

Arvada
COVENANT CHURCH

5555 Ward Road • Arvada, CO 80002
303-422-1235 • www.arvadacovenant.org

Walking the Roman Road



Annual Report
for the year 2011
Presented January 2012

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The Evangelical Covenant Church

November 2011

To All Covenant Churches

Dear Friends in Christ,

Grace to you and peace from God our father and our Lord Jesus Christ. It is with great joy that I greet you on behalf of your sisters and brothers across the Evangelical Covenant Church.

You are showing up and making a difference all over the world through this partnership. In 38 countries on five continents the lost are being found, churches are being planted, God is being worshipped, the sick are being cared for, the hungry are being fed, children are learning to read, women and girls are being freed from human trafficking, families are gaining micro-enterprise skills, and disasters are being responded to. Right here, we have grown for 19 consecutive years. We are reaching more people through more churches with greater diversity than at any point in our 126 year history.

We accomplish these things together by focusing on five named priorities. We:

- Start and strengthen churches
- Make and deepen disciples
- Develop leaders
- Love mercy-do justice
- Serve globally

In each of these priorities we seek to both serve our churches and unite our churches in service together. You can find more information on our website at covchurch.org. In particular, watch the overview video entitled "Making a Difference." You are making a difference indeed. The mission of the Evangelical Covenant Church is only possible because of the combined efforts of all of our congregations, working together to advance God's Kingdom. We look forward in anticipation of the rich and powerful ways God will use the ECC in the coming year.

As you gather for your congregational annual meeting, please know of the prayers and support of the entire Covenant family. Be assured of our thanks for your faithfulness and prayers for your continued fruitfulness.

In It Together,

Gary Walter
President

8303 WEST HIGGINS ROAD, CHICAGO, ILLINOIS 60631
PHONE 773-784-3000 FAX 773-784-4366 WWW.COVCHURCH.ORG



To All Partners in Midwest Conference Ministry

December 1, 2011

Dear Friends in Christ,

Grace to you and peace from God our Father and our Lord Jesus Christ! We have entered a season of transition in the Midwest Conference. Ken Carlson, a faithful leader and trusted friend, transitioned out of conference ministry and is enjoying retirement; I thank God for the ways in which he used Ken to shepherd the ministries of our conference.

In August I transitioned into the role of Conference Superintendent. In the midst of beginning my new role, I have enjoyed the opportunity to get out among our pastors, churches and partner ministries. It has been exciting to hear stories of what God is doing in and through His church. I am looking forward to doing a lot more of this in 2012.

In November I participated in a spectacular 50th anniversary celebration for Hillcrest Covenant Church in Prairie Village, KS. To increase seating capacity, the Sunday morning worship was held in the local community college auditorium. Those of us participating in the service were meeting in the “green room” three hours before the service started, waiting for instructions that would guide us in smooth transitions that were to take place in the worship service. As we anticipated the service with excitement and nervousness, someone made the comforting observation that God was in charge of all that was to come. What really made an impression was the humorous quip that followed: “God is in charge, but he’s not going to tell us where to stand.”

The same principle is true in our conference and in our churches. This is God’s church and he is in charge, but he is not going to tell us where to stand. We are responsible to position ourselves to facilitate the spectacular work God plans to do through us.

During this season of transition we are taking time to evaluate how we can reposition as a conference. Some of the many focus areas include:

- Increasing our church planting efforts.
- Expanding our capacity to strengthen existing churches – bringing more resources to more churches.
- Creating pathways to develop leaders.
- Prioritizing and resourcing for ministries of compassion, mercy and justice.
- Implementing fruitful organizational structures.

It is with eager anticipation that we discern God’s priorities for this next season. One thing is certain: God has more in store for us to do—more than we can even imagine. Join me in asking God to unleash his limitless power in your church and churches across the Midwest.

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 3:20-21

Thank you for your faithfulness and support. To God be the glory!

TAMMY SWANSON-DRAHEIM, Superintendent; DAVID P. BENEDICT, Associate Superintendent; RICHARD G. MYLANDER, Associate Superintendent
17310 Wright St #101 • Omaha, NE 68130 • (402) 334.3020 • FAX (402) 334.3060 • www.midwestcovenant.org

Compelled by the love of Jesus Christ, the Midwest Covenant Conference exists to strengthen the mission of each of its member churches, and to assist them in the planting of other churches of like spirit.

CORE GOALS



TRANSFORM: *Spiritual change in everyday lives*

Creating excellent worship and discipleship gatherings that are Scripturally based and dependent on the work of the Holy Spirit. This results in lives that increasingly reflect the image of Christ.



TOGETHER: *Experiencing community through relationships*

Connecting every person to our church family through relationships in small groups and activity groups, mentoring pairs and ministry teams.



TELL: *Sharing the hope of Jesus*

Intentionally focusing and training God's people to develop relationships with the un-churched through front door events, outreach opportunities and personal friendships.

TRANSFORM
Spiritual change in everyday lives



TOGETHER
Experiencing community through relationships



TELL
Sharing the hope of Jesus



Administration



Pastor John Martz

Senior Pastor

Clarify . . . Simplify . . . Align. Our goal over this past year has been to clarify the mission to which God is calling us. The natural drift of all organizations is towards complexity, but that very complexity can obscure what the real focus of the organization should be. So we are striving to build our entire ministry around a clear process of discipleship that includes three primary elements: **Transform, Together, and Tell.** *God wants to transform our lives in Christ, both individually and corporately, so that we in turn can help transform Arvada and the world.* And so our aim is to make sure that each ministry and each program is a step in that process. We have a ways to go in the process of clarification and alignment, but we are making progress, not the least of which is greater partnership between our various Commissions.

God has blessed this congregation in amazing ways over the course of this past year! In a time of continuing economic stress, our finances have never been stronger. We have seen more people of all ages come to Christ this past year than we have in some time. We have been able to partner with other churches in the area for greater Kingdom impact. We have had good staff stability and our ministry initiatives have been well received.

STAFF

This year we have been blessed with a remarkably stable staff configuration. On the Director level, we were very pleased to add Josh Danielson as our new Director of Young Adult Ministry and Contemporary Worship in June. He is prayerfully seeking the Lord's direction on how to structure our ministry to and with Young Adults, and he has been doing a great job leading worship at 10:45. Stacey Eggers, who was already serving in Children's Ministry, was called to be the Director of that department working along side Joelle den Dulk and Beatrice Shoemaker and has continued to build a strong ministry for our kids.

On the Administrative front, Becky Navarro left our front office to take a new position with the State, but she has not left the fellowship, and we are so appreciative of the wonderful work she did for us while on staff. Jeff Hatz resigned his duties this year as Webmaster and IT and was replaced by Hunter Holmgren and Devon Haynes in a seamless transition.

ATTENDANCE AND MEMBERSHIP

Attendance on any given Sunday is subject to a variety a vicissitudes: *Did it snow the night before? Were the Broncos playing at 11:00? Has the flu taken its toll?* And on and on. Overall, however, attendance during 2011 was strong. We saw year over year increases in attendance in 8 of the 12 months, and overall attendance was up about 3%. That last statistic is not going to rock anyone's world, but in this day and age it is movement in the right direction.

Keeping our membership records up to date is an ongoing challenge, and each year we not only say goodbye to family members through death, transition, and transfer, we welcome a host of new people into the family of the church. This year we had the joy of welcoming 60 new members and watching them connect with the ministries of the church in a variety of ways.

FINANCES

God has been remarkably generous to ACC over the past couple of years, and His people have been wonderfully faithful! Here are just a few of the highlights from this past year:

- We not only ended the fiscal year in the black, we were able to finish the year with enough of a surplus to fund a "Ministry Opportunity Fund" of \$20,000 for our Commissions to dream of new or expanded avenues of outreach. This was the "Free to Serve" part of our "Free from Debt. . ." campaign last year.
- Between expense under runs and surplus giving, we were able to add \$100,000 to our underfunded Building and Grounds Reserve and Operating Reserve Funds (\$50,000 each)
- An unexpected blessing came when a woman by the name of Mrs. Hurlburt included us in her estate before she passed, simply because Tom Shoup had visited her and brought her communion on a regular basis. That gift provided us with an additional \$72,500 for ministry.
- Giving to our Kids' Camp mission project exceeded our wildest dreams, and the kids (and their families) were able to raise over \$10,000 for Arok's Seeds of Hope ministry.
- Not only did we finish the fiscal year in the black, but we were able to conclude the calendar year (6 months into the new fiscal year) with a surplus of almost \$30,000.
- All of this was on the heels of eliminating our Land Loan and Remodel Loan a year ago.

MINISTRY OUTREACH

Arvada West Partnership: The Lord has continued to provide avenues in which we have been able to come alongside this local High School as we seek to be a blessing and to build relationships. Over the past year, we have fed the faculty a variety of meals on key occasions; we have brought bagels to the administrative staff, we helped with the after-prom program, folks have volunteered in the Library, and we have had numerous prayer walks. The opportunities are endless, and we invite you to become a "Wildcat Backer".

Rock the Range: Franklin Graham's team came to the Front Range this summer for a weekend outreach that we had the joy of facilitating. I was able to serve on the Clergy Committee, and Scott Boyle did a wonderful job as our local church Chair. About 28,000 people attended the three main events at Dick's Sporting Goods Park, and over 1,200 people of many different ages and backgrounds made decisions for Christ. We had between 15 and 20 Counselors from our church, and they did a wonderful job leading a number of people to the Lord.

Apartment Ministry: Following several years of faithful service in one of our cities lower income apartment complexes, the team from our church decided to take a break, let go of the rented apartment, and prayerfully consider where God might have us serve next. Many thanks to the team for the lives they touched and the ministry they conducted to an easily overlooked population!

Mission Trips: 2011 saw church sponsored trips to Honduras, two trips to Alaska, Casa Hogar in Mexico and Guatemala. Our students sponsored trips to Mexico, Las Vegas, and Minnesota. Other individuals had the opportunity to travel to China, India, Thailand, Kenya, and Uganda. After many faithful years of incredible ministry to AIDS children in Romania and Uganda, the Sexton's dissolved their ministry this year due to John's declining health. Residual funds were then rolled over into Arok's Seeds of Hope which will continue the ministry in Africa in a slightly different direction.

Seeds of Hope: This year God brought Arok to ACC and ACC to Arok in what is proving to be a wonderfully exciting partnership in the Sudan and Kenya. Arok, who was one of Sudan's thousands of Lost Boys, has begun a ministry to rebuild his village through basic tools such as a grinding mill and a water well, and to rebuild his nation by helping educate dozens of children. Children's Ministry, Student Ministry, Young Adult Ministry, and Missions Outreach have all been working together to help Arok attend to the funding and logistical needs of his burgeoning ministry that was birthed out of Tamara Buchan's "Mission Lux".

Front Door Events: Each year our four biggest front door events are the 9 Health Fair, Kids' Camp, Fall Family Festival, and the Christmas Musical. The target for each of these ministries is both our community as well as our church and we are seeing great response to all four. The Christmas Musical alone, for example, brought 2,100 people out to the three performances. Our goal now is to make sure we provide "next steps" that are as clear and as inviting as possible to each of these guests as some may be seeking to move forward in their relationship with the Lord.

Thanksgiving Meals: This was the second year we shifted from serving a meal on Thanksgiving Day to providing Thanksgiving meals to those who need some help. The amazing thing is that in doing the dinner this way, we are actually touching more lives and feeding more people than before. Jim Ryan and his team did a wonderful job!

PERSONAL

It is a joy and a privilege to be part of the larger Covenant family. This past year I have had the privilege of serving on the Executive Board of the Covenant, and out of that role to serve as the liaison to the Board of North Park University. I also have the joy of serving as a coach with the Covenant's CO-OP program, and have started a new coaching relationship with another Covenant pastor.

Part of my call to ACC included the opportunity for a six week Sabbatical after seven years of service. This past fall I became aware of an opportunity to visit Israel through an organization that would cover all of my expenses, and having applied I was graciously accepted into the program. I will thus be taking four of the six weeks of Sabbatical in February, the core of which will be this trip to the Holy Land. It will be with an ecumenical group of about 30 fellow clergy and is designed to be a time of intense and enriching study as we walk where Jesus walked.

IN CLOSING

In the midst of all of these wonderful ministry wins, our biggest opportunity and challenge is to bring the wonderful light of Jesus out into our community and neighborhoods. While we may not be able to reach everyone, we each can reach someone. My challenge for each of us in this coming year is to ask ourselves each week: *Who am I leading to a life-changing spiritual experience this week in Jesus Christ?* May God lead each of us in this ongoing ministry of transformation as together we tell the Good News of Jesus Christ!

*"And we all, who with unveiled faces reflect the Lord's glory, are being transformed into his image with ever-increasing glory, which comes from the Lord, who is the Spirit.
(2 Corinthians 3:18)*

Membership Information

2011

NEW MEMBERS

February 13, 2011

Tom Camblin, Linda Camblin, Caryn Camp, Paul Delahunt
Nancy McGinn, Ryan Mitchell, Amber Mitchell, Mitch Mustard, Jeffra Mustard,
Gordon Van Zanten, Carol Van Zanten, Lou Zott, Marilyn Zott

May 15, 2011

Jan Archuleta, Gerry Ford, Audrey Ford, Ben Hinnen, Lisa Hinnen,
Ted Szlachta, Sandy Szlachta, Joe Thomas, Allison Thomas,
Andy Warns, Steffani Warns

September 11, 2011

Joel Bettner, Kelly Bettner, Don Camp, Phyllis Camp, Peggy Farewell,
Scott Ferguson, Diana Ferguson, Tony Marquez,
Steve Nixon, Dayna Nixon, Luke Ringenberg, Kinsey Ringenberg,
Jeff Rothe, Lisbeth Rothe, Jeanette Smith,
Jeremy Vanlandingham, Laura Vanlandingham, Jesse Vanlandingham,
Brandt Wintzen, Steve Yugel, Therese Yugel

December 4, 2011

Don Hutton, Sue Hutton, Bob Lyons,
Bill McGaughey, Marlys McGaughey, Holman Mills, Janet Mills,
Luke Peterson, Julie Peterson, Jacob Stowell, Sarah Stowell,
Kim Summeril, Gayla Summeril, Louis Vadeen, Mary Veeneman

Membership Information

2011

MEMBERS RELEASED

Randy Alberts, Nancy Alberts, Lisa Anton,
Terry Baxter, Jean Baxter, Timothy Brown, Patricia Brown,
Donita Coleman, Heather Ely, Gail Fallon,
Katie Ford, Robinn Ford, Mandi Garufo,
Steve Gray, Amy Gray, Jeff Hatz, Tami Hesser,
Corey Holtman, Michael Jarvis, Rod Johnson, Ruth Johnson,
John Kennedy, Matthew Kirchner, Jenny Kirchner,
Derek Knight, Mallorie Knight, Samuel Leu,
Paul Luna, Lynnette Luna, Ron McDuffee, Sue McDuffee,
Ken Monty, Tom Razo, Becky Razo, Christine Razo,
Raymond Rieger, Barbara Rieger, Randy Savell, Cheryl Savell,
Jon Schuessler, Vicki Schuessler, Ed Smith, Cindy Smith,
Christopher Thome, Mary Wooten

MEMBERS TRANSFERRED

Buzz Elias, Gary Hickmon, Joyce Hickmon, Darleen Pike,
Perry O'Neil, Bonnie O'Neil

MEMBERS REINSTATED

Duane Whisler, Lynne Whisler

STATICS

New Members for 2011	60
Released Members	45
Transferred Members	6
Reinstated Members	2
Members who died in 2011	7
Active Members	753
Inactive Members	106

Rites of Passage

2011

In Memory

Jerry Enger
January 31, 2011

Marlene Seidel
March 13, 2011

George Bethel
May 7, 2011

Herb Fightmaster
May 18, 2011

*Clyde Tanner
May 25, 2011

*Vi Card
June 20, 2011

Stanley Cox
August 16, 2011

Ruth Hopkins
September 29, 2011

*Mathea Lee
November 19, 2011

*Nita Baker
November 23, 2011

*Bob Youker
November 28, 2011

Roger Davidson
December 7, 2011

Jack Taylor
December 9, 2011

*Joyce Beavers
December 29, 2011

*Dan Sielaff
December 30, 2011

*Members

Rites of Passage

2011

INFANT BAPTISMS

March 6, 2011

Cole Perry Roberts

May 8, 2011

Savannah Claire Barthen, Carter Ashton Burczek, Lola Kristen Dobransky

September 18, 2011

Everlee French, Penny Thomas, Oliver Ball

November 13, 2011

Lilly Palermo, Derek Joel Bloemendaal

CHILD DEDICATIONS

January 16, 2011

Reese Dearborn Ames

May 8, 2011

Winston Jay Patterson, Evilyn Kaelea Morwood, Cole Cato Young

November 13, 2011

Vivian Ringenberg, Benjamin Hulsey

BELIEVER BAPTISMS

February 20, 2011

Morgan Baker, Kaleb Baker, Mason Dill, Olivia Henkel,
Caleb Rold, Jennifer Smith, Cole Thomas

May 29, 2011

Malulani Kai Goo

June 12, 2011

Lauren Barthen, Reece Davidson, Toriana Davidson, Steve Garrod,
Evan Gustafson, Julia Gustafson, Matthew Hegstrom, Anthony Marquez,
Jessica Myller, Gabriella Shoemaker, Joshua Shoemaker,
Tammy Stanley, Ted Szlachta, Alicia Thompson, Louis Vadeen

October 16, 2011

Matthew Hartman, Philip Ruch, Brandt Wintzen

Rites of Passage

2011

CONFIRMATION GRADUATES OF 2010

Madison Bader	Cassidie Johnson
Kaela Castanon	Schafer Kowalchik
Chase Cheeney	Megan Laubhan
Toriana Davidson	Jose Luna
Katrina Doig	Tyler McKisson
Joshua Fahey	Eric Minor
Anna Geist	Jessica Myller
Brenden Grimes	Jordan Quinlisk
Katie Guettlein	Leesa Rockhold
Evan Gustafson	Alicia Thompson
Julia Gustafson	Louis Vadeen
Mac Hansen	Jesse Vanlandingham
Matthew Hegstrom	Nick Wells
Andrew Hewitt	Brandt Wintzen
Trever Hoskins	

Rites of Passage

2011

WEDDINGS

Tyler Campbell and Mikaela Rothe
July 23, 2011

Jason Lucero and Leah Steiner Renaldo
October 8, 2011

John Crockett and LeighAnn Gould
October 22, 2011

Julie Anderson

Council Chair

Greetings on behalf of Arvada Covenant Church Council. The Semi-annual meeting is an excellent opportunity to celebrate the Lord's ministry in 2011 and to look forward to what He will do through us in 2012. The pages of this report bring you more details regarding the ACC story and how we minister together to our church family, the community and the world. These are exciting stories that have touched the lives of children in the Sudan bringing a grain mill to their village and mattresses to an orphanage in Kenya and even a place to call home for a number of refugee children. Local children and teens experienced the love of Christ at RFKC, a week of fun, teaching and encouragement at our camp in Estes Park. Hurting families in the area come to our door to receive encouragement and a helping hand. AVA Training and World of Global Friends meetings expose us to the tragedies of the hurting - women and children trapped in domestic violence, sex trafficking and slavery as well as persecuted Christians in other countries. Missionaries around the world are supported in their ministries. What beautiful examples of our church family working together to share the abundance God has poured out upon us.

Thanks to the overwhelming support of our "Free from Debt- Free to Serve", the congregation was able to approve a Ministry Opportunity Fund. Grants totaling \$4,000 have currently been approved including one that funded 250 Samaritan Purse boxes, lovingly assembled to bring a touch of Christmas to children around the world along with the good news of our Savior's birth. Other approved grants will fund meals for single moms and teen mentoring while several more are under consideration.

We took the opportunity to tell the story of Christ's transforming love and forgiveness to the community through our Easter services, Kids' Camp, the Christmas Musical, Festival of Thanks, Christmas Eve and worship services. Many volunteers and our staff sacrificed many hours of time to tell the story.

Our church building experienced a transformation of sorts with the installation of solar panels saving energy and money. The Family Life Center has a new sound! Lapidary panels will improve the sound quality and broaden the types of use of this room. Our parking lot will be receiving much needed rehabilitation.

In conclusion, lives are transformed as we worship and study His Word together on Sunday mornings, in Bible studies, classes, Launch! Children's Ministry, Sunday School, Oasis and our personal quiet times.

"And we all, who with unveiled faces contemplate the Lord's glory, are being transformed into his image with ever-increasing glory, which comes from the Lord, who is the Spirit." (2 Corinthians 3:18 NIV)

Now I invite you to turn the pages to share in celebration of God's goodness and vision for our future.

2011 Council



Left to Right, Top Row:

Dean McDaniel, Scott Boyle

Next Row:

Arnold Wheat, Aurilla Woodburn, Dave Kellenberger

Next Row:

Lisa Bernhardt, Gary Palmer,

Front Row:

Julie Peterson, Pastor John Martz, Julie Anderson

Not Pictured: Rich Rodriguez, Andrea Wright

TRANSFORM
Spiritual change in everyday lives



TOGETHER
Experiencing community through relationships



TELL
Sharing the hope of Jesus



Commission Reports



Gary Anderson

Diaconate Chair

Our year has been memorable with special time spent in prayer at the beginning of each meeting. We reflected on our daily lives, those closest to us, and others who crossed our paths. Humble gratitude is expressed to the Lord for this avenue of opportunity, freely offered, to more closely focus on the praise and prayer portion of our ministry.

The Care, Sacraments, and Welcome teams fulfill their calling in the words of the John Wesley hymn –

A charge to keep I have,
a God to glorify,
a never-dying soul to save,
and fit it for the sky.
To serve the present age,
my calling to fulfill:
O may it all my powers engage
to do my Master's will!

The Benevolent Assistance Fund and team of 13 volunteers (plus help from 3 part-time receptionists) sought to help the many people in our congregation and neighborhoods who came to us with a variety of financial needs. This year, there were over twice the number of requests for assistance than experienced last year. And our congregation met the challenge by contributing, via separate donations, twice as much money and food as before. Approximately \$49,000 was given out to over 450 families or individuals who asked for assistance. This assistance came in the form of help with rent or utility bills, about 600 King Soopers \$25 gift cards for food or gasoline, and at least 585 bags of food from ACC's Food Pantry (over 3 tons of food).

Benevolent Fund guidelines limit the amount of assistance that can be given to each community resident. However, ACC members or attendees can and were helped in significant ways with medical bills or other special needs. And with extra funds available at the end of the year, special financial gifts were given to 16 ACC families who experienced a difficult 2011.

Finally, the Benevolent Fund team assisted with the Thanksgiving Day Food Bag program, providing bags of food and grocery cards to 200 families who were able to experience a nice Thanksgiving dinner.

While our church has been financially blessed, allowing us to help so many people this year, we pray that the economy improves and the overall needs decrease. It's really heartbreaking to see all the needs that so many people have.

As we conclude 2011, we reflect with thankfulness upon the Lord who has blessed our congregation and made his face to shine upon us. We look forward to 2012 as we continue the ministry He has called us to.

Ben Flaim

Mission Outreach Chair

Primary Functions of Missions Outreach Commission:

- Promote Missions Outreach throughout the entire church congregation
 - Winter Conference - Baxter and Margie Swenson, Covenant World Missions
 - Spring Conference - Mark Lopez of Westside Christian Fellowship
 - Fall Conference - Drs. Jim and Anna Marie Jackson of Project C.U.R.E. and Arok Garang of Seeds of Hope
- Work with approximately 20 local outreach ministries and 45-50 missionaries
- Manage the M/O budget

Host Visiting Missionaries:

- Irene Houdek - Support missionary to Alaska Christian College
- Adam and Shirleen London - Missionaries to Alaska
- Pastor Jose Gardea - Casa Hogar Palabra de Vida Orphanage in Mexico
- Brian Weld – Covenant Missionary to Mexico (Has left the field)
- Doug & Tricia Stoner - Pioneers to Slovakia
- Keith Hamilton – Alaska Christian College

Sponsored Five ACC Short-Term Mission Trips in 2011:

- Los Globos, Honduras – 7 ACC team members
- Alaska Christian College in Soldotna, Alaska – 15 ACC team members
- Casa Hogar Orphanage in Chihuahua, Mexico – 6 ACC team members
- EduGuate School in Guatemala – 4 ACC team members
- Mountain Village, Alaska (A project of the Midwest Conference) – 1 ACC team member

Working With Other Commissions:

- Children's Ministry / ACC Kids' Camp – With Arok Garang of Seeds of Hope ministry
- Young Adults – Quito Reunion with the Swensons and ideas for future ministries, such as a wheel-chair ministry.
- Adult Ministries – Men's and Women's with Pastors Baxter & Margie Swenson.
- Seniors at Covenant Village – Met to present short-term trips for Covenant Village residents based on the Vision Trips of Covenant World Missions.

Additional Projects:

- Safety & Security Training for short-term mission team leaders
- Organized meetings of the Colorado Covenant Front Range Mission Leaders
- Developed a process to assess ministries and missionaries annually
- Skyped ministry partners to the congregation and the M/O Commission meetings

Ongoing Local Outreach Ministries:

Alternatives Pregnancy; A-West Partnership; Bonfils Blood Drive; Growing Home; International Students; Missions Sewing Group; Operation Christmas Child; Refugee Support Ministries; Royal Family Kids' Camp and King's Team; Thanksgiving Dinner Food Boxes; Theodora House; World of Global Friends; 9 Health Fair

Special Note:

The Lighthouse Ministry has been discontinued. This ministry will be replaced with an inner-city ministry that will be determined at a later date.

Ric Netzer

Worship Arts Chair

The Worship Arts Commission helps provide oversight of music, drama, and worship activities for all ages as it relates and/or impacts other areas. It is responsible for developing and maintaining a philosophy and strategy for Arts ministry in concurrence with the ministry vision of Arvada Covenant Church. It is the task of the Worship Arts Commission to maintain and encourage those involved in Worship Arts Ministry to use their talents in praise and worship of God.

Weekly worship service schedule continued with a 9:00 blended worship format and a 10:45 contemporary worship format. From January through June, the 10:45 contemporary service was coordinated by Mary Cunningham assisted by worship leaders Trent Watne, Lou Rutledge, Jon Johnson, Kurt Gewinner, and Pastor Nate Powell. On Sunday, June 26, Josh Danielson was installed as Director of Young Adult Ministry and Contemporary Worship and from July through the remainder of the year, Josh has coordinated and led that service.

The Commission was able to add six new volunteers to the worship team/band and six new volunteers to the tech team. In addition to the design and implementation of weekly worship services, the Commission implemented several other events, services, and worship experiences for the members and friends of Arvada Covenant.

The season of Lent 2011 commenced with an Ash Wednesday service on March 9, with the Rite of Ashes and prayers for healing. The Worship Choir, worship team and a children's team of readers assisted with various elements of the service. A special Good Friday service called "Portraits of His Passion" was held on April 22. The service included scripture narratives in the style of Reader's Theater by an intergenerational team of children and adults accompanied by PowerPoint media, choral selections, and corporate worship with communion. The service concluded with the opportunity for all members of the congregation to respond to the Lenten sermon series, "I Quit..." by writing down a negative aspect in their spiritual walk, and upon leaving the church building that night, throwing it in burning trash barrels provided outside the main doors of the church.

Three Easter services were held on April 24, with a blended worship format for 8:00 and 9:30 (concluding with inviting members of the congregation to join the Worship Choir with the "Hallelujah Chorus") and a contemporary format at 11:00. A contemporary worship choir was implemented for that service and concluded with a contemporary setting of "Christ the Lord is Risen Today".

Following Easter, the Commission focused on assisting with music and drama activities for Kids' Camp 2011. Music and choreography was taught during the opening and closing assembly times as well as a serial drama on the main stage area. A drama camp was held for three and a half weeks prior to Kids' Camp and consisted of adults and Jr. and Sr. High students. In addition, highlights from Kids' Camp (including songs and choreography) were presented for a special Children's Ministry Sunday on June 26, for morning worship services.

On Wednesday, November 21, Festival of Thanks service was held at 7:00 to celebrate the season of Thanksgiving. While the annual World Relief offering was taken, the Commission engaged the congregation in an exercise of making "Thanksgiving Graffiti" as a reminder to continually offer thanks to God in daily life.

In September, auditions were held for one of ACC's annual front door events with a Christmas show entitled "A Time for Christmas". Rehearsals continued for the next three and a half months with 3 performances held on December 10 and 11. A cast of 53 on-stage performers (31 adults and 23 teens and children) and over 70 volunteers for crew, orchestra, show choir singers, kitchen crew, greeters and ushers were involved in the event with a total of 2,100 people in audience attendance. A Dessert Café was held in the Family Life Center following each performance to support the goals of connectivity and relational evangelism.

The year concluded with three Christmas Eve services at 5:00 (the Commission partnered with Children's Ministry to lead a service targeted for young families), 9:00 and 11:00 (Carols and Candles) and a New Years Eve Communion service.

Karla Kohman

Children's Ministry Chair

Children's Ministry has reached new milestones in 2011. Milestones that included new staff and a family worship experience. We began the year with a new Director of Children's Ministries, Stacey Eggers, and a new staff member, Joelle den Dulk, to join Beatrice Shoemaker. Each of our staff members are blessed with different talents that compliment each other and meet the various needs of the ministry.

Our mission in Children's Ministry is to provide a safe environment where children can enjoy great learning and loving relationships from birth through 5th grade. Our desire is to walk alongside families enabling their children to experience the love of Christ, to know Jesus as personal Savior and to become His disciple.

We continue to accomplish this by providing small group and large group biblical teaching provided by a team of volunteers. These volunteers present Bible lessons, lead worship in song and drama, and lead small groups in application activities related to the lesson while developing relationships with the children. This year, Sunday School leaders are shepherding the same group of students they were with last year. This change allows leaders to get to know the children and their families at a deeper level to support their spiritual growth. We continue to need additional volunteers. It is our desire to have a leader to student ratio of one leader for every eight children on Sundays and Wednesdays. This allows children the opportunity to interact with an adult more frequently as they have questions or share experiences related to the lessons or the development of their faith.

Walking alongside families to enable them to be spiritual leaders has always been an important part of Children's Ministry. This year we started a focused approach that began with the closing activity of the 2011 Kids' Camp. We implemented a family worship experience. Parents and children worshipped together in song and reviewed the lessons of the week. This was a time of worship and fun as a family. From this point, we developed **"Mission X^f ... Xperience raised to the power of family"**. Our first Mission X^f was in the fall. Many families started the evening by bringing a picnic dinner and gathering out on the west lawn. Then we made s'mores for dessert and headed into church for worship. About 100 people gathered to sing, laugh, listen and learn about Jesus. The learning was focused on the virtue of the month, the same virtue students had studied and parents could reinforce at home.

Our next "Mission X^f" was our annual Advent event. We had a crowd that filled the Family Life Center. They came for dinner and began the Christmas season with a time of worship and celebration of the birth of Jesus. The response to the service was very positive. We will continue to have Mission X^f experiences quarterly this next year.

Children's Ministry strives to continue to apply relevant Bible teaching, build relationships with children and families, and provide parents with the tools they can use to develop their children's relationship with Jesus.

Nathan Schauer

Student Ministry Chair

The Student Ministry Commission would like to thank the Council and the congregation for its continued support of this vital ministry. The Student Ministry, which includes Mid-High (6th-8th) and Senior High (9th-12th) are co-led by Kurt Gewinner and Joel Adams. These leaders are high energy, relational Youth Directors who encourage and challenge our students to live authentic Christian lives. They spend a lot of time trying to communicate God's love through innovative methods the student's can relate to. It is Student Ministry's mission to create an environment where they feel comfortable inviting friends and where they can feel loved and accepted.

The Student Ministry program provides a safe environment for students as they transition from childhood to adolescence to young adulthood. The program is designed to help them with continued Christian formation, building healthy relationships, and offering fun for 90 to 110 students on Sundays and 80 to 100 students on Tuesday and Wednesday evenings. Small groups have continued to flourish during Sunday mornings.

Along with Kurt and Joel, the ministry is supported by a variety of volunteers; parents, young adults and fellow students. These volunteers/ministry partners play a critical role in the success of the ministry. Female volunteers and/or a female intern are desperately needed to minister to the large female student population. This has been a challenge that we need prayer and possibly financial support for. High school student volunteers have worked with Mid-High students for both Wednesday night activities and small groups on Sunday morning. It has been a great blessing to see these student volunteers minister to the younger students.

During the year there have been many notable Mid-High/Senior High front door/community events. For Mid-High; Water World, the Great Scavenger Hunt, and two all nighters in which we had about 150 students involved. The Senior High; the Halloween Corn Maze, camping and rafting trip, movie night, Rockies game and an ice skating Christmas party. We took 100 students to the Covenant district winter retreats FacePlant and Powderburn where many spiritual commitments were made for Christ by students in both groups.

Student Ministry is committed to missions and serving the local community. Forty-three students went on mission trips to Puerto Penasco, Mexico (SH), Las Vegas, NV (SH) and Saint Paul, MN (JH). Notable local mission projects included Arvada Food Bank, World Vision Warehouse, Covenant Village and downtown homeless ministries. We also encourage our students to participate in the life of Arvada Covenant Church. Examples of student participation include church services (instrumentals, solos), Kids' Camp (dramas, captains), Fall Festival volunteers, nursery volunteers, musicals, outreach (RFKC), and multigenerational mission activities. Our goal is to be a relevant ministry in support of the larger body and our community.

We are committed to teaching the students how to worship, through music. Kurt did a great job this year using the student's musical talents in developing awesome worship bands for both groups. He has used this opportunity to work with the students both musically and spiritually. Both groups have been blessed with the worship led by the band.

Student Ministries is committed to coming along side the parents in challenging their students to a deeper commitment to Christ. Communication is important for this partnership. More frequent parent emails and mailers were sent out and a redesigned website was developed. This website (www.arvadayouth.com) is a great way for parents and family members to get plugged into ministry news and highlights.

Laura Rodriguez

Young Adult Ministry Chair

As 2011 began, the search committee for the Director of Young Adult Ministry and Contemporary Worship had reviewed over 120 applications for the position. The young adult group was no longer meeting regularly.

In April 2011, the committee invited Josh Danielson to Arvada Covenant to interview in person as one of the top applicants. The search committee voted unanimously to offer Josh the position, and in June 2011, a congregational vote approved that decision. Josh was welcomed to the staff that same month.

In July 2011, a new young adult commission was formed. Young Adult Commission members include: Josh Bernhardt, Kelly Bettner, Katie Cunningham, Josh Danielson (Staff Member), Julie Peterson (Council Member), Luke Peterson, and Laura Rodriguez (Commission Chair). To reflect the young adults' ministry goal of connecting with one another and the larger church, the young adult group adapted the name "Integrate".

Fall/Winter 2011 events include: Integrate BBQ, Women's Events, Wednesday Oasis, Book Studies, Young Adult Potluck, Operation Christmas Child Events, Pumpkin Party, Christmas Party, and volunteering with various other ministries.

Ron Davidson, Vicky Reier

Adult Ministry Chairs

Throughout the past year the Adult Ministry Commission has been working to develop a long-range plan for adult ministry that fits the "Simple Church" model. We have been moving away from programs, classes and events that are isolated by age groups or areas of ministry. Through a series of planning sessions and using information gathered from the "4 Minute Survey" given to the congregation, we have determined that the goal of ministry, to and for adults, is to create opportunities where people will move deeper into their Christian faith and deeper into the life of the church. The goal isn't gaining knowledge but growing disciples.

The Reveal Study assumed that "adults" are those people in all stages of life, including singles, young married couples, young families, parents, empty nesters, and seniors, and identifies people in various places; in Christ-exploring Christ, growing in Christ, close to Christ, and Christ centered. Adult ministry should provide opportunities that include teaching (*transformational teaching and worship*), connections, (*connectivity and service*), and relationships (*relational evangelism*). Adult ministry should include large gatherings, medium sized special events, small groups, and one-on-one discipleship experiences.

By focusing on the church calendar and the patterns of people who attend church around holidays and "new" beginnings such as school starting and the start of a new year, adult ministry activities should intentionally move people deeper into their Christian life and consistently provide opportunities for seekers and those new in their faith to grow. We should expect that seekers will come to Christ and that Christian growth is nurtured for believers in sequential ways. Small groups, workshops, and classes should be scheduled so that there is a natural progression in place that leads to transformation. Those close to Christ and Christ centered will have classes/small groups/service opportunities/discipleship opportunities provided.

As we continue to work on our long-range plan, we hope that partnerships with other Commissions will be enhanced. We would like to see service opportunities each quarter that could be inclusive of all generations. Events such as the Christmas show, Christmas services, Easter, Women's retreat, etc. could be followed up by workshops, support groups, and classes, that target an identified need for those who are not regularly involved at ACC. People who attend holiday services or other events could be given a gift bag with information about groups, seminars, classes, and upcoming activities for all ages. We can create a reason for people to continue to grow from wherever they are.

This long range planning process is slow but continues to come together. The initial intergenerational event is the Christian Life Weekend; an in-depth study of Jesus in the Gospels taught by a seminary professor. Not only will we promote this special weekend in the church but also intend to invite people from other churches. The Commission members have been supportive and engaged in the planning and we are going to be adding some new members in 2012.

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Support & Operations



Karen Johnson

Personnel Advisory

Who are we?

The Personnel Commission provides advice on all personnel and human resource matters in the life of the church. In addition to reviewing the staff salary survey and overseeing staff benefit development and administration; they advise on church staffing matters and participate on staff search committees. The Commission helps develop and maintain all personnel-related policies and procedures, including the Employee Policy Handbook. The Commission serves in a staff advocacy position and works to ensure the church has a positive, encouraging and motivating employment culture.

We feel blessed to be a part of group within a church, that sincerely desires to hire and train efficiently and effectively the right staff for the right positions, to meet the needs of both the current and future congregation. This also includes encouraging the congregation in hands-on volunteerism.

What did we accomplish in 2011?

- Supported the Church Administrator process to secure Jeff Hatz' replacement – which included both IT services and Webmaster, allowing a transition for both.
- Following a staff member resignation, supported the Church Administrator to re-arrange both hours and responsibilities such that existing administrative staff would cover the responsibilities, including the tasks Jeff Hatz did as a volunteer, with no additional hours to ACC. This created additional hours for two other staff members, which both met their needs and provided greater job satisfaction for them.
- Supported the Church Administrator to coordinate the transfer of the prayer line duties from Marion Sustad to a new team of volunteers. This included the Church Administrator modifying the email and voice mail systems to accommodate the change while enabling more efficiencies and additional benefits to the congregation.
- Supported the Church Administrator to coordinate coverage of office administrative duties during a staff member's medical leave of absence.
- Served on the Search Committee to hire a Worship Director/Young Adult Ministry Director, Josh Danielson. Worked with the Church Administrator to develop the compensation package for Josh.
- Worked with the Church administrator to update the Short Term Disability Policy.
- Supported the Church Administrator in the hiring of Bruce McPherson, custodian, to replace Lori McPherson, after she submitted her resignation notice.
- Supported the Church Administrator to complete the 2011 salary survey and updated all salary range data.
- Currently working with Youth Ministry staff to secure additional volunteer support for them.

We look forward to the coming year as we support the staff as needs arise.

Arnold Wheat

Facilities and Grounds

As our current church facilities completed its 13th year of existence, the need for continuing maintenance and upkeep has been evident. This process has required a focus on the resourceful, appropriate and effective stewardship of the resources God has provided us. This focus has allowed our church to offer a safe, efficient and comfortable facility to support the mission and ministries desired by our congregation.

In the late winter and spring of 2011, we installed a photo-voltaic solar system in order to offset the rising costs of electrical energy. That system involved placing the solar panels on several unobtrusive portions of our roof structure and utilized various tax credits and incentives to minimize the up-front costs to ACC. Once the system went on-line, we experienced a range of 34% to 65% reduction in electrical consumption within our facility in the period of May through October.

An electrical audit also led us to replace inefficient lighting fixtures in the Family Life Center. An electrical demand management system was also installed in order to reduce the costs associated with electrical demand-based fees imposed by Xcel Energy.

We contracted to install a new building-wide, communications system to replace the used system which was installed in our new building in 1999. This telephone system has allowed our staff to make more efficient use of their time, by tracking incoming messages, improving call transfers and offering more productivity alternatives.

Building repairs and enhancements completed during 2011 included the replacement of sidewalk and gutter structures at the office entrance, caused by soil expansion and improper drainage problems. To assist with handicap access to our restroom facilities, electrical push-button door openers were installed in the lobby restroom entrances.

Volunteer assistance during the year allowed us to make improvements in the facilities of this church. Many generous persons completed projects that included:

- Supplemental lighting fixtures installed in the Children's Ministry area
- A second dishwasher was installed in the kitchen
- Painting of the kindergarten and triangle rooms in the lower level
- The addition of the Arvada Covenant Artist's Gallery on the main floor
- Weed control in the flower beds and landscaped areas
- Eagle Scout project that installed a retaining wall in the children's playground
- Eagle Scout project that installed a new rock surface in the north side parking lot
- Building collection boxes for our Community Food Bank and Casa Hogar orphanage

As our building and infrastructure continue to age, there will be an on-going need to rehabilitate, replace and restore various systems, components and fixtures within our facilities. That process, completed through the efforts of a diligent staff and many dedicated volunteers, will allow us to maintain a safe place to worship and a safe and efficient place for our staff to work and minister to this community.

Bernie Kionka

Transportation

Arvada Covenant Church maintains a small fleet of vehicles to assist in the many ministries that take place during the year. At present, we own a 2004 15 passenger Ford mini-bus, a 2004 15 passenger Chevrolet van, an 8 ft. single axle enclosed cargo trailer and a 12 ft. double axle enclosed cargo trailer. During the course of 2011, the bus logged 6402 miles and the van logged 10,190 miles. Every effort was made to maintain the vehicles in top operating condition, so as to provide safe and comfortable transportation to those groups using the vehicles. Our youth groups continue to be the primary user of our vehicles. The vehicles are used for local trips, as well as longer over the road trips.

Over the past year we have seen the results of our vehicles aging. Consequently, our repair bills for the vehicles tend to increase. While we had no major repairs for any of the vehicles, or trailers, we are starting to see more repairs such as leak repairs, steering repairs, etc. Front tires for the bus were replaced, as were all four tires on the dual axle trailer. Aluminum fenders on the dual axle trailer were also replaced with stronger steel fenders.

Because of the size of our vehicles and the number of passengers transported, we now find ourselves under the auspices of USDOT regulations. This year we have registered our vehicles with USDOT, obtained USDOT numbers and now conform our vehicles to their standards by doing scheduled USDOT vehicle inspections and require driver training to USDOT regulations.

As in the past, Arvada West NAPA Auto Repair, 11752 W 64th Ave. in Arvada, continues to service and repair our two vehicles with *little or no labor charge and little or no charge for parts*. This generosity helps in keeping us within our allotted budget. We continue to maintain a list of qualified drivers who are the only ones permitted to transport individuals in the church vehicles. We will continue to make every effort to maintain our church vehicles to be in safe operating condition and keep our driver list current and trained as needed. We have been fortunate to keep our expenses well within our budget and will make every effort to do so in the future, however, fuel costs, unexpected repairs and federal regulations could affect this in the future.

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Finances



Dean McDaniel

Treasurer

Arvada Covenant Church
Fiscal Year 2012 Mid-Year Financial Highlights
Through December 31, 2011

'Well done, good and faithful servant! You have been faithful with a few things; I will put you in charge of many things. Come and share your master's happiness!'

The auditor's review of the fiscal year 2011 (ending June 30, 2011) resulted in no material medications. Below are some highlights and analysis from those statements and related data, and our progress through the first six months of fiscal year 2012:

	2010	2011	Change	2012 YTD	Change
Average Weekly Attendance	957	992	+3.56%	958	-3.43%
Cash and Equivalents	470,063	653,687	+39.06%	750,169	+14.76%
Other Current Assets	29,090	51,693	+77.70%	9,047	-82.50%
Property & Equipment (net)	5,900,309	5,728,284	-2.92%	5,632,929	-1.67%
Total Assets	6,399,462	6,433,664	+0.53%	6,391,785	-0.65%
Current Liabilities	268,309	187,647	-30.06%	67,637	-63.96%
Non-current Liabilities	3,017,419	2,873,557	-4.77%	2,958,224	+2.95%
Total Liabilities	3,285,728	3,061,204	-6.83%	3,025,861	-1.15%
Unrestricted Equity	2,996,571	3,243,721	+8.25%	2,991,648	-7.77%
Restricted Equity	117,163	128,739	+9.88%	374,276	+190.72%
Total Equity	3,113,734	3,372,460	+8.31%	3,365,924	-0.19%
Total Liabilities and Equities	6,399,462	6,433,664	+0.53%	6,391,785	-0.65%
Current Ratio	1.86	3.76	+102.06%	11.22	+198.40%
Defensive Interval	2.54	3.74	+47.29%	4.40	+17.65%
Total Debt to Assets Ratio	0.51	0.48	-7.33%	0.47	-2.08%
Total Revenues	2,534,664	2,523,311	-0.45%	1,181,950	46.84%
Total Expenditures	2,360,397	2,264,585	-4.06%	1,023,850	45.21%
Operating Surplus or Deficit	174,267	258,726	+48.47%	137,307	53.07%
Savings Indicator	6.88%	10.25%	+49.13%	11.62%	+13.37%

While continued due diligence will be necessary in the coming months, as spending tends to be slightly higher during the second half of the year. All in all, though, I'm pleased to report that in spite of continued challenges to the general economy, our church is in good and improving financial health, and is faithfully managing the resources you've entrusted to it.