outreach – *Lindsey Mills*



Thanksgiving Community Meal with Youth Group Serving the Food

ALC Family Fun Night
Diamond Backs
Baseball Game



2023 HIGHLIGHTS

Treasurer – *Lois Hilgendorf*



HIGHLIGHTS OF 2023

- Monthly monitoring of Financial Statements, Budgeted expenditures, bank account balances, and other financial matters.
- I meet monthly with Finance Team members.
- I assisted with planning and budgeting for the 75th Anniversary celebration.
- We initiated a funding drive to increase the Capital Improvement fund to enable needed improvements or upgrades to our building, which was highly successful.

HOPES FOR NEXT YEAR

- To continue overseeing the use of Members' contributions to the best of our ability and with God's prayerful guidance.
- To continue encouraging giving to the Capital Improvement Fund to complete more upgrades and improvements to our beautiful building.
- Contact has been made with a CPA from Phoenix to conduct our Financial Review Procedure in 2024 as required by our By-Laws. The finance team is confident that this review will be an easy and clean process as we have worked throughout the year to review all financial accounts thoroughly.

2023 HIGHLIGHTS

Worship and Music Coordinator – *Julie Darr*

Minister of Music – *Dr. David Sherman*

Director of Contemporary Music – *Jake Madlock*



Stability has been brought to the Contemporary worship services with a regular, rotating preaching schedule and a Director of Contemporary Worship, Jack Madlock. Praise God for His faithfulness in answering prayer.

Traditional worship services have also benefitted from a regular rotation of pastoral leadership, enabling the congregation to get to know their pastors and worship with differing sermon styles.



2023 HIGHLIGHTS

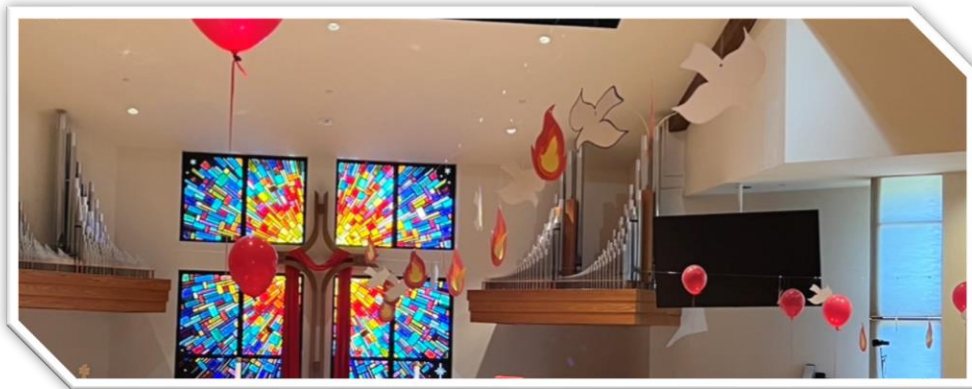
Worship and Music Coordinator – *Julie Darr*

Minister of Music – *Dr. David Sherman*

Director of Contemporary Music – *Jake Madlock*



A liturgical arts committee has worked to enhance worship on special liturgical days. We hope to decorate to help reinforce the message and the worship experience. We would love to have you join our group!



2023 HIGHLIGHTS

Worship and Music Coordinator – *Julie Darr*

Minister of Music – *Dr. David Sherman*

Director of Contemporary Music – *Jake Madlock*

MADRIGAL DINNER



2023 HIGHLIGHTS

Worship and Music Coordinator – *Julie Darr*

Minister of Music – *Dr. David Sherman*

Director of Contemporary Music – *Jake Madlock*

In addition to hosting the Luther Nordic Choir and the Cornerstone Chorale and Brass this year, we presented our first Madrigal Dinner along with Yulefest. Both were a great success and added to the spirit of the Advent season.

YULEFEST



2023 HIGHLIGHTS

Worship and Music Coordinator – *Julie Darr*

Minister of Music – *Dr. David Sherman*

Director of Contemporary Music – *Jake Madlock*

Volunteers are appreciated at ALC!

At a luncheon held in their honor, we focused on the kindness shared with all Christians by God's gift of His son, enabling us to serve with our whole hearts. Celebrating service in the ultimate model of Christ's kindness was and is our continued goal!



Proverbs 21:21: "*Whoever pursues righteousness and kindness will find life, righteousness, and honor.*"

2023 HIGHLIGHTS

Youth Ministry Coordinator - *Michele Isbell*

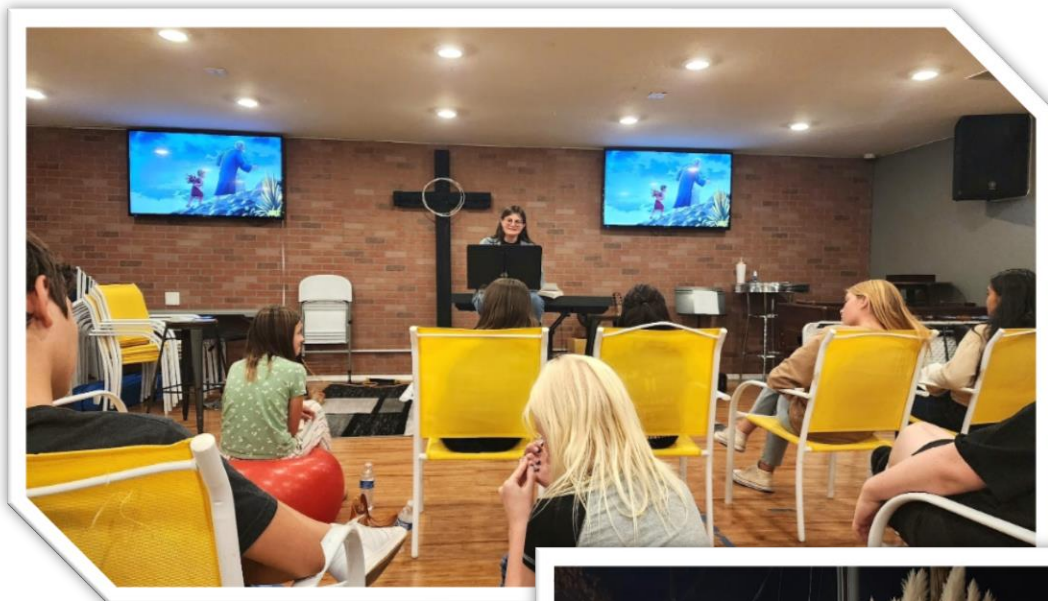
Assistant Director of Youth - *Madelyn Wnorowski*

ALC Youth Highlights

The Youth Ministries have undergone many changes this year, but there has been a lot of positive impact on the Ministry.

Some highlights for the Youth Group include:

This semester, we have been in an overarching series titled "Heroes of The Old Testament," with 3 sub-series: the first highlighting Abraham, the second highlighting Joseph, and the third highlighting some influential women in the OT. The students have been engaged and ready to hear what is being taught. We also got a fire pit this year and have had worship and lessons outside for some weeks to create a fun and more intimate environment.



2023 HIGHLIGHTS

Youth Ministry Coordinator - *Michele Isbell*
Assistant Director of Youth - *Madelyn Wnorowski*



It has been a goal of the Youth Leadership team to encourage the students to give the students opportunities to serve the community around them. We participated in our first Community Meal, and seeing the students step into service with open and willing hearts was special.

Along with the Youth Group, Pod Life took part in serving at the Community Meal. Watching both youth ministries come together for a purpose outside themselves was special.



2023 HIGHLIGHTS

Youth Ministry Coordinator - *Michele Isbell*

Assistant Director of Youth - *Madelyn Wnorowski*

We included the students in our fundraising efforts for the youth ministry by tasking them with handmade ornaments to be sold to the congregation and volunteering for our "Parents Night Out" fundraiser. The students also helped sell the ornaments and Christmas cards on two different Sunday mornings. It was important for us to give the students a sense of responsibility for the Ministry they are a part of.



The Pod Life students were also included in our fundraising efforts and took responsibility for creating and selling the ornaments to the congregation.

2023 HIGHLIGHTS

Youth Ministry Coordinator - *Michele Isbell*

Assistant Director of Youth - *Madelyn Wnorowski*

Pod Life Highlights

This August marked the beginning of Pod Life on Sunday mornings, and it has already been very successful. We have had a steady increase of students throughout the semester, and it has been an impactful time of leading the students into deeper fellowship with Jesus and each other.

Some highlights for Pod Life include:

Pod Life may be a new term to many in the church, and that is because it is a new ministry! Pod Life is an addition to Sunday School. Sunday School meets together as a big group to worship and be taught a lesson. Then, it breaks into three groups: Little Lutherans (lower elementary students), Bigs (Upper elementary), and Pod Life (middle & high school). In Pod Life, we dive deeper into the lesson in a Bible Study format, giving room for discussion and questions.



2023 HIGHLIGHTS

Director of Administration - *Abbie Cornelius*



I attended the Christian Leadership Alliance Outcomes Conference for the first time in March. I was surrounded by other people in administration for ministries and Christian non-profits there. Each day, we started as a large group for worship and a Bible-based lecture, and then we broke out for various seminars. Some of my favorites were Emerging Leaders, Where Innovation Goes Wrong and The Art of Engagement. I met many incredible people and am so grateful for the fellowship and encouragement I received.

Our Facilities Team has been busy all year long! Josie has been passing down her plumbing experience to James and has repaired multiple sinks and toilets together this year.



Josie and James do so much, from set-ups to cleaning and working with outside vendors to ensure the property is clean and in good working order.



I had the honor of being part of the 75th Anniversary Committee, which was comprised of many wonderfully talented individuals. We celebrated the whole weekend with a concert, blended service, and a party for young and old.

My favorite part was seeing Bruce Hilgendorf descend the inflatable slide multiple times.



The office ladies, Deb and Diana, have been wonderful in being flexible and learning new tools. This year, we decided to switch to the Planning Center for our church database for member information, events, and giving. They have been working weekly on getting this all imported to be in full use starting Jan. 2024. I am so blessed with them on my team; we work hard and laugh harder.

2023 HIGHLIGHTS

Vicar – *Christian Thao*



One of my goals when I took over the youth was to create a youth worship team. We had two of our wonderful youth step up and help lead worship. They have a fantastic heart for God, which is the beginning of something special.

Madelyn and I are leading worship at the youth group. Working with Madelyn has been a pleasure; this is just one of the many ways God has used us in our Ministry.



2023 HIGHLIGHTS

Vicar – *Christian Thao*



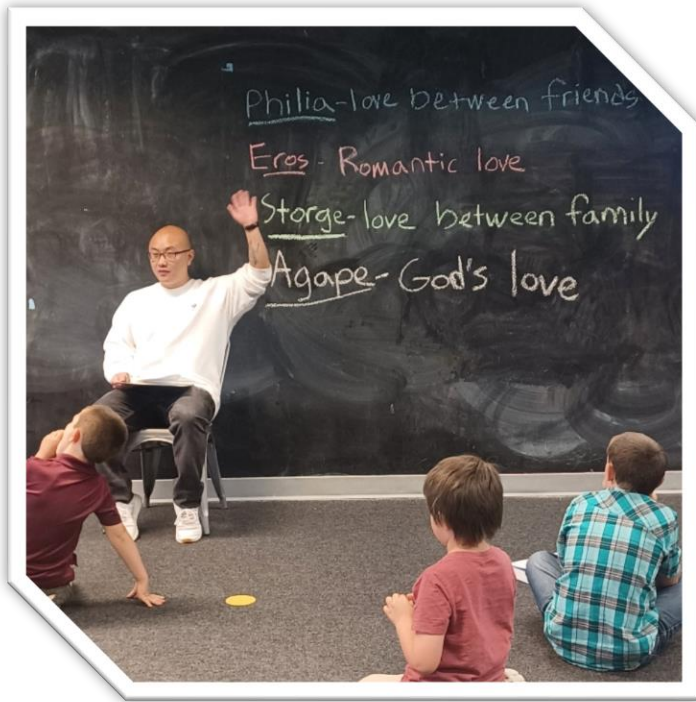
Another of my goals for the youth was to create opportunities for them to learn how to serve and share the love of Jesus with others. The youth helped prep and serve food at the community meal on Sunday after church.

One of my favorite highlights this past year was working with Leah to create a new space for our Jr. High and High School kids on Sundays called the Pod life.



2023 HIGHLIGHTS

Vicar – *Christian Thao*



Working with and teaching the Sunday School kids about Jesus has been a pleasure. Another favorite highlight from this past year during Sunday School was one of the kids giving their life to Jesus.

Teaching chapel for the preschool kids has been such a blessing. One highlight from chapel was teaching them about Abraham and his faith in God and how God is with us even when we cannot see it. As an illustration, I drew a cross with a yellow highlighter on my hand to show how Jesus is with us even though we cannot see it. Then, the lights were turned off, and I used a blacklight to illuminate the cross drawn earlier on my hand. Then, the kids had the opportunity to do the same illustration in their classrooms.



2023 HIGHLIGHTS

Pastor of Caring Ministry – *Steve Balog*



Care Volunteers expanded from 4 members to 14 members. This growth enabled seamless ministry to reach the primary five categories of visitation needs: Homebound, Sidelined, Hospitalized, Nursing Homes, and Rehab centers. Care volunteers bring fellowship, resources, and communion to those unable to attend church every week.

In 2023 GriefShare offered:

- GriefShare Fall/Winter Session - finished 6 of 15 weeks, which began on October 24, 2022 and finished on - February 13, 2023
- GriefShare Spring/Summer Session finished all 15 weeks - May 14, 2023 - August 30, 2023
- GriefShare Current Fall/Winter Session finished 11 of 15 weeks, which began on October 9 - 2023 - December 18, 2023 (ends January 29, 2024)
- Prayers For Prodigals - finished all 13 weeks - April 23, 2023 - July 23, 2023
- Surviving The Holidays - one-time event November 8, 2023

Sheepdog Fellowship continues to provide ministry to Veterans, Former and Active Law Enforcement, and First Responders. The elements of our outreach include:

- Bible-based studies and discipleship training
- Comradery with like-minded Christians
- Christ-centered resources
- Genuine community involvement
- Group activities
- Crisis intervention

This past year, our sheepdogs have met twice monthly to grow, fellowship, heal, and serve.

