



**2022 Annual Report**  
**of the Congregation and Corporation**  
**Presbyterian Church of the Eternal Hills**  
**Published Sunday, March 26, 2023**

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#### **Ministry Reports from Staff and Elders**

**Music Ministry**, Karen Harris and Tony Rosacci

**Mission**, Deacon Lynda Sneddon

**Counseling**, Danielle Newell, Kyle Ohl

**Preschool Report of Director** Carey Adler

**Preschool Advisory Council**, Elder Mary Wiberg

**Outreach**, Elder J. Thomas Elliott

**The Center**, Elder Lynn Adams

**Stewardship**, Elder Richard Keith

**Finance**, Elder Jeffrey Sneddon

**Annual Meeting of the Congregation and Corporation**  
**April 2, 2023, Following the 9:30 am Worship & Communion; also via zoom**

**Docket of the Meeting**

**Convene Meeting of the Congregation — Rev. Paula Daniel Steinbacher**

Opening Prayer

Appoint Clerk Pro-Tem, Declare a Quorum

Approve Congregational Meeting Minutes from 2021, 2022

**A Year in Review - Bright Spots and Pictures from 2022 (A summary of our Ministry Reports)**

**Casting a Vision for Our Future Together – Rev. Paula Daniel Steinbacher**

For Such a Time as This – Theme and Session Responsibilities

Elect Nomination Committee for 2024 Officers

**Close of Congregational Meeting**

Motion, Second, Vote.

**Convene Meeting of the Corporation – Rev. Paula Daniel Steinbacher**

**Financial Highlights – co-Treasurer Thomas A. Hall**

**Approve Annual Report Year Ending 2022**

Recommendation from Session to approve – Elder Jeffrey Sneddon

Discussion – *Please come to the congregational mic for questions. Paula will recognize you and you may ask your question. Please use the mic so our zoom participants will be able to hear the question as well.*

Vote of the Congregation

**The Meeting of the Corporation is Closed**

Motion to Close, 2nd

Prayer of Gratitude & Blessing for Congregational Meal

**Church of the Eternal Hills**  
**Annual Meeting of the Congregation & Corporation**  
**Sunday, June 6, 2021**  
**5:00pm via Zoom**

A quorum was declared, and the meeting was opened with prayer at 5:00pm by Pastor Paula Daniel Steinbacher.

The Clerk of Session, Debbe Knutson, presented the membership and attendance report as established in the annual statistical report. The total number active members stands at 198 as of December 31, 2020.

The Annual Report for 2020, including the Pastor's reports, ministry reports, and Treasurer's report, was presented and accepted by all present.

The following candidates for the Nominating Committee were presented and accepted by all present: Karin Conrad, Tim Schowalter, and Traci Maddox.

The meeting was closed with prayer at 5:45pm.

Respectfully submitted,

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Debbe Knutson, Clerk of Session

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Paula Steinbacher, Moderator

**CHURCH OF THE ETERNAL HILLS  
CALLED CONGREGATIONAL MEETING MINUTES  
December 12, 2021**

David Maddox, was appointed Pro-tem Clerk of Session.

A quorum was declared

Reverend Paula Steinbacher opened the meeting with prayer

The purpose of this meeting was to vote on the new slate of Elders and Deacons, approve the Pastor's Contract for 2022 and establish and fill the position of Permanent Clerk of Session.

Matt Nixon presented an update from the Stewardship Committee. We have 63 pledges to date, 17 of these are new. The current pledge total is \$249,000; this is the best since 2013. Although this is good some proposed budget items are not covered. Staff increases and counseling scholarships are covered but a paid Choir Director isn't and nothing will be added to the maintenance reserve. This will keep us operating to a balanced budget.

A recommendation to allow Associate Members to be Deacons was approved.

A recommendation to establish the position of Permanent Clerk was approved. This person will be in addition to the nine member Session.

The Nominating Committee presented their slate of new officers. There were no additional nominations from the church members. The slate is as follows:

For Session: Tom Elliott, Mary Wiberg, Dick Keith, and Jeff Sneddon;

For Clerk of Session, Rochelle Lantermans;

For Deacons: Debbie Wehmeyer, Stephen Eddy, Tim Schowalter

All were voted in unanimously.

Monica Brinkman presented the Terms of Call for Pastor Paula for 2022. In discussion it was confirmed that the terms are within the range of Presbyterian Pastors. The congregation approved the Terms of Call. Pastor Paula agreed to accept them.

Pastor Paula closed the meeting in Prayer.

Respectfully submitted,

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David Maddox, Clerk *pro-tem*

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Paula Steinbacher, Moderator

**Church of the Eternal Hills**  
**Annual Meeting of the Congregation & Corporation**  
**10:15am following worship, Sunday, April 24, 2022**

The meeting was called to order and a quorum was declared. The meeting was opened with prayer and pastoral comments by Pastor Paula Daniel Steinbacher.

Clerk *pro tem* David Maddox presented the Clerk of Session's report. Total active members as of December 31, 2021 was 201.

Finance chair Jeff Sneddon presented the Treasurer's report and Report of the Corporation. Session made the recommendation to the Congregation to accept the report. The moderator called for discussion after which she called for a vote of approval. Approved by all present.

The Officers Nominating Committee presented a slate of nominees to fill empty slots for Elders and Deacons. There was a motion from the floor to accept the slate and, after brief discussion, the following were approved by all present:

Nominees for Elder: Mary Wiberg, Dick Keith, and Jeff Sneddon

Nominees for Deacon: Debbie Wehmeyer (accepting a second term) and Tim Schowalter

The meeting was adjourned with a prayer of blessing for the potluck lunch to follow in the fellowship hall.

Respectfully submitted,

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David Maddox, Clerk *pro tem* of Session

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Paula Daniel Steinbacher, Moderator

**Church of the Eternal Hills**  
**December 18, 2022 Congregational Meeting**

Pastoral Terms of Call

Nomination Committee presenting Elder and Deacons

Review of the Financial Reports

Establish a Quorum - Rev. Paula Steinbacher

Pauls left the room, Meryl Eddy reviewed the terms of call, no discussion ALL IN FAVOR, Paula returns

Nomination Committee presenting new Deacons and Elders: Tim Schowalter

Elder:

Tink Rabey-Hall

Bill Baer

Betsy DeVries - self nomination from the floor

Deacon:

Sharon Baer

Tammy Hermannson

Gary DeVries - self nomination from the floor

Leaving Elders - Meryl Eddy, Matt Nixon and Lynn Adams

Review of the Budget / Finances - Matt Nixon and Jeff Sneddon

Motion to adjourn Meeting - Barbara Williams

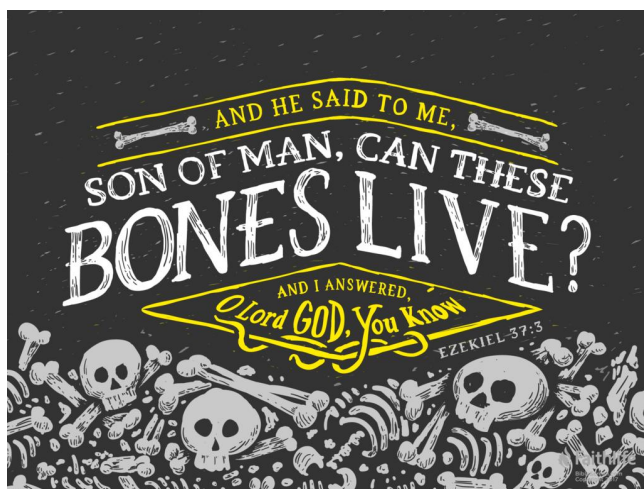
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Clerk of Session Rochelle Lantermans

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Moderator Rev. Paul Steinbacher

## Report of the Pastor      “State of the Congregation” Address



The hand of the Lord came upon me, and God brought me out by the spirit of the Lord and set me down in the middle of a valley; it was full of bones. God led me all around them; there were very many lying in the valley, and they were very dry. God said to me, “Mortal, can these bones live?” I answered, “O Lord God, you know.” Then God said to me, “Prophesy to these bones, and say to them: O dry bones, hear the word of the Lord. Thus says the Lord God to these bones: I will cause breath to enter you, and you shall live. I will lay sinews on you, and will cause flesh to come upon you, and cover you with skin, and put breath in you, and you shall live; and you shall know that I am the Lord.” Ezekiel 37:1-6 (NRSV)

**Presbyterian Church of the Eternal Hills** seemed like a valley of dry bones in January of 2022, coming out of a December that saw low worship attendance, and low engagement across most areas of congregational life. I chose the scene of dry bones from Ezekiel 37 as our starting point from which we would embrace God’s promise that “I will cause breath to enter you, and you shall live!” I knew deep within my own dry bones that God had big plans for our congregation.

2022 did not disappoint! From the 50 Days of Engagement (from Easter ‘til Pentecost) to our “Coming Alive” Stewardship Campaign, we were reminded that God can breathe new life into the dry Fraser Valley and bring new life as promised.

Our leadership was tired; our staff was tired; I was tired; our congregation was distant and disengaged. Every Sunday, I tried to preach on themes that would reinforce God’s life-giving transformational power through Jesus Christ. Week by week we were able to begin adding in additional volunteers. I offered Liturgist Training and was thrilled to have 10 new liturgists prepared to lead worship with me. Karen brought the choir back together to add to worship, and signed up a child and adult to acolyte each Sunday.

As a congregation, we stopped doing the ministries that people were not involved in, and put our energy and effort towards ministries that were flourishing. One of the brightest spots has been the Nourish Ministry providing a taco Tuesday once a month for families with young children. Though advertised specifically at our preschool, each month has seen our families bringing friends and family! We now serve around 80 each month!

Another bright spot was the Holy Week Experience, imagined by me but carried out with tireless effort by Tink Rabey Hall and Tom Hall. I loved watching them come together and pull information out of me to bring the vision to fruition! They recruited new people to come in and help with the wonderful experience, and we hosted the ecumenical Holy Week services using the stations that had so thoughtfully been pulled together.

Our **Coming Alive** Stewardship Campaign was a true treat. Through four weeks we learned together how we can “Come Alive Through . . . Worship, Service, Fellowship, Stewardship.” We capped all of it off with a celebration of my sabbatical trip to the Holy Land. Thank you to all those who worked hard to celebrate how far we have come together through the Fellowship dinner. I loved sharing stories from my trip to Egypt, Jordan, Israel, and Germany.

I served as Moderator of the Denver Presbytery during 2022. Session had approved, years before, my serving in this position, and had agreed to take up the slack in areas where I needed help. The whole congregation; our session (many of them new); staff Jill Miles, Tony Rosacci, and my partner in ministry, James Steinbacher, certainly did take up tons of slack, tolerating last minute plans as I felt I was falling further behind! Karen Harris came onto staff permanently as our new Music Director and gathered our choir back together. Sarah Squires handed over the EHPS Executive Director position to Carey Adler in March, and Carey braved her way through a year of uncertainties and staff shortages, while maintaining loving and supportive classrooms. Our financial team including Barb Williams, Jeffrey Sneddon, Dick Keith, and Matt Nixon worked hard on keeping me apprised of our finances. Everyone did a wonderful job of keeping all things afloat while I spent nearly 10 hours a week (and sometimes even more) on zoom meetings for planning the new structure of the Denver Presbytery.

In July I celebrated being a Minister of Word and Sacrament by serving as a commissioner to the 225th Presbyterian General Assembly in Louisville, KY. It was a joy to be surrounded by so many wonderful presbyters working together to keep our denomination moving ever closer to God’s big dream for the world.

We hosted the August Denver Presbytery Assembly, where hundreds gathered to do the business of Presbytery, hear a wonderful keynote from Rev. Rodger Nishioka, and to celebrate the Installation of Denver Presbytery’s new Lead Presbyter, the Rev. Dr. Dee Cooper. This was a great joy for me and a wonderful completion of my nine years of service here at CEH – she was serving as the Moderator of Denver Presbytery when I was installed as Pastor of Church of the Eternal Hills in 2014. As she asked the constitutional installation questions of me in 2014, I was thrilled to ask the constitutional questions of her, being especially proud to be doing so in our beautiful sanctuary!

I thank God for the breath of life that blew through our Fraser Valley of dry bones this year. Like the scriptural story of Ezekiel prophesying to Israel and offering them the promise of returning to strength and power, we too have been filled and have returned to life.

I’m excited to see what this coming year will bring, and ever grateful for the new members and ministry at CEH. Let’s continue to be filled with God’s Holy Spirit and move out into the community as Spirit-filled disciples who point the way toward a savior who can heal our wounds, fill our empty hearts, and unite our hearts though our hopes and dreams may be quite diverse.

With love and hope for our future in service of God,

Rev. Paula M. Daniel Steinbacher

## **Rev. Steinbacher**

## **Liturgist and Worship Leader Team**

Our Liturgists and worship leaders have been trained in basic public speaking skills, liturgy and prayer writing and delivery, and have signed up to lead worship throughout the year. Each liturgist serves as an important representation of our congregation to all those who are worshipping with us in person as well as those joining online live or viewing later.

### **Team Members to Thank**

Bill Baer, Barbara Bollier, Monika Brinkmann, Sandra Cormican, Meryl Eddy, Stephen Eddy, Danielle Elliott, John Pierce Elliott, Tink Rabey-Hall, Thomas A. Hall, Karen Harris, Tammy Hermanson, Graham Powers, Jeffrey Sneddon, Lynda Sneddon, Marcia Walker, Zandra Walker, Barbara Williams.

Thank you to these wonderful liturgists and worship leaders who have done such a terrific job this year! ! !

### **Bright Spots of 2022**

1. Four training events were held, and those who attended were engaged, committed, and asked terrific questions!
2. When we couldn't find pulpit fill for one of my absences, Elder Jeffrey Sneddon wrote a sermon on "Amazing Grace" and preached!
3. John Pierce Elliot received an exuberant ovation after his Christmas Eve reading of Luke 2!

### **Call to Action**

If you are interested in being a liturgist, please watch for additional upcoming training workshops! We will be needing more liturgists for our "Unchurch" services on Thursday nights.

This year has felt better and better as we began to include more people into our regular worship services. I am so grateful to all of you who have stepped up to the plate to lead worship. With more leaders working together, we bring more dynamic worship to our Creator.

In Christ,

Rev. Paula Steinbacher

## Karen Harris, Director of Music

Provide anthems, offertories, teach music to the children during Sunday School time, special music when the choir is on hiatus and ask adults, children and youth to become an acolyte for each worship service

### Volunteers to Thank

Choir members, Cheryl Simmons, Dennis Stafford and acolytes

### Three Bright Spots

The choir's growth both in numbers and ability. The children singing a song in worship and then teaching a song to the congregation. Having an adult and a child/young adult being acolytes together – great way to get to know one another.

### One Challenging Item

Recruiting singers, acolytes. I am recruiting, but it would be nice to have people feel comfortable enough to volunteer on their own.

### Call to Action

Come to a rehearsal. It helps if you can read music, but I can teach you the part if you can't.

### Ministry Budget Overview

The Music Ministry uses its budget to purchase new music for the choir. We have added many wonderful pieces of music in 2022. I meet with Rev. Paula once a month to plan, so the music you hear during worship is not by accident but by careful planning to enhance the scripture and sermon. We look forward to doing more of the same in 2023.

### Closing Remarks

I am always so happy after a rehearsal or a service. Our choir has a great community where they accept each other and me, and show it through their commitment to CEH and the community through their music. Very rarely do I get a negative response when I ask people to acolyte and I get positive remarks on how we have an adult with a child/young adult fulfilling this important part of the service every Sunday. This ministry shows our love of God through open minds, hearts and arms. I am so lucky to be a leader in this church. Thank you for the opportunity!



# Tony Rosacci, Worship Leader

## **Area of Ministry**

Integrating praise music into our worship; recruiting, encouraging, and equipping band members for our Eagle's Wings Praise Band.

## **Short description of this team's responsibilities**

Provide worship music and fellowship with tech and musicians.

## **Volunteers to Thank**

Peyton Anderson, Sarah Lantermans, Max Laponsky, Sheldon Lantermans, Kim Long, Peggy Mann, Dennis Stafford, James Steinbacher

## **Three Bright Spots**

Watching Sarah's growth.

Watching Congregation learn songs and participate.

Recruiting young talent and encouraging them.

## **One Challenging Item**

Finding volunteers who will commit to practicing and attending on Sunday mornings and Thursday evenings.

## **Call to Action**

If you're a musician, please consider practicing with our band for a while and then commit to joining!

## **Ministry Budget Overview**

Our ministry budget goes to cover our CCLI license and audio equipment.

## **Closing Remarks**

To always be looking for and developing people from our community to serve.

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## **Elder Rochelle Lantermans, Clerk of Session**

### **Area of Ministry**

Clerk

### **Short description of this team's responsibilities**

Minutes, membership and records

### **Volunteers to Thank**

Jill and Paula, we put our heads together and take control of the records

### **Three Bright Spots**

Music (classic and new blended), creative worship times and days, children in leadership (tech team)

### **One Challenging Item**

Embracing the google docs tool for our records

### **Call to Action**

Keeping records in breeze more up to date for reference.

### **Closing Remarks**

I do like how we are moving forward with more creative vision vs just the business of the church.

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## **Elder Lynn Adams, The Center**

Overall, this group is responsible for using The Center for its various purposes as intended during the planning and development process. Rather than a centralized team, there are various teams that operate on an event-by-event basis. That is, the various programs being held there operate with independent teams. Obviously the Nourish Taco Tuesday for Families program has been the most successful program to date, so hats off to that team! Music Nights had some early success but is in need of a musician to take on leadership. This would be an area of focus for restart in fall of 2023.

### **Volunteers to Thank**

Nourish: Many volunteers over the past (almost) two years: Jane Brown, Judy Schowalter, Judy & Pat Nelio, Danielle Elliott, Meryl & Stephen Eddy, Kent & Debbie Wehmeyer, Krissy Morrow, Tammy Hermanson, Dana Harrison, Nancy Eckert, Timi Davenport, Amy Hoover, Lynn & Charley Adams. Special thanks to Jane Brown & Judy Schowalter for extraordinary effort both organizing and donating food to get the program going (and cooking many, many pounds of taco meat!). Music Nights: Tony Rosacci; Tracy & Barb Lyman; Sondra Tilsley & Lance Maloney; Cheryl Simmons; Meryl & Stephen Eddy. UnChurch: James & Paula Steinbacher; Youth: Tink Rabey-Hall, Tom Hall, Bill & Sharon Baer, Tammy Hermanson.

## **Bright Spots**

Every time we get young families together in fellowship is a bright spot! In fact, Nourish has been a key part of achieving one of our most important goals of attracting/serving young families.

## **One Challenging Item**

We need leadership for the various great program ideas that people have. Having the idea is the critical step one, but finding the right team of people to bring it to life is where we can make a difference!

## **Call to Action**

Find something that inspires you, then inspire others to join you to realize that vision. Let's develop another program or two to make as successful as Nourish!

## **Ministry Budget Overview**

Programming in The Center has been largely via volunteer donations. However, there is now a budget to reimburse for the costs of food from a successful "Giving Tuesday" Campaign online, organized by Tink Rabey-Hall.

## **Closing Remarks**

It would be great to have more regular programming in The Center to further fulfill our mission and goals; again, Nourish is the best model. Not all ideas come to fruition, but let's explore some others!

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# **Deacon Lynda Sneddon, Missions Team Chair**

## **Area of Ministry**

Missions

## **Brief Description of our Ministry**

Missions are an important part of our congregational life at Church of the Eternal Hills. We reach out to those in need in our community and around the world.

## **Volunteers to Thank**

Team Members: Pastor Paula Steinbacher, Sarah Wilderman, Krissy Morrow, Sandra Cormican, Tink Rabey-Hall, and Lynda Sneddon

## **Bright Spots**

- 1) Cranmer Dinner Cranmer Community Dinner is held every Friday evening during the winter months at the Cranmer Chapel in Winter Park. This year, CEH Mission donated \$300 to St John the Baptist Episcopal Church to help cover the cost of meat (chicken thighs and legs) and other supplies. Cooked vegetables, macaroni and cheese, cheesy potatoes, tangerines, cookies, and brownies were provided. Two hundred twenty eight meals were served.

- 2) One Great Hour of Sharing The PC (USA) One Great Hour of Sharing Mission raised \$1466.51 to go toward disaster assistance relief, food scarcity, and self-development of people.
- 3) 50 Days of Engagement 50 Days of Engagement was held between Passover and Pentecost. The church family gave of their time and talent for building and grounds improvement. Hygiene Kits for Grand County Many in our community living in campers/cars/tents during the summer months do not have access to personal care items. The Grand County Library District identified a need for both feminine products and hygiene kits. Mission assembled hygiene kits with disposal towels, deodorant, toothpaste and toothbrushes and filled small drawstring cloth bags with feminine products. Items were then disseminated to libraries throughout Grand County.
- 4) Pentecost The PC (USA) Pentecost Mission raised a total of \$435.00 and 40% was retained to develop and support programs for youth at Church of the Eternal Hills. The remaining contribution was sent to Denver Presbytery and used to support Young Adult Volunteers, Ministries with Youth, and children at risk.
- 5) East Grand School District Staff Appreciation In appreciation of the EGSD teachers and staff, 255 ink pens with an attached note and blessing were gifted. Pens were distributed to Granby Elementary, East Grand Middle School, Middle Park High School, East Grand District Administration, Fraser Elementary, Winter Park Christian, and CEHCP. Total cost for this mission, \$263.04.
- 6) Peace and Global Witness The Peace & Global Witness Offering is unique in that half of it goes to the national church while 25% percent is retained by congregations for local peace and reconciliation work, and 25% goes to mid councils for similar ministries on the regional level. The total contribution for PC (USA) Peace and Global Witness was \$395.00.
- 7) Adopt-a-Family Church of the Eternal Hills sponsored eight families with a total of eighteen children. Each family received a City Market Gift Card and the children were gifted items on their Christmas list. Mission gave \$535.00 to cover cost of gift cards and gifts for some of the children.
- 8) Warm and Cozy Tree During the months of December and January, new gloves, mittens, scarves, and hats were collected and donated to Mountain Family Center.
- 9) Church of the Eternal Hills Christian Preschool Teacher Appreciation Teachers and staff members were recognized for their commitment and dedication to children. As a small token of appreciation CEH Mission purchased six City Market gift cards at \$50.00 each for a total of \$300.00.
- 10) Christmas Joy The PC (USA) Christmas Joy Mission provides assistance to current and retired church workers in their time of need and develops our future leaders at Presbyterian-related schools and colleges. CEH gave \$946.00 to this PC (USA) Mission.
- 11) Church of the Eternal Hills Food Pantry For more than twenty years, the CEH Food Pantry was an integral part of the community. The primary role of the pantry was to store food donations and then pass them on to people experiencing hard times. There was a steady decline in individuals and families accessing the CEH Food Panty over an 18-month period. This no longer supported a need for a fully stocked pantry. In October, the Mountain Family Center graciously agreed to provide boxes of nonperishable food items for CEH to distribute as needed. To date, six food boxes have been distributed.

**One Challenging Item**

Getting new people involved in missions. If you're enticed by the wonderful ministries above, please consider joining our team!

**Call to Action**

If you are interested in joining this team of dedicated individuals, please contact the church office for the next meeting date. All are welcome.

**Ministry Budget Overview**

Our missions budget in the past has been derived from the Shop Smart program. We began budgeting for Missions in 2022, and will continue this in the years to come! Our base amount is \$6000, not including the facilities and management support of Eternal Hills Christian Preschool.

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## **Carey Adler, Eternal Hills Christian Preschool Director**

**Area of Ministry**

Preschool

**Short description of this team's responsibilities**

Lead by serving, oversee running of preschool including but not limited to: staffing, quality and curriculum, health and safety/licensing, budgets/financials, enrollment, tuition, grant writing, substitute teaching and basic administrative duties.

**Volunteers to Thank**

Heather McFadden (former PAC member) for creating and showing me the enrollment/budget spreadsheet Danielle Elliott (current PAC member) for reforming our Preschool Parent Committee Sonia Clime (current PAC member) for bringing a new perspective to PAC Mary Wieberg (current PAC Session Liaison) for taking the helm of PAC Tom Hall (Finance Committee member) for helping with Quickbook reports and preschool budget

**Three Bright Spots**

Colorado Shines State quality rating that was done last minute but still scored extremely high quality with a 3 start rating.

Taco Tuesdays bringing together church members, preschool families and staff, and community members.

Attracting quality staff members - Ms Jazmyn, Ms Brigitte

**One Challenging Item**

Communication between preschool - PAC/Session and Rev Paula as Head of Staff. More direct and timely communication with ease of movement of information from preschool to church and vice versa.

### **Ministry Budget Overview**

Mistakes were made in the preschool budget for 2022. Grant income was overestimated and placed in a passthrough account. It was then improperly redesignated to create a false credit for employee compensation. This mistake showed our budget being in the black \$39,732 but we were really sitting in the red at \$-25,188. I saw we had a hefty amount left in our budget when I looked at the 2022 projections so I used that information to hire a new staff member. This choice put us even further in the hole \$-45,764.65.

### **Closing Remarks**

Preschool is excited to be coming out of a place of lack of leadership and staffing as well as COVID. We are looking forward to getting our feet back underneath us as we get to a point of thriving instead of just surviving. Our initial next goal is to provide more care slots in the county by opening an infant room.

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## **Elder Mary Wiberg, Preschool Advisory Committee**

### **Area of Ministry**

Preschool Advisory Committee

### **Short description of this team's responsibilities**

To support the Preschool Executive Director by providing oversight and advice for the licensed preschool serving children between the ages of 1 (and walking) through age 5 in assisting them to become academically ready, socially mature and emotionally prepared in a setting with Christian values for the challenges of kindergarten.

### **Volunteers to Thank**

Meryl Eddy, Lynn Adams, Heather McFadden, Danielle Elliot, Sonia Clime, Linda Sneddon, Diane Jacobson, and Paula Steinbacher

### **Three Bright Spots**

1. The Colorado Shines Program awarded the CEH Preschool with three of five possible stars for the extremely high quality early childhood care it provides. Funding from this program is given by the state through their quality improvement funds program.
2. Taco Tuesdays are loved by CEH Preschool children, their families, and their teachers - and provide a wonderful opportunity for them to get to know each other.
3. Carey has brought new life to our children on Sunday mornings in her role as the Children's Minister.

### **One Challenging Item**

The challenge recently - and one that is consistently of concern - is assuring the budget is equal to the services we want to provide to our community. This calls for work on the part of both the Team and the Session.

### **Call to Action**

Provide the most current data about the needs of families in Grand County (through using current data regarding those needs), the unique Christian environment we provide for children, and what it would take to expand the capacity within our facility to grow the size of our PreSchool - including helping with identifying funds to support its growth.

### **Ministry Budget Overview**

A review of the CEH Preschool budget recently revealed discrepancies based on inaccurate assumptions. We are grateful for the work the Finance Committee and the Preschool Director have made in addressing the discrepancies in calculations of income and expenses.

### **Closing Remarks**

The choice of CEH to provide childcare services in Grand County is meeting a great need in the community. In moving forward, we hope that CEH will use current data to identify ways in which our services can be expanded - serving both the community and God in the process.

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## **Elder Dick Keith, Chair of Stewardship**

### **Area of Ministry**

Stewardship

### **Short description of this team's responsibilities**

Stewardship encourages the giving of your time, talent and treasures. It is the giving by our members and friends of the CEH family that makes our church a growing and vibrant congregation. Stewardship plays a major role in the financial well being of the church through our annual pledge campaign which provides the ability to maintain a growing budget. By doing this, we are able to expand our ministries and missions.

### **Volunteers to Thank**

Pastor Paula Steinbacher, Matt Nixon, Meryl Eddy, Tink Rabey-Hall, Dick Keith

### **Bright Spots**

1. Congregational kickoff dinner for our pledge campaign.
2. Increases in the number of giving units, average pledge and overall increase in the number of people giving of their time and talents.
3. Pledged income increased every year since 2014 with the exception of 2021 COVID year.
4. We were able to obtain pledges to pay off the debt for The Center by the end of 2023!

### **One Challenging Item**

The Stewardship committee needs more members. We need to be more regular in participating in e-blessed stories. We need to start our annual pledge campaign earlier in the fall. We need members of the committee that are willing to write, design, edit, publish etc. during our annual campaign to lessen the load on the administration.

### **Call to Action**

Be a part of directly supporting and planning for the financial stability of our church by assisting with the implementation of our annual pledge campaign.

### **Closing Remarks**

It's a whole lot more than just giving money!! It's giving of yourself in numerous ways.

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# Deacon Tim Schowalter, Deacon Coordinator

## Area of Ministry

Deacon Coordinator

### Short description of this team's responsibilities

Deacons provide Service during Church Services. Greeting, making visitors feel welcome, ushering, locking and unlocking doors, servicing the pews, offering, communion, shoveling snow off the walks before church and helping with Fellowship. We also help as needed with funerals, memorials, weddings and other special occasions. As the hands and feet of the church we are available to help with projects as needed. We also are monitoring the church service for security concerns.

### Volunteers to Thank

New Deacons for this year are Sharon Baer, Gary de Vries and Tammy Hermanson. Deacons serving again this year are Frances Keith, Cathy Lile, Lynda Sneddon, Tim Schowalter, and Debbie Wehmeyer. Members that help and are volunteer Deacons are Steve Eddy and Betsy de Vries.

### Bright Spots

New Deacons have joined in well and are active in Deacon of the Day services. We have helped with our first Potluck dinner this year and hope for more. We have not had many special occasions to help with so far this year.

### One Challenging Item

Continue to be active greeters, care for the congregation and introduce visitors and potential new members to the congregation. Encourage all attendees to partake of our fellowship opportunities. Should we revive the college coffee care program and the mystery friends program?

### Call to Action

We need more people to volunteer to prepare, serve and clean up for fellowship.

### Closing Remarks

We strive to be the open arms of the church. Welcomed and encouraged several visitors to return to church and to visit the Lenten Study Group.

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# Counselor Danielle Newell, CEH Counseling Center

## Area of Ministry

Counseling

### Short description of this team's responsibilities

To provide counseling services to CEH members of the congregation, to preschool teachers EHPS and to Grand County residents, regardless of religious faith, or denomination. Collaboration with the pastor or other teams in order to support our community.

**Volunteers to Thank**

Jill Miles is invaluable as a team member. She provides technical support, greets clients seeking counseling and always has just the right resources when needed.

**Bright Spots**

The client that experiences an “aha” moment, recognizes their need for help, asks for help and applies what they’re learning to enhance their own life and help make someone else’s better.

**One Challenging Item**

I don’t advertise our counseling services at CEH. Does that need to change?

**Call to Action**

It would be helpful to know congregants are praying for clients we are trying to help. Could this be part of our prayer ministry at CEH?

**Closing Remarks**

Counseling the broken hearted, the poor and hurting in our community is one of the most meaningful and rewarding opportunities I have ever been given. Thank you CEH

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## **Kyle Ohl, Parallel Counseling**

**Area of Ministry**

Therapy

**Short description**

Provide infant and early childhood mental health to families and children from prenatal to 8 years old.

**Volunteers to Thank**

Not on my team exactly but James and Jill make it possible for my office to run. Also, Jazmyn from the preschool makes it possible for a dyad (mother/son) to attend counseling by spending her hour break on Thursday watching the other children.

**Bright Spots**

Through the support of the church and space, I was able to provide over 500 hours of counseling to families. 90 of those hours were supported by the scholarship. Through this work in the last year, I have seen parents view their children differently, kids trust their parents to keep them safe, new moms find safety even within their scarily thoughts. Families have felt safe enough to be vulnerable and get the help they need.

**Call to Action**

It would be nice to look at ways to continue the support for families with multiple children. It is a luxury to pay for counseling and then I ask them to find a babysitter in a child care desert. Maybe a conversation around what it might look like to have someone available to spend 50 minutes with a child while their parent and/or parent/sibling is getting the help they need.

### **Closing Remarks**

It has been eye opening to see the work come together. I have been full (unable to accept new clients) since November of 22. I hate turning people away. Thinking of ways to expand the work and meet the needs of the community is my current reflection. Without the support of the church, meeting this many families, in a safe accepting environment would not have been possible. I am honored to be a piece of the work and appreciate the church having a piece as well.

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## **Elder Meryl Eddy, Personnel and Policy**

### **Area of Ministry**

Personnel and Policy

### **Volunteers to Thank**

Members of the Committee: Meryl Eddy, Monika Brinkmann, Ken Fosha, Pamela Flor-Stout, and Marcia Walker.

### **Committee Activity**

The Personnel Committee met to discuss and recommend salary actions for 2023, increasing the overall staff compensation budget. The Committee also met as needed and had email discussions regarding policy, interviews, and new hires. A Benevolence Policy was drafted late in 2022 to be considered by Session in 2023. Training and any modification of the 2020 Emergency and Security Plan should occur during 2023.

CEH was delighted to restart its Choir in 2022 for the first time since the start of the pandemic and the 2020 retirement of its longtime choir director, Patti Applebee. An adhoc Choir Subcommittee and the Personnel Committee recommended hiring Music Director, Karen Harris, who began in Spring 2022. We welcome her talents and service.

In 2022, the following teachers joined EHCP (preschool) service: Brigitte Blois, Jasmyn Gonzales and Ruby Yodar. Kay Irvine returned to the teaching staff and Carey Adler returned to lead EHCP as Executive Director and CEH Children's Worship Ministry during Sunday Worship. We welcome their talents and service.

In 2022, the following teachers left EHCP (preschool) service: Kendall Britnell, Brandy Heitzenrater and Tinna Hidell. We thank them all for their service.

The Personnel Committee conducted an evaluation survey regarding the Pastor and the CEH Music Program during the Summer of 2022. Results were shared with Session and the appropriate staff.

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## **Elder J. Thomas Elliott, Outreach & Community Service**

### **Area of Ministry**

Outreach and Community Service

### **Short description of this team's responsibilities**

To focus on ways the church can reach the community beyond our Sunday services. Be intentional with the relationships and organizations we partner with throughout the valley. Offer volunteer opportunities for our church members to serve in meaningful ways to help people in the name of Jesus.

### **Volunteers to Thank**

The entire Nourish Taco Tuesday crew plus Danielle Elliott

### **Bright Spots**

Taco Tuesdays have been a huge success creating fellowship between preschool parents and church members. Rekindling CEH's relationship with Habitat for Humanity offers hope for the coming year for volunteer and service opportunities.

### **One Challenging Item**

Organization and solicitation of volunteer opportunities to the church needs to be more regular and accessible for those who would be interested.

### **Call to Action**

Please contact me if you have any other potential partner organizations or volunteer opportunities outside of the church you would like to highlight to members.

### **Closing Remarks**

My hope is to see more of our church members giving of their time and talents to help others throughout our community.

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## **Elder David Maddox, Building and Grounds Liaison**

### **Area of Ministry**

Building and Grounds

### **Short description of this team's responsibilities**

Maintenance and repair of the building, grounds, and equipment

### **Volunteers to Thank**

Kent Wehmeyer, Matt Nixon, Lee Anderson, Pat & Judy Neelio, James Steinbacher, Sheldon Lantermans, Lynda & Jeff Sneddon, Skip Schroer, Sandy & Richard Bramlet.

### **Bright Spots**

- We replaced the roof with cash, following a simple call for donations to bulk up our maintenance reserves!
- Janis' garden (in memory of Janis Lund) was replanted and sprinkler systems repaired.
- New, drought-tolerant xeriscaping in the Memorial Gardens by Sandy & Richard Bramlet.
- Many volunteers work year-round on the building, making little repairs here and there – thank you so much!

### **One Challenging Item**

2022 was an interesting year for CEH. The building turned twenty, bringing with that a sizeable number of maintenance and replacement projects:

- Some furnaces quit working and needed to be “repaired” by salvaging parts from one for the other leaving one to do the job of two for a while. This created the need for replacements which will occur in 2023.
- The roof was worn out and needed to be replaced. This was the result of being required by the HOA to put twenty year roofing on the building.
- A leak occurred in the north side of the sanctuary which was tracked back to a clogged drain spout forcing water onto a porch that leaked water under the door and onto the floor and the inside of the wall down to the basement. Much of the gutter system was determined suspect and it was replaced wholesale in conjunction with the reroofing, solving the problem and eliminating some future potential problems.

### **Call to Action**

Discussions with the fire chief determined that we could improve our fire resistance but we were in compliance with current guidance. A project to improve our fire resistance in 2023 is being discussed by the grounds committee. A leak occurred in the watering system for the front flower beds. This ran backwards via the pipe into the utility room downstairs. The leak was stopped and the system will be modified to make it unlikely in the future. It is operating with a temporary repair at this time and is on the list of things needing attention in 2023 once the ground thaws.

### **Ministry Budget Overview**

Replacement of the roof was done with funds from the maintenance reserve. This will have to be replenished as we will need to replace the roofing again hopefully in not less twenty years. The 2023 budget includes the cost of replacing the last two original furnaces.

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## **Treasurer's Report, Barbara Williams and Thomas Hall**

We have a new group overseeing finances at CEH. Many thanks to Matt Nixon who retired from the session after leading us through COVID and Project 20/20.

Jeff Sneddon is now the elder in charge of Finance. We have co-treasurers Barbara Williams and Tom Hall. We also have a Finance Committee that includes these 3 people plus Matt Nixon, Dick Keith, Keith Cooper, and Paul Hollrah.

2022 was a good year for CEH, while EHCP had some struggles.

The following page, prepared by our accountant, provides a summary of our 2022 finances. Please let us know if you have questions or need additional detail.

Donations to the church were up compared to last year, and income was \$30,000 over budget. Expenses were \$5,000 under budget, so we had net income of almost \$35,000. We also received a \$67,443 grant from Denver Presbytery for technology which will be used to purchase a new copier and audio/visual equipment.

Project 20/20 to build out the basement, now called The Center, is basically complete. We are making payments on the \$120,000 loan, but received additional pledges and expect to pay it off this year. We have signed a contract to have the lower lot paved this spring.

Our preschool, EHCP, is not doing as well. Expenses were up due to staffing changes and salary adjustments necessary to keep us competitive with other preschools in the county. As a result, the preschool ended the year with a deficit, a portion of which was offset through grant funding and fundraising. The staff continues to pursue grants, and we are working to understand what led to the deficit, and to take steps to insure we won't be in this position at the end of 2023. Church members continue to help with chores like washing toys.

For 2023, once again, pledges are up. We also received additional Project 20/20 pledges of about \$70,000

Nicole Young and Agi Lyon of Pope, Young, Bohall LLC continue to do the bookkeeping and accounting. They, and as always, Jill, who takes care of everything in the office, receive our sincere thanks for all they do for CEH.

Church of The Eternal Hills			
Profit & Loss by Class			
January - December 2022			
	2000-CEH	3000-EHCP	TOTAL
	Actual	Actual	Actual
Income			
400 CEH General Fund Income	344,920.87	42.97	344,963.84
417 EHCP General Fund		281,243.28	281,243.28
Total Income	344,920.87	281,286.25	626,207.12
Gross Profit	344,920.87	281,286.25	626,207.12
Expenses			
500 Facilities Expenses	56,864.79	835.46	57,700.25
506 Administration	56,921.97	9,508.25	66,430.22
510 Budgeted Ministry Expense	18,084.83		18,084.83
520 Personnel Expenses	178,392.17	323,506.85	501,899.02
Total Expenses	310,263.76	333,850.56	644,114.32
Net Operating Income	34,657.11	-52,564.31	-17,907.20
Other Income			
407 Designated Funds Income	232,027.35	40,249.00	272,276.35
700 Mission Pass Through	3,332.51		3,332.51
Total Other Income	235,359.86	40,249.00	275,608.86
Other Expenses			
530 Designated Funds Expense	64,132.94	33,449.34	97,582.28
800 Mission Pass Through	576.00		576.00
Total Other Expenses	64,708.94	33,449.34	98,158.28
Net Other Income	170,650.92	6,799.66	177,450.58
			0.00
			0.00
Net Total Income	205,308.03	-45,764.65	159,543.38