



**2022 Annual Report
Resurrection Lutheran Church**

December 4, 2022

12:00 pm

Annual Report Table of Contents

Senior Pastor Report	Pg 3
Associate Pastor Report	Pg 5
Intern Report	Pg 6
Saddlebrooke Pastor Report	Pg 7
Council President Report	Pg 8
Church Council Highlights	Pg 9
Finance Ministry	Pg 9
Music and the Arts	Pg 10
Technology Ministry	Pg 12
Child Development Center	Pg 13
Children and Family Ministry	Pg 14
Middle School Ministry	Pg 15
High School Ministry	Pg 16
Life Groups Ministry	Pg 18
Quilting Bee Ministry	Pg 19
Art by Heart Ministry	Pg 19
Social Ministry	Pg 20
Property Committee	Pg 25
Safer Campus Committee	Pg 27

Senior Pastor

“He put a new song in my mouth, a hymn of praise to our God. Many will see and fear and put their trust in the LORD.” Psalm 40:3

I remember well the year - 1983 - the Irish rock band U2 released the song “40,” a modern rendition of Psalm 40. I was enamored by the fact that my favorite music group in the world was singing praises to God. The lead singer, Bono, would belt out, “*I will sing, sing a new song!*” and my heart would leap for joy.

It seems here at Resurrection Lutheran Church (RLC) we are continually singing new songs. Our RLC Mission Statement, “*Called by God’s Spirit, we are to be the presence of Christ in our daily lives, so that others will follow him,*” invites each one of us into the choir of these new songs. We apprehend quite well the commanding vision of church—that in Christ we are a new creation called, gathered, sustained and sent by the Spirit into the world bearing Good News of God’s reconciling love!

2022 was a year of welcome and new beginnings at RLC:

We welcomed Pastor Erin Morris as the Associate Pastor of Youth and Family Ministries. We welcomed Wyatt Linde as the Pastoral Intern. And we also welcomed several other key team members to our RLC staff.

- We received over 100 new members to the RLC family at both of our locations, Oro Valley and SaddleBrooke. These new members have brought new melodies to our congregation, and we are so thankful and blessed through each one of them.
- We continued our outreach to more than three hundred online worshippers each week through our Live and recorded worship services.
- We raised up three new pillars that are central to our congregational identity: ***Worship, Learn and Serve***. Through vibrant worship, engaging community life and ongoing learning, and steady service, this congregation embodies the spirit of a new song. A new song that builds up, encourages generosity, explores, cares, reaches out, serves, attends to detail, loves to talk and play, welcomes the seeker, and advocates for justice.

This is why it is so wonderful to serve in this congregation. Thank you for being a part of singing this new song.

In 2023, I look forward:

- to the continued call of pastoral leadership alongside Pastor Erin, Pastor Roger, and Intern Wyatt - and the work of ministry alongside all of you.
- to the construction of a new prayer room in the Outreach Center – as we are a people of prayer.

- to the addition of more shade sails on our patio that will enrich our fellowship and welcome. It's so pleasing to gather in God's Name and gaze out at the beautiful Catalina Mountains.
- to the month of February and a new mission trip opportunity through *Casas por Cristo* to build two new homes.
- to April when Pastor Erin and I will lead a pilgrimage of ninety people from RLC to the Holy Land.
- to the addition of new opportunities to learn and serve and sing new songs. We invite you to be a part of the amazing things that the Holy Spirit is doing in and through this church.

Resurrection is such an exciting place to do ministry. My hope and prayer is that we will continue to build a prevailing church in the midst of an often skeptical culture, a church that takes seriously God's constant desire to put new songs in our mouths.

As I complete my fifth year of service as one of your pastors, and first year of service as your senior pastor, it continues to be a blessing to be among you. The commitment, support and vibrancy of your faith is inspiring and invigorating to me personally and to this church. My special thanks to our incredible church staff, the amazing Resurrection Church Council, the many faithful members of various committees, and the servant leaders and volunteers that carry out the work of the church. I look forward to traveling together into 2023. Here's to a year filled with the one-of-a-kind inspiration that comes from being in contact with the God of new songs.

Respectfully submitted,
Tim Nybrotten, Senior Pastor

Associate Pastor

November marks four months that I have had the pleasure, honor and calling here to Resurrection Lutheran Church, and what a wild four months it has been! Coming here from South Carolina, leaving a church and people that I loved, and knowing that my calling there was done was not easy. I know that the Father sometimes calls us to do hard things, and the Spirit gives us what we need to accomplish it. Answering the call to Resurrection, being part of this amazing team, and loving you has been one of the easiest and more joy filled things I have ever been given the gift to do. I have no doubt that this is where I am to be in ministry, and you are the people that I am to be with.

I have seen time and again that the Holy Spirit is moving, and we can either put up roadblocks or catch the tailwind and go for a ride. Through our amazing worship experiences, classes in Lutheran 101 and Bible 101, and serving at Anna E. Lawrence, Coffee with the Pastors at the CDC and Fall Fest, I see why Worship, Learn, and Serve are the pillars for what it means to be the body of Christ at RLC.

The CYF Team (*Children, Youth and Family*) of Chris Justesen (*Director of the Child Development Center*), Brenda O'Connor (*Director of Children and Family Ministries*), Josh Carlson- Kroschel (*Interim Youth Director*), and Jason Benedict (*High School Director*) are Amazing. We continue to grow how we are reaching out to the different generations and helping them nurture their relationship with Jesus. I am awed by their dedication, creativity, and passion. Resurrection has a gifted Administrative Team who keeps the train on the tracks, from finances to communication, and everything in between. And I am beyond excited to learn, work and laugh with Pastors Tim and Roger, and Intern Wyatt.

As I look forward to 2023, I am excited to see how Jesus continues to pour out his grace on us and how we will respond with love. I look forward to continuing to welcome more people to our worship and helping create a culture of invitation and hospitality. I am curious to see how more people will be called forth to teach and learn about who we are as chosen children of God, and share that with all those with whom we are called to be in relationship. I look forward to developing systems and processes for people to serve here at Resurrection, and in their communities.

Respectfully submitted,
Pastor Erin Morris

Intern Pastor

It feels very fitting that I am writing this “annual report” halfway through my internship (I cannot believe that internship is halfway through!). As I write this, I have been reflecting on where we have been, what I have learned, and where we get to go. I have been here for six months, and what a six months it has been! There is so much that is happening at Resurrection, it’s hard to find room to fit it all! The opportunity to serve as your intern has been amazing. I have gotten to experience so many aspects of ministry and I have already learned more than I could have hoped. I have gotten to preach and lead worship often. Several times a week, I get to visit and share communion with members of our congregation who cannot make it to worship. And I have created a midweek advent service that I am excited to share with you all on Wednesdays in December. I have also been involved in teaching Confirmation, Bible 101, and organizing Hydration and Holy Conversation. We are also in the midst of offering a new Grief Course that I got to construct. And I have been very involved in planning our church’s mission trip to Mexico this coming February. It is a blessing to serve such an energetic church because I get to learn about so many aspects of ministry. It is an incredible time to be a part of Resurrection Lutheran Church and I am blessed to be a part of this community!

With great energy comes great opportunity. Visiting the homebound members of our community is one of the great joys I have experienced in ministry so far. Spending time with folks who can’t make it to worship for one reason or another is often the highlight of my day. However, I can only visit so many people at a time. As the list of people I get to visit lengthens, so does the time between visits. I love that I have the opportunity to develop personal relationships with people I do not get to see in worship, and I lament that I cannot visit them more often. One of the hard lessons I have been learning during internship is that I cannot do everything; no person can. Instead, I *get to* rely on the incredible people in this community as we collectively carry out God’s mission for this church. I am seeing that that is true across the church. No one person can do everything. But no one person needs to! We have so many opportunities to serve God’s Kingdom here, that everyone can do something.

As I said, I lament the fact that I do not get to visit people more frequently. To remedy this, we will be reintroducing our Caring Ministry Team in the new year. It is a beautiful thing to see people caring for one another. I am excited to see how God works through the people who decide to be involved in this ministry. We also have our Mission Trip to Mexico to look forward to! We have been given an amazing chance to radically change the lives of our siblings in Christ by gifting them a house. And these houses will not just be a gift from the people who travel to Mexico. They will be a gift from our entire community, since the resources to build the house will be paid for by our generosity. Based on the excitement I have already seen from our community, building houses for our siblings in Mexico could become a ministry of Resurrection for years to come. I would love to see Resurrection Lutheran Church continue to change the lives of people through the gift of a home year after year. As I look into the future, I can’t help but marvel at the incredible things that God is doing and will continue to do at Resurrection Lutheran Church. I am so blessed to be your intern!

Respectfully submitted,
Intern Wyatt Linde

SaddleBrooke Pastor

Resurrection at SaddleBrooke is a strong and vital congregation about 15 miles north of the Oro Valley campus. The congregation meets in the main building of HOA 1 with attendance during the winter season in the 130s. Pastor Roger Pierce coordinates worship and pastoral activities for this satellite gathering and is assisted by three other retired pastors and the clergy staff from the main church.

Each Sunday the Vermillion Ballroom is converted into a church and then returned to its ballroom status for the remainder of the week. "Resurrection at SaddleBrooke folks feel very much a part of the larger church, even though they are separated by distance," Pastor Roger commented. "Many from the congregation take part in events held at the main campus, and we are blessed to have the preaching staff from Oro Valley lead worship regularly."

Resurrection @ SaddleBrooke members also have hearts for mission, illustrated by the "Warm Coat Drive" that collected two SUV loads of coats and sweaters for local distribution to men, women, and children in need. Our church is blessed, indeed, by having two growing sites where the Good News is proclaimed.

Respectfully submitted,
Pastor Roger Pierce

Council President Report

Members and Friends of RLC,

What a wonderful year we have had! God is on the move in our congregation! I can feel the buzz of excitement on what RLC is doing. - Hang on because RLC is going to see many wonderful things happening. - We are just getting started!

RLC has been truly blessed as we have been growing in membership while some other churches have had to close their doors.

- More people are congregating for conversation before and after the church services.
- Sunday School classes are growing.
- People are smiling.
- More Life Groups have started up this year.
- The Bible 101 and Lutheran 101 classes have been well attended.
- The pastors have had the opportunity to be dunked in the dunk tank!
- The choirs are growing.
- RLC has a new electronic sign.
- Fall Festival had more than 350 people attending, many of them outside our congregation.
- Both our Women's Retreat in February and the Holy Land trip in the spring are full.
- RLC has been asked to help build homes in Mexico.
- Two pastoral positions have been filled with Pastor Erin and Intern Wyatt.
- Open staff positions have been filled with talented and wonderful people.

All of this is happening because of your kind and generous spirits! Thank you for all you have contributed and thank you for your prayers! You have made RLC a welcoming place for visitors and new members. It is all of you who make RLC what it is!

I want to also extend my thanks and gratitude to the three Council members whose term will be completed at the end of this year. RLC is where it is today because of their leadership. These members are Melanie Franz, Stephanie Thompson, and Tim Bauer.

God is taking us on an amazing journey. I am honored to take this journey with all of you. Fasten your seat belts!

Yours in Christ
Lorene Faulkner, President

Church Council Highlights

The 2022 year was a year of reorganizing to support our mission, "...so that others will follow Him."

Your Church Council worked with the Human Resources Committee to discern the staffing needs for moving forward. Existing positions that have been filled this year are: Graphic Design/Multimedia Specialist, Welcome Coordinator, Maintenance Staff, Multimedia/Audiovisual Director and Associate Pastor of Youth and Family.

The Council established a Call Committee, who recommended Pastor Erin Morris to become the new Associate Pastor. Council moved forward to approve Pastor Erin to go before the congregation for a congregational vote. The congregation extended a call to her in May. RLC has been very blessed to have her as a pastor here.

Council renewed the Intern Program. RLC was blessed with Wyatt Linde who started in June.

On property matters, Council approved the building plans for a prayer room that will move forward once Oro Valley approves the plan. Funds for the prayer room were graciously donated. Council and Finance Committee approved the funding for a new shade sail, a welcome station, and safety bollards to be added in the spring of 2023. A scissor lift was also purchased for safety when dealing with the high ceilings.

The RLC Council, the Human Resources Committee, and the Finance Committee hosted a staff appreciation luncheon in October. The staff was thanked for all their efforts and for graciously dealing with the many changes in the last year.

Respectfully submitted,
The Church Council

Finance Ministry

The finance committee has been an established committee of the church since April 1998. The committee consists of RLC Congregation member who currently are: Bob Asbell, Chairperson; Chuck Roehrick, Treasurer; Mary Joviak, Secretary; Mark Byl, Mimi Israelson, Don Siglin, Don Thurmond, Wally Vette and Kayla Munoz(new member 11/2022), Members-at-Large. Lorene Faulkner, Council President, Pastor Nybrotten, and Janet Singler, Bookkeeper, serve as ex-officio members of the committee. Others who regularly attended finance committee meetings this past year include Chris Justesen, CDC Director and member of the CDC board; Pastor Erin Morris, and Intern Wyatt Linde.

One of the main functions of the Finance Committee is to provide the council with relevant and reliable information that will allow the Council to make decisions in the best interest of RLC. The committee meets on a scheduled monthly basis to monitor the financial

statements of the church. During Covid 19 the committee met more frequently to closely monitor the churches financial position.

Some of the areas impacted by the committee in 2022 were:

- Closely monitored the church and CDC financial position to make sure that RLC remained in sound financial position.
- The Finance Committee recommended to Church Council that we make a principal payment of \$50,000.00 for our mortgage. This check was sent on 12/31/2021 and was recorded in early 2022 business by Thrivent. This payment of \$50k is in addition to our regular monthly mortgage payment of \$18,263.00.

The finance committee also oversees and assures the financial integrity of the RLC financial systems. In 2022 the committee:

- Arranged for the audit of RLC finances. This audit in early 2022 was for the financial operations of 2021. This audit was accomplished by the RLC audit committee. The audit results were the best in many years and the audit results were reviewed and implemented as appropriate by the finance committee. Compliment to the outstanding work of our bookkeeper, Janet Singler, for the very positive results of this audit. The next audit will be in early 2023 for our financial operations of 2022.
- The committee oversees the budgeting process. In doing this we worked with the staff and council to develop the proposed 2023 budget.

Respectfully submitted,
Bob Asbell, Finance Committee Chairperson

Music and the Arts

Concluding 2021-The drama ministry presented a wonderful four-week Advent series written by Mark Simpson, presented during the Wednesday noon Advent and the Sunday, 10:45 AM services. The Resurrection choirs presented a beautiful Christmas presentation entitled, *How Should a King Come*, which featured two narrators, several top-notch soloists from within our congregation, an orchestra of professional instrumentalists and beautiful visuals.

Welcoming 2022 -The weekends in Lent included a worship series called, *Cross Purposes*. The Wednesdays in Lent incorporated Taizé music and a time of individual healing prayer during the service, held in the Memorial Plaza. The choirs presented the Holy Week cantata during Palm Sunday weekend entitled, *At the Ninth Hour*, and focused on the last hours before the crucifixion, utilizing a smaller orchestral ensemble and a few of our handbell choir members. On Good Friday, *The Messengers* drama ministry, directed by Julie Sieger and John Rowe, presented a montage of scenes called, *Watchers on the Hill*. A new worship liturgy was introduced to the congregation called, *The Tree of Life*, by Marty Haugen. In the spring and summer, I provided weekly private voice lessons

for new choir members. During the hospitalization of Kerri LaVallo, I took on the role of creating worship bulletins for Oro Valley and SaddleBrooke services for several months. Handbell Director, Jane Anderson, submitted her resignation in May. We have been without a director of Handbell Ministry for six months. The HR Committee and I created a new position of *Director of Handbells and Children's Music*. Lacking applicants, the position is now being divided into two separate roles. SaddleBrooke saw a leadership shift with Susan Tjossem taking on the role as choir director/worship pianist, which opened up the position of choir accompanist for Joan Chasanov. I created a new healing service format for the Saturday, 5 PM worship service. The contemporary worship team, *river*, directed by AJ Lepore, has undergone reorganization both as a team, as well as in the areas of sheet music, electronic music files, and audio files. AJ also reassigned technical responsibilities to members of the team. *River* has made great strides this year. The last two weeks were festival weekends with Reformation, which included a full loft of singers and nine instrumentalists who accompanied the choir and worship music, followed by All Saints' weekend. Some of my regular tasks include creating weekly worship services, including worship liturgies, calls to worship, prayers, confessions, videos, benedictions, hymns, and special music, editing printed materials and visual media, preparing/providing/assigning scripture readings and readers for all services. I see to seasonal decorations for holidays and special services. The *Banner Committee* is meeting regularly to select the banners for the sanctuary. *Art by Heart* continues their regular ministries and I continue to be a staff liaison.

Coming soon -The choirs are currently working hard on the Christmas program, Händel's *Messiah*. The number of singers has significantly increased. This year's children's Christmas program is being directed by Lindsay Hoel. Lindsay brings a wealth of knowledge of music and educating children. I'm recruiting a new team whose responsibility it will be to create scenes for the altar area, called *Altar Arts*. Another goal is to form a musical ensemble for Saturday worship. In addition, I expect to introduce a new evening liturgy to the Saturday worship service that can be included in the monthly rotation, as well as new liturgy to our Sunday morning services. Positions for a Children's Music Director as well as a Handbell Director are expected to be filled soon. Long-term future wishes include window coverings for the sanctuary that would allow complete darkness for fully staged presentations, and the hiring of choir section leaders.

Thank you to the music staff, church staff, church council, HR team, and awesome pastors.

Respectfully submitted,
Tanya Elias, Minister of Music and the Arts

Technology Ministry

I would like to start out by thanking all of you for welcoming me into the Resurrection Church family over the past three years. We have been through some crazy times together and I am so grateful for the support and kindness that you have all extended toward me. It has been a joy watching our church family use times of difficulty and uncertainty to become a positive and unified community.

This past year has been a very exciting year of growth for our church technologically. We now have a great tech staff at both our Oro Valley and Saddlebrooke locations who have been working together for some time. I'd like to thank Isaiah, Eli, Denis, and Mason for all their hard work. I'd also like to thank our volunteers Charlie, Michael, Bill, and Sal for all their help over the past three years. Each of us is continuing to learn and grow together so we can better accommodate all the different ministries and groups that use our facilities. A lot of time has been spent assessing the current state of where Resurrection is at technologically. We now have an active inventory of all our tech equipment and have organized and cleaned up all our tech areas on campus. Multiple carloads of old, outdated, and unusable tech items have been donated and removed from the church. We have replaced many of our tech systems to make them simpler, more user friendly, and of higher quality. Below is a list of notable items that have been replaced within the last year or so:

- Hearing assist system in sanctuary
- Rear confidence screens in the sanctuary
- Media / streaming computer in the sanctuary
- Office phone system
- Cameras for recording and streaming services
- Portable sound system speakers and microphones
- Numerous Wi-Fi and network access points across campus including the CDC
- Saddlebrooke sound system
- Saddlebrooke camera for recording services

Though we have made many advances with technology, we have experienced some challenges. One of our largest challenges has been improving the Wi-Fi and network capabilities throughout the campus. Our pre-existing Wi-Fi host and most of its components are outdated and no longer supported so we have been slowly rebuilding the entire Wi-Fi infrastructure with a new host. Another challenge has been prioritizing and pacing tech upgrades. As of three years ago, almost every piece of technology here at Resurrection was over ten years of age. It has taken quite a bit of strategizing and planning to prioritize what should be replaced and when it should be replaced. Thankfully, we have made quite a bit of progress and it looks like more is to come.

Looking to this next year we have so many exciting opportunities for growth. I am looking forward to improving the quality of our online services through use of additional cameras and media that will help our online viewers feel more present and included in our services. This includes creating a more user friendly and interactive website and online

presence through our many social media outlets. I am also excited to use video to tell stories and testimonies of how Jesus has impacted the lives of those in our congregation as well as our community. I believe that through our stories we can present the most tangible vision of Christ's love for all his children. I would also love to someday create a multipurpose venue on our campus that could host events for our youth and family ministries as well events for the Oro Valley community.

It has been a great year. Thank you all so much for your support and service to our beautiful family here at Resurrection Lutheran. Let's go 2023!

Respectfully submitted,
Luke Amble

Child Development Center

2022 has been a very productive year that has brought much change and growth! Our enrollment continues to increase, and we are slowly but surely getting back to pre-pandemic levels. We currently have a total of 82 children enrolled (anticipating an additional 10 children who will start in the early months of 2023), and 22 staff members! There are many new faces on staff this year, and we are grateful for their dedication and commitment. New staff members bring new energy and it is an exciting time to be part of the RLC life. The positive energy is palpable as you walk onto our campus. We all look forward to what each new day brings!

Pastor Erin's arrival in July has been a blessing to all of us at the CDC. She has joined in the fun during the monthly Coffee with the Pastor mornings and has gotten to know many of the families here. The children and parents love having her hang around with us! Pastor Erin is also taking the lead on the Children/Youth/Family Team. Her excitement is contagious. It is clear that the Spirit is at work!

We have been very fortunate in 2022 to have been awarded several grants. They have allowed us to adjust our staff wages to accommodate the new hiring standards, to purchase 2 interactive whiteboards or smartboards. The additional curriculum that is available to us now is incredible. We are able to do things like go on a safari, visit a veterinarian's office, and learn how to put the jelly inside donuts through virtual fieldtrips. We also use the interactive features for drawing graphs and creating blueprints for things we will build in our classroom! The new curriculum features are getting rave reviews from both children and parents.

As our community grows, so do the number of other schools/centers that are offering the same services. We are blessed to have an outstanding reputation in our community and most of our new students come from parent recommendations. While this is an awesome testimony for the work that we do, our RLCDC school board is looking forward to developing a more comprehensive advertising/marketing strategy

in 2023. Stay tuned for a fresh logo for RLCDC, as well as more programming that invites and engages school families in church life.

RLCDC operates from 7am to 6 pm Monday through Friday. This ministry is happening **55 hours per week/ 50 weeks a year in between Sundays!**

All in all we have been extremely blessed this year. We just celebrated the 1st anniversary of Pastor Tim's tenure as our Senior Pastor. We are so grateful for the vision that he, in combination with our RLC Leadership teams, continues to build. We thank you for your continued support of this vibrant and growing ministry.

Respectfully submitted,
Chris Justesen, Director

Children & Family Ministry

As I reflect back on 2022, there have been many exciting things that have happened. First, Pastor Tim became our Senior Pastor....wooo hooo. His leadership and support are always helpful and appreciated. I am so glad he is here! In Janitzky's absence (before the arrival of Pastor Erin & Josh), and during a difficult time when there were many staff changes and a pandemic, I have witnessed our RLC family come together to work and serve to support our ministries and fill in gaps when needed. Since the arrival of Pastor Erin and Josh, things have taken off to a new level. There is more intentional focus on working together as a Children, Youth, and Family (CYF) team, and we love doing ministry together. Now planning and having discussions about where we want to grow are more fun, meaningful and powerful. Pastor Erin's leadership is helping our team to mature and grow in our leadership skills, and preparing us to "go to the next level". Having an office mate and working with Josh has been wonderful, it's great to be a part of a CYF team again.

I have faced a couple of challenges this year, working the first half of the year more solo due to Janitzky's resignation for health complications. Planning has been more involved and time consuming (and not as much fun) with one person planning vs. two. Another struggle has been recruiting enough RLC congregation members to serve in the areas of Sunday School (lead teachers and crew guide assistants), Holy Grounds (set up, serving, clean up) and some monthly fellowship events. Events such as VBS, Fall Festival, and Wet & Wild BBQ had great participation. We are in need of people to serve in order to meet our basic needs. At times, Holy Grounds (HG) is left unattended as I am teaching Sunday School, so there is no one to greet people as they enjoy HG. While I love teaching and being with the kids, this does not allow me to talk to parents and build relationships with each family, recruit new teachers, or interact with those at HG.

In 2023, I am so excited and looking forward to RLC continuing to be led by the Holy Spirit, you can feel the energy, positivity, and excitement within our community. I have no doubt that we will grow as a staff and as a congregation. What a wonderful place to be

as we prepare for those who have not yet stepped foot on our campus. My pie-in-the-sky dream would to someday have a van to enhance our youth experiences allowing us to step outside of our own walls more easily and help the kids to grow in their faith and understanding of Christ in their lives and their world. AND...a new youth building would be incredible, having age appropriate furniture and classrooms that can be set up for the kids and be able to leave it up in order to continue conversations, and display the children's work. Having intentional rooms with space to grow for middle school as well as High School would be wonderful

Thank you all for your support, I look forward to continuing ministry in this wonderful place we call RLC!

Respectfully,
Brenda O'Connor

Middle School Ministry

1 Timothy 4:12-16

¹² Let no one despise your youth, but set the believers an example in speech and conduct, in love, in faith, in purity. ¹³ Until I arrive, give attention to the public reading of scripture,^[e] to exhorting, to teaching. ¹⁴ Do not neglect the gift that is in you, which was given to you through prophecy with the laying on of hands by the council of elders. ¹⁵ Put these things into practice, devote yourself to them, so that all may see your progress. ¹⁶ Pay close attention to yourself and to your teaching; continue in these things, for in doing this you will save both yourself and your hearers.

I've had two and a half months in the role of the Interim Youth Minister. While contemplating this role and learning about this community, I have encountered countless things that have excited me about ministry here. From the moment I stepped foot on campus, staff members, parents, and many other congregants have warmly mentioned the new and thrilling energy on campus. I have shared in that enthusiasm. There is an undeniable delight in discovering what is next amongst the youth and adults of this church. It is an incredibly energizing feeling to get to participate in this as a youth minister. We have received a lot of feedback about the new Confirmation design. Families have told us how much they enjoy this new and innovative approach to Confirmation. This has excited me, the participants, their parents and all of the adults who are a part of the program, as Small Group Leaders and mentors. It is an honor to be at a congregation that is passionate about embracing and supporting new approaches to ministry.

Resurrection's Youth Program has undergone a lot of changes in a short amount of time. This is compounded by the many demands for space on campus. Resurrection is a beautiful church. So beautiful that everyone wants to use it. Right now, our Confirmands have no space that is truly and completely theirs. Katie's Quarters and the gym are great spaces, but impermanent. The youth can't create anything lasting. Filling the space with

stacks of chairs and using it as storage for other events can seem insignificant. But it sends a message to the youth that this room is only temporarily for them. They notice that they lack ownership of an area and that can create a sense of exclusion.

The recent pandemic affected everyone and changed many things. This is especially true for the children and youth, both across our nation and here at Resurrection. They are re-learning what community means and how to live in a healthy, Christ-centered community. We can help rebuild a strong community amongst our Middle Schoolers by providing consistent programming and showing how much the adults of this church care for them.

Resurrection is an inspiring place to be. The church's dedication to service, to our youth, and to the mission of Jesus Christ makes this such wonderful congregation. We have exciting opportunities for the continued change and evolution of the Confirmation program over the next couple of years; for a robust summer ministry program that reaches the youth in the community in a profound way; and for intentional programming that elevates our youth as leaders. I am inspired by these three areas within middle school ministry that seem on the cusp of growing and flourishing here at Resurrection.

Respectfully submitted,
AJ Lepore

High School Ministry

I start off every annual report by saying, "WOW", another year come and gone so fast! It makes me sad and happy all at the same time, especially with all the positive and amazing things that have happened this last year. It has been great getting the kids all back together in person! COVID was such a huge challenge in keeping our kiddos engaged, but we managed and grew from it. We are back to in-person Sunday School, HS Youth Nights, and planning for our 2023 Summer Mission Trip!

The most exciting thing that has happened this last year was the reforming of our Children, Youth and Family (CYF) team! Calling Pastor Erin to Resurrection and adding Youth Minister Josh Carlson-Kroschel to the team has brought so much energy, knowledge, and experience to our program. What we have been able to accomplish in the last four months has completely surpassed my expectations of what I thought Pastor Erin would bring. Brenda, Chris, and I were a good team, but we have just been made AMAZING. One of the struggles I have experienced over the last year has been re-engaging families to the extent that they were once engaged. I would really like to extend Sunday School into 10:45 am worship and have more HS Youth attend service together. Most of the kids attend Sunday School while their parents are attending the 9:15 am service. It may just be a matter of choosing a particular Sunday each month and setting the expectation that we all attend worship together.

With all the great changes we have made to the CYF team, I have found a whole new energy for Youth Ministry! When I took this position in 2014, I had no experience as a

Youth Director in a church. I had some great mentors and supporters over the last 8 years, but I am super excited to work alongside Pastor Erin and Josh Carlson-Kroschel who have years of youth ministry experience. Pastor Erin has arranged for Josh to mentor me specifically around ministering. As you all know, my goal over the past 8 years has been to provide a safe place where kids can come and feel the love of Jesus Christ through connections with me, their peers, and, of course, Jesus. I'm excited to go beyond that and build on that by providing opportunities for leadership, instilling the love of worship, and extending their relationships in our community through acts of service. We are limited in organizing because we don't have transportation for our youth. A church van or bus would be a great addition to our team resources. I am beyond blessed to be a part of such an amazing team at Resurrection Lutheran Church. I can't thank each of you enough for the amazing support you all provide to our programs here at RLC! I look forward to another fantastic year of building and learning with our awesome CYF team!

Respectfully submitted,
Jason Benedict, HS Youth Director

Life Groups Ministry

Hebrews 10:24-25. *“And let us consider how we may spur one another on toward Love and good deeds, not giving up meeting together, as some are in the habit of doing, but encouraging one another....and all the more as we see the Day approaching.”*

God is faithful and has blessed this ministry in 2022. We look forward to what he will do in 2023.

- Planned and sponsored a Lenten Study @ RLC with 87 participants
- Worked with Luke to clean up the Life Group page on RLC website
- Maintained and reorganized the Life Group Library
- Participated in all the New Member Classes
- Launched New Member Socials with the July New Member group
- Launched: Dinner, Day Trippers, Young Adults & Splendido Friends groups
- Held a training Rendezvous for our Leaders this fall
- Participated in Ministry Fair and held annual Celebration Dinner for all Life Group Participants

Presently we have active:

3 Sermon Discussion Group, 6 Bible/Book Study Groups, 7 Activity groups, 3 Social groups

We have approximately over 200 people currently participating in RLC Life Groups Ministry. Your Life Group team is committed to facilitating the growth of this ministry through the leading of the Holy Spirit. **We are open to new ideas so please reach out to anyone on the team. For this ministry to grow we need you,** connecting one another and growing in our faith walk is our passion, join us.

Your RLC Life Group Team: Connie Burda, Tim Bauer, Rob Hartmann, Diane Prickett, Jan Robertson, Paula Throntveit, Lorene Faulkner and Ann Amble.

We want to thank Diane Prickett for her leadership in this ministry as she begins a new ministry here @ RLC. We are excited to welcome Ann Amble to our Team.

Respectfully Submitted,
Connie Burda, Life Group Team Chairman

Quilting Bee Ministry

The Quilting Bee at RLC has met on the first and third Fridays of the month for 24 years to share talents, make, give away small quilts. Hundreds of these have been distributed to Christian Family Care of Southern Arizona, to the Tucson Veterans Administration Hospital, and to women and children at Gospel Rescue Mission.

In the process, we have welcomed quilters of all skill levels. We have certainly enjoyed the Christian fellowship. For additional information, contact Marguerite Hepner, 1-520-797-7311.

Respectfully submitted,
Marguerite Hepner

Art by Heart Ministry

Art by Heart has welcomed many new participants from our church family, community friends, and neighbors. We have held informal classes in areas of interest, such as fused glass, painting, and working with clay. Two of the three mosaic tabletops on the patio have been designed and completed with a third table in the works. Over a hundred handmade crosses have welcomed new members and it continues to be our labor of love.

We continue to reconfigure, paint, and organize our Boutique, work room and storage areas. Boxes of beads, jewelry making supplies and tools, stained glass, paints, and other supplies have been generously gifted to us and we are grateful.

Our church family has made it possible to be self-funded by purchasing our handmade items sold in the Boutique on Sunday mornings. With the proceeds, we purchase needed supplies and make a yearly contribution to a local organization to help those in need (i.e. helping Sister Jose's mission to the poor).

We continue to grow and enjoy fellowship while working in various mediums. We enjoy working and being together. However, it has become difficult in our small space, no matter how we arrange our tables. Our regular meeting day is Thursday. Because of the space crunch, we try to encourage participants to come and create on other days of the week. The only time this has worked is when a class was offered on Tuesdays.

We are excited about our growth and will continue to welcome men, women, friends, neighbors, and all who are interested in the creative process, the fellowship of belonging, and sharing. Our hope is to have our space filled with people sharing their skills, creativity, and support for one another every day of the week and perhaps a few evenings.

God's work, our hands, put together by all the committee members.

Respectfully submitted,
Judy Elmquist

Social Ministry

It is our vision to encourage youth and adults to put their faith into action by reaching out to the hungry, the poor and the needy in our congregation, our community, and the world.

In 2022, financial support was provided from the Resurrection Lutheran Church General Fund budget for the organizations listed below. Outreach efforts for a variety of causes, listed on the following pages, are not included in the amounts below. These amounts are budgeted giving by RLC and come out of the General Fund.

1. Lutheran Social Services of the Southwest - \$5,400
2. LSS of the Southwest (Refugee Ministry) - \$1,008
3. LSS of the Southwest (Foster Care) - \$1,008
4. U of Arizona Campus Ministries - \$2,508
5. Youth On Their Own (YOTO) - \$1,800
6. Sister Jose Women's Center - \$1,500
7. Anna Lawrence School Pantry - \$8,400
8. Interfaith Community Service - \$3,504
9. God Answers Prayers (GAP) Ministry - \$4,800
10. Wycliffe Bible Translators - \$3,000
11. Berlin Church - \$1,500
12. Impact of So. Arizona (Catalina) - \$1,500
13. Grand Canyon Synod of the ELCA - \$50,000
14. FLIM (Funds for Leaders in Mission) - \$5,004
15. Primavera Men's Shelter - \$2,508
16. Retired Pastor's Retreat - \$1,000

In 2022, members and friends of RLC have contributed financially and have volunteered many hours of time in support of these organizations:

1. **Anna E. Lawrence School Pantry:** This ministry is made possible by a joint effort between the Community Food Bank (providing a variety of food products), Anna Lawrence School staff (providing the space needed to house the pantry as well as distributing information about each pantry session to the parents and surrounding community) and many RLC volunteers (providing the coordination, leadership, and volunteers for each distribution). This ministry requires many volunteers and we have been blessed with so many RLC members who are dedicated to distributing food to those in need. Before the pandemic we were also blessed with 7th and 8th graders who would volunteer as part of a school leadership program. Now that pandemic restrictions have eased, we are once again able to welcome 7th and 8th graders to assist. These students are part of the Student Council, and this is a way for them to earn leadership credits. The 2021/22 school year marked the 7th year for this ministry. There were a total of 14 distribution days scheduled. With the beginning of the fall semester in 2021, we were able to move to a hybrid format whereby students were allowed to shop in the pantry with assistance from volunteers and parents and others in the community used our drive thru format outdoors. When we moved to the hybrid format, serving students in the pantry and

families through the drive thru, the number of families served began to increase and approached those that we helped on average prior to the pandemic.

In planning for the 2022-23 school year, it was agreed that we would return to a Client Choice format whereby parents and others from the community were able to shop in the pantry, thus eliminating the drive thru. However, the beginning of the 2022-23 school year brought a new issue for struggling families – inflation. Those who can least afford higher prices are always hit the hardest in these situations. Fourteen (14) distributions were planned for the 2022-23 school year. We provided food for 159 families during the first distribution on Aug. 19th. The highest number of families served during the prior school year was 135. So, the very first distribution of the new school year aided 18% more families. But the numbers only grew from there. We hit 189 on Sept. 2nd and then 200 on Oct. 21st, a whopping 48% increase over the highest number of families served during the prior school year.

Due to the pandemic and inflation, the Community Food Bank has had to cut back on the variety of food items that they are able to provide to our pantry. In order to provide families we serve with a more well-rounded variety, we began to purchase additional items during the 2021-22 school year to supplement what we receive from CFB. We purchase chili, mac 'n cheese, juice boxes, fruit cups, instant oatmeal, and granola bars. Donations from RLC members have allowed us to make these purchases but we're running out of those funds. In October an article was run in The Vision to provide RLC members with current information about the Anna Lawrence school pantry and to seek donations to allow us to continue purchasing supplemental food.

2. **Coronado K-8 and Prince School Head Start Shoe Drive:** This event seeks financial donations only. Through the generosity of many RLC members, a total of \$3,477 was received. These funds were used to purchase 50 \$35.00 Walmart gift cards, one for each student at Prince School Head Start. The gift cards are provided to the parents to purchase a pair of shoes and socks for their child. Additionally, donated funds were used to purchase shoes in a variety of sizes and styles for boys and girls and to stock the shoe pantry at Coronado K-8 School in Catalina. Remaining funds are being held in reserve to continue purchasing shoes throughout the school year, particularly over the Christmas season.
3. **Coronado K-8 School Supply Drive:** This annual school supply drive supports students at Coronado K-8 School in Catalina. A list of most needed items organized by grade level was obtained from the school. RLC members donated a huge amount of all kinds of school supplies from the list provided by the school. Using some of the cash from financial donations, we were able to purchase additional school supplies at a big discount from our local Target store. Target provided us a 20% bulk discount off of their sale prices resulting in a huge savings. Remaining cash donations allowed us to purchase 50 corded ear buds and 27 wireless mice.
4. **Diaper Drive:** The 7th annual diaper drive was held during October. RLC members were asked to donate infant and adult diapers in support of this outreach. Diapers and financial donations were collected through the month of October including at the fall Craft Fair. In

total, 2,678 packages of infant & adult diapers and 964 wipes containers were collected. All donated items go to The Diaper Bank of Southern Arizona. We were also able to provide The Diaper Bank with a check \$2,479.82 from cash/check donations. The Diaper Bank uses the cash to purchase diapers in bulk to fill in where their inventory is lacking.

5. **Dental Brigade:** The annual Dental Brigade drive was held on the weekends of February 20th and 27th. This drive supports the efforts of the University of Arizona Global Dental Brigade. The UA Global Dental Brigade is now part of Global Brigades, the largest international student-led, non-profit organization that does outreach work in Honduras, Guatemala, Panama, Ghana, and Greece. UA Dental Brigade combines their efforts with other brigades around the country to provide supplies and dental services to poor countries. Donated products are distributed and financial donations help pay for dental services for needy families. Product donations this year included: 343 toothbrushes, 213 toothpaste tubes, 298 floss containers, 190 bottles of shampoo, 163 bottles of conditioner, and 411 body wash items and bar soap plus a variety of additional products. In addition to products, RLC members donated \$1,537. Financial donations also go toward travel costs as the students are responsible for their own expenses. Travel was restricted during the pandemic but was able to start again with a trip to Guatemala in August. Details of this trip will be included in our advertising for the Dental Brigade drive in February 2023. We will also be sharing information on their planned trip to Honduras in the summer 2023.
6. **ELCA Grand Canyon Synod:** A portion of giving to RLC by its members is sent to the Grand Canyon Synod of the ELCA. These funds are used, in part, for outreach to a variety of ministries and charitable organizations in Arizona, the U.S.A., and throughout the world.
7. **Feed My Starving Children:** On February 12, 2022, after having to skip 2021 due to the pandemic, approximately 215 volunteers from Resurrection and several other area Lutheran churches gathered at Oro Valley Church of the Nazarene for 2 hours of packing meals. The volunteers packed over 61,000 meals, enough to feed 168 children for an entire year! Each Manna Pack Meal contains vitamins, vegetables, soy, and rice.
8. **FLIM (Funds for Leaders in Mission):** An annual FLIM golf tournament is held to raise funds to provide scholarships for seminary students. These scholarships help recipients reduce the amount of student loans that they might otherwise incur.
9. **Gospel Rescue Mission – T-Shirt and Sock Drive:** Effort was put forth in 2022 to determine where additional needs exist in our community that RLC could support that do not conflict with existing outreach efforts. Gospel Rescue Mission (GRM) was contacted. RLC already supports GRM as part of our spring and fall food drives. GRM is an amazing ministry that welcomes the hungry and hurting. They share the Gospel with the hope that true transformation can happen through the power of the Holy Spirit. One of the areas of our community that GRM serves is the homeless. They said they are in need of t-shirts and socks to help these men and women. RLC organized a T-shirt and Sock Drive, being conducted in November. Results of this drive are not available at the time of this writing.

10. Food Drives: As in 2021, our Spring food drive was moved to after Easter this year. This was done, in part, to avoid conflict with the SaddleBrooke community food drive that takes place once a year prior to Easter and to better align our Spring and Fall food drives to be roughly 6 months apart. **A total of approximately 2,200 pounds of food was received from RLC members, plus financial donations that totaled \$4,062.00.** The food and financial donations were split into fourths and delivered to Interfaith Community Services (ICS) Food Bank, IMPACT Catalina Food Bank, Marana Food Bank, and Gospel Rescue Mission.

The Fall food drive dates were moved up this year. We've learned that food banks are overwhelmed with donations just before Thanksgiving. To spread out their work load a bit we are doing our Fall Food Drive earlier. This will put the groceries and financial donations into the hands of the food banks we support during the week of October 3rd, well before Thanksgiving. **RLC members donated approximately 2,600 pounds of groceries and we received financial donations of \$3,604.**

It has been our regular practice to distribute groceries and financial donations to **Impact Catalina Food Bank, Marana Food Bank, ICS Food Bank, and Gospel Rescue Mission.** And we are doing so this time as well, but we've added another component. Earlier this year we became aware of a food pantry operated out of **Canyon del Oro Assembly of God church.** They are located on Lambert at Shannon, pretty much right in our back yard. They were looking for support from churches in the area as the demand for food had gone way up due to the pandemic and inflation. They give out a variety of groceries twice a week, every week of the year. They are now serving between 100 and 120 families a week. They receive food from the Community Food Bank, collect food through a food rescue program from markets in the area, and purchase additional food using donations. But it still isn't enough. We decided to direct a portion of our food and financial donations to them to support their efforts. Dividing donated groceries and financial donations still resulted in approximately 520 pounds of groceries and a \$721 check for each!

11. Just Coffee: Fair trade coffee is sold to support improving the lives of Mexican farmers by helping them get fair wages as well as medical care and retirement. Just Coffee is available on the RLC patio on Sunday mornings and in the church office during regular office hours.

12. Lutheran Social Services - Refugee Ministry: The RLC Refugee Ministry team is a group of volunteers who work in partnership with LSS-SW (Lutheran Social Services of the Southwest) to provide support for refugees coming to Tucson. These refugees are fully vetted by the U.S. Government and are here legally. LSS-SW is the liaison/partner with U.S. and local government agencies and has the primary responsibility for resettlement, but we aid them with some financial support, furnishing their apartment, stocking the pantry, and providing on-going emotional support with English conversations and visits with the new refugee family. The RLC Refugee Ministry team has been very active over the last 4 years and those efforts are continuing. As 2022 draws to a close, multiple families are being assisted by RLC in support of the many relocations to the

Tucson area from Afghanistan and other countries. Some new families will be staying in the Tucson area and others may only be here for a short time until they are able to move to an area in the U.S. where family and/or friends reside.

13. **Lutheran Social Services – Queen Sheets Drive (Cozy Nights for Older Adults):** In December 2021, RLC supported an LSS-SW outreach to provide a set of new queen sheets and pillowcases to over 1,100 older adults and individuals with disabilities. Any abundance of donated sheets would be distributed to people in need across other LSS-SW programs, including people exiting homelessness, new refugee arrivals, and children in foster care. RLC members donated 66 sets of queen sheets and financial donations of \$705.
14. **Military Group:** Resurrection Quilters make and distribute quilts throughout the year to organizations such as Southern AZ Veterans Hospital, Primavera Men’s Shelter, and Sister Jose Women’s Center.
15. **Narthex Grocery Collection:** RLC members are asked to consider picking up an extra item or two when they go grocery shopping and to bring these items to church and leave them in the Narthex. These groceries are delivered to IMPACT Catalina Food Bank.
16. **Primavera Men’s Shelter:** Normally, four times a year volunteers from RLC prepare lunches and dinners for the men at the Primavera Men’s Shelter. Dinners are provided in months when there are 5 Tuesdays, on the 5th Tuesday. Food is purchased, prepared, delivered, and served to between 60 and 90 men at the shelter. Lunches are prepared and delivered on the 4th Friday in months following a month with five Tuesdays (honest). Lunches are also provided for between 60 and 90 men.
17. **Salvation Army Angel Tree:** This year, RLC is joining with The Salvation Army by sponsoring an Angel Tree. This program started in 1979 and has since served hundreds of thousands of children across the country, providing gifts to children ages 17 and under. RLC will be putting up a Christmas tree decorated with tags. Each tag contains a child’s age, gender, and gift wish. RLC members are asked to take one or more tags to support these children. Tags will be available from Nov. 26th through Dec. 18th. Gifts are to be returned to RLC, unwrapped, where they will be picked up by The Salvation Army on or about Dec. 19th.
18. **Sister Jose Women’s Center:** RLC provides financial support to Sister Jose, an organization in Tucson that supports women in many ways including food, clothing, counseling, and temporary shelter.
19. **Tucson Veterans Serving Veterans:** A clothing drive to benefit Veterans, in conjunction with DAV (Disabled American Vets), is held on going at RLC. Thanks to generous donations from many supporters, a large amount of toiletries, stacks of new and used clothing, as well as cash contributions are received. Members of RLC also support the annual Veterans Stand Down Event that provides support to Veterans in many ways.

20. World Vision: In 2021, RLC members were able once again to gather in person for the annual Global 6K Walk for Water. All walkers participating at church in a group or joining in virtually at home were asked to make a financial contribution. Money raised went to provide poor communities in various countries of the world with clean, safe drinking water.

21. Wycliffe Bible Translator: RLC provides financial support to help translators in Mexico translating the New Testament into the Mixtec language. This lengthy effort was completed in 2019. The translators are now working to translate certain books of the Old Testament into Mixtec.

22. Youth On Their Own (YOTO): This is a community non-profit organization that is dedicated to supporting the high school graduation and continued success of homeless youth by providing financial assistance, basic human needs, and guidance. Resurrection supports this organization financial.

Property Committee

Listed chronologically are the accomplishments and projects for this year, 2022.

Throughout the year we have had roof leaks in the Sanctuary where the sloped roof joins the flat roof near the organ. Our maintenance staff power washed the top and inside of the parapets of the sloped and flat roof areas. Then they filled all the spots missing stucco and low spots with a permanent roof patch. The inside damaged walls were repaired and repainted. We have done this process several times during the year because the leaks come from different places. Our roofing contractor, a no cost, also removed a lot of roof tiles, repaired the underneath roof and replaced the roof tiles.

The chlorinator in the Columbarium fountain was replaced. Now the fountain is operating correctly.

The kitchen, and all the equipment, was completely deep cleaned, the first time in two years due to Covid. There was a lot of dried food built up on the cooking areas.

Child proof electrical outlets were added to the CDC interior walls. The lower playground interior wall of the CDC was pressure washed, and all the stucco scraped. Then most of the walls were repaired, had stucco applied, and were painted twice. The underground conduit connecting the CDC to the Worship Center had to be pumped out before new Wi-Fi wire could be installed to the Memorial Plaza as part of the upgrade project.

The water company from Oro Valley sends a computer warning if our consumption goes up dramatically. Every time consumption increases, this occurs. Our maintenance staff checks out the entire campus. The most common problems are leaking toilets and bad irrigation valves.

All the carpets in the Outreach Center were cleaned. The handicap door going into the Outreach Center stopped working. Due to the age of the mechanism, the door repair company quoted a whole new system. We eventually found parts and had our own people repair it for a much lower cost.

The former Studio room in the Outreach Building was converted into a classroom with storage including new shelving and a complete paint job. It will replace the former room that will be completely remodeled into a unique Prayer Room.

All the florescent light tubes under the parking lot solar panels were replaced.

Javelinas destroyed many of our nice desert type bushes. The bushes have not been replaced.

All the carpets in the Worship Center, including the front of the Sanctuary, were spot cleaned and shampooed.

We had two job openings in the Maintenance Department. Janet helped find applicants with more emphasis on maintenance and less on custodian.

The new RLC/CDC sign with an LED message panel, was approved by the city, built and installed. It replaced an old sign that had to have the message letters and numbers manually changed every week. Janet has been the person putting the multi-color creative messages on the new sign from her computer.

Two administration offices were completely reconfigured to provide space for additional office staff. Old furniture and files were moved out and replaced with new furniture and workspace partitions. Computers and phones were relocated.

An almost brand new, completely refurbished electric scissor lift was finally located in Tempe, instead of waiting 2 years for a new one that would be three time the price we paid. It goes up 26 feet and has already been used many times for hard to reach installations and repairs.

A Boy Scout from the RLC sponsored troop completed his Eagle project. He and assisting dads and scouts spread 34 tons of $\frac{3}{4}$ " red rock over the outside banks of the CDC playground, pathway to the lower parking lot and around the two storage buildings.

The CDC had a major interior water leak from a 30 gallon water heater. It flooded one end of the carpeted building including several classrooms. Mike brought in water sucking vacuums and lots of large fans. It eventually dried out. A new 40 gallon water heater replaced the old unit. Our maintenance staff handled the entire problem. We didn't need to bring in an expensive restoration company.

Two air conditioning units went out in the Administration Building during the hot part of the summer. New units had been budgeted for so the broken were replace in a short time.

Every 2 years, we have all the major cracks filled in all the parking lots. Every 4 years, we have a thick sealer applied. This was the year for filling the cracks.

Landscape Maintenance is an on-going challenge. It takes a lot of time to keep the trees and bushes trimmed, parking lots and walk areas clear of leaves and tree blooms. We have the professional equipment and staff to handle it.

Kristina's new office was painted.

New conference chairs for Luther's Lair were ordered and assembled replacing the badly old worn out ones.

A new banner storage system was designed and built by Mike. It is in one of the closets in the Music Room. Now the banners are protectively stored and there is room for a few more new ones.

The Prayer Room engineered drawings are finally completed and submitted to the city building department. We are waiting for the approval and building permit.

The greeting shade sail project that will be in front of the administration building has been started. You have seen the spray paint markings next to the building. We hope to have it up and completed by February 2023.

All fire panels and the kitchen suppression system have been inspected and certified.

The outside front entrance area of the Worship Center was power washed, stucco repaired and had two coats of paint applied for a fresh new look by Mike.

All the campus building windows are cleaned inside and outside again.

Respectfully Submitted,
Don Thurmond

Safer Campus Committee

This year's Safer Campus Committee accomplishments have focused on the Church Watch program that was launched Christmas Eve 2021.

We have identifiable navy blue polo shirts with the RLC logo. We carry 2-way radios with ear buds and microphones for communication along with our personal cell phones. Additionally, we have a dedicated Church Watch wireless phone for outside to directly call 911 if needed. We also have a dedicated phone in the Sanctuary in the Sound Booth for the same purpose.

We also have log sheets to communicate with each other. The goal is to have 2 team members for each of the four services every weekend in Oro Valley, one inside and one outside. We are all trained on how to respond to a variety of emergencies. We, along with the staff, ushers and

teachers go through a couple of training sessions each year that is provided by the Oro Valley Police Department.

The Saddlebrooke security company provides a similar program during our church service at that location.

We have 19 active team members that faithfully serve many times a month. We are looking for few more team members who will be trained before being assigned to duty. There will be two different and important training session, both need to be attended. They will be held on January 28, 2023, and February 4, 2023.

Respectfully submitted,
Don Thurmond