

# THE CHURCH OF THE RED ROCKS

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## ANNUAL REPORTS 2023



Presented at the Annual Meeting  
of the Congregation

January 21, 2024

Rev. Leonard Silvester - Interim Pastor  
Moderator – Pam Stabenfeldt  
Dr. Ryan Holder, Director of Music

**THE CHURCH OF THE RED ROCKS**  
Sedona, Arizona

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## **MODERATOR**

Transition .... According to the Merriam-Webster dictionary one of the definitions of this word is “a period or phase which such a change or shift is happening.”

That word has been used a lot in the life of Church of the Red Rocks over the last 3 plus years. Obviously, we have had our hard-working “Transition Team” which is now “transitioned” to our Pastoral Search Committee. And with Pastor Morgan leaving, we have once again “transitioned” back to a Bridge Pastor while we begin our search for a new Settled Pastor. Definitely a theme that has become a part of our tapestry of life here at Church of the Red Rocks. In the months ahead there will surely be more transitioning in our future.

That being said, I am encouraged by the resilience of this congregation. All this transition has taught us that we can persevere and be flexible. There is an energy that is now palpable. Much like the season of Advent that we just traveled through, there is a building of expectation and wonder of what lies ahead. Exciting times!

As life is always evolving, so goes the church’s life. Here are some highlights from what has transpired over the last year:

- The sale of our lower parking lot to the City of Sedona
- The receiving of monies from the Employee Retention Act
- The new website is up and running.
- The beginnings of, and almost completed, online church picture directory.
- The re-establishment of a weekly Canyon Echo.
- The renewed energy for community gatherings, such as coffee hours and 2<sup>nd</sup> Sunday lunches.
- The new faces amongst our ranks, even though some are only with us part of the year.
- The repaving of our upper parking lot.
- The loss of Keli-Anne as our office administrator in September and the hiring of Jussara Wagner as our new Office Administrator
- The end of Pastor Morgan’s Intentional Interim ministry time with us the end of November. And the welcoming back of Pastor Len Silvester to once again be our bridge minister until we call as Settled Pastor.

I feel privileged for having the opportunity to walk and work among all of you this past year. I especially appreciate all the Ministry Chairs and Co-chairs and their ministry teams! Together we have negotiated a number of challenges over this past year. I want to give a special shout out to Margaret Gramley, current Vice-Moderator, soon to be our Congregation’s Moderator, for her support, insight, vision, and willingness to ride the roller coaster during this particularly challenging time in the life of The Church of the Red Rocks.

In closing, I leave you with one of my favorite Bible verses. I offer two versions, the second one being from the “Message” as I especially like the interpretation of the last line.

“And don’t take yourself too seriously – take God seriously.”

God **IS** still speaking at The Church of the Red Rocks.!

Micah 6:8 (NIV)

*He has shown you, O mortal, what is good.*

*And what does the Lord require of you?*

*To act justly and to love mercy and to walk humbly with your God.*

Micah 6:8 (The Message)

*But he’s already made it plain how to live, what to do,*

*What God is looking for in men and women.*

*It’s quite simple: Do what is fair and just to your*

*neighbor, be compassionate and loyal in your love,*

*And don’t take yourself too seriously –*

*take God seriously.*

Peace and blessings to each and every one of you!

Pam

## VICE-MODERATOR

Transition Team - I continued to chair the Transition Team as I also took on the responsibilities of Vice-Moderator. The Transition Team worked on Legacy and Connections in the first part of the year ... gathering history and meeting in small groups to gather more information about what makes Church of the Red Rocks such an important place for so many people over the years. Both the Team and the Congregation seemed to find having small group gatherings an important step, especially after the separations that occurred during COVID. We spent time in the summer thinking about Mission and Vision and by early fall brought a preliminary report to the Congregation and Council with an updated Mission Statement and an outline of our Vision and Ministry Plan. The Final Report was received/approved by Council in October and a Search Committee was formed. I continued to chair the now combined Search and Transition Team as we began serious work on our Church Profile. At the end of November Sara Crosby-Hartman and Gene Moore were selected as Co-chairs of the Search Committee going forward.

It has been a great privilege to be part of this process and to get to work with the members of the Transition and Pastoral Search Teams: Betty Morgan, Sara Johnson, Richard Grimsrud, Michael Redhawk, Lawrence Byrd, Bob Johnson, Karen Barrow, Sara Crosby-Hartman, A.J. Cook, Wendell Ver Ploeg, Gene Moore, Pam Stabenfeldt. We have been blessed by the Intentional Transitional Interim Ministry of Rev. Dr. Marvin Morgan and more recently by Rev. Len Silvester as we've made the turn toward finishing the Church Profile moving into the Search and Call Process. I will continue as part of the Pastoral Search Committee as I become the Moderator.

As Vice-Moderator I have regularly attended the meetings of various Ministry Areas: Congregational Care, Growth & Outreach, Faith in Action and Finance, Endowment and Administration. I've enjoyed being part of these groups ... learning the challenges and blessings each faces and being blessed by the creativity and commitment of the people involved.

I've also worked on a number of projects.

- Restarting a regular means of communication with the weekly online publication of the Canyon Echo.
- Beginning the process of putting out a new Church Directory through Instant Church Directory.
- Restarting the "Friends of Music" fund and encouraging members to support this off-budget ministry that impacts our worship and presence in the community.
- Another project that engaged me was the change in Office Staff, covering the office with several others, working with other leadership to select Jussara Wagner as our Office Administrator and helping get her up to speed.
- And I worked with both Keli Anne Piscopo and Jussara to get publicity in newspapers for the "high holidays" of Easter and Christmas, as well as during the regular season.
- I also was trained with several others to be able to update the website.
- One of the responsibilities of the Vice-Moderator is to lead a Stewardship effort. A "pop-up" Stewardship Team met to discuss the general direction and plan for "Gratitude Moments" to be used every Sunday from the end of August through November. We received commitments in early November with a number of households increasing their already generous commitments. And plan to continue the Gratitude Moments into the coming year.

The task of nominating new leaders and Ministry Area members is ongoing. As we approach the Annual Meeting, there is discussion of reorganizing some of the ways the ongoing tasks are accomplished.

Looking forward to 2024, I'm encouraged by the positive energy that seems to be emerging and the momentum that is building as we anticipate a full immersion in the Search and Call Process and the welcoming of a new Pastoral Leader during the year ahead.

It has been a year of massive change at Church the Red Rocks ... with a number of long-time, very active leaders leaving the area to be closer to family. In addition, we received two financial "windfalls" — one a rebate from the Government and the other from the sale of property. This has allowed us to be both very generous and very cautious as we let the dust settle and begin to create a policy structure to guide us in how we steward these funds.

It has been a gift to work with Pam Stabenfeldt as Moderator this year. Her thoughtful attention to detail, and to process and procedure, has provided a stability and an example of how to keep moving forward in the midst of massive change. She has been a delightful and energetic conversational partner, and a sounding board and guide as we navigated the many challenges we have faced.

I believe that the life of faith is one long conversation ... with God, with others, with ourselves ... around the questions, experiences and revelations that bless and challenge us. I am grateful to be able to be a conversation partner in a congregation where conversation has always been rich and transforming and a source of joy and hope. Whether through music, or prayer, or study, or service, or leadership, God invites us to open our hearts to one another and discover the path and purpose to which we are called. I look forward to that conversation in the year ahead.

Margaret Gramley, Vice-Moderator      January 1, 2024

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01/04/24  
Accrual Basis

The Church of the Red Rocks  
**Balance Sheet**  
As of December 31, 2023

	Dec 31, 23
<b>ASSETS</b>	
<b>Current Assets</b>	
Checking/Savings	
1001 · Checking - Chase - 0640	16,894.48
1002 · Chase Temp. Restricted - 0657	55,109.97
1050 · Money Mkt - Chase - 9698	237,429.19
1051 · Money Mkt-Maint Reserve 9763	1,580.41
1104 · Schwab One Cash Acct	8,407.51
<b>Total Checking/Savings</b>	<b>319,401.56</b>
Other Current Assets	
1400 · PREPAID EXPENSES	
1414 · Ppd Property Ins	11,712.46
1415 · Ppd Workers Comp	1,078.11
<b>Total 1400 · PREPAID EXPENSES</b>	<b>12,790.57</b>
<b>Total Other Current Assets</b>	<b>12,790.57</b>
<b>Total Current Assets</b>	<b>332,192.13</b>
<b>Fixed Assets</b>	
1701 · Land	23,549.86
1702 · Land Improvements	24,015.70
1703 · Building	462,138.16
1704 · Furniture & Fixtures	219,547.30
1705 · Columbarium	42,919.78
1720 · L.L.L. Center & Parking Lots	3,968,466.38
<b>Total Fixed Assets</b>	<b>4,740,637.18</b>
<b>Other Assets</b>	
1500 · ENDOWMENT FUNDS	
1507 · Chase CD's	1,631,270.00
1501 · Mission Endowment Fund	611,078.75
1503 · Legacy Fund	244,013.16
1505 · Jack Harris Music Fund	24,163.09
<b>Total 1500 · ENDOWMENT FUNDS</b>	<b>2,510,525.00</b>
<b>Total Other Assets</b>	<b>2,510,525.00</b>
<b>TOTAL ASSETS</b>	<b>7,583,354.31</b>
<b>LIABILITIES &amp; EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
Other Current Liabilities	
2218 · Parking Lot Proceeds	86,898.50
2013 · Prepaid Pledges 2024	11,460.00
2201 · Wedding Funeral Fees	589.42
2216 · Columbarium Additions	49,560.55
2280 · Building Maintenance - Reserve	
2280a · Beginning Balance	121,766.25
2280b · Receipts	2,323.16
2280c · Disbursements	-122,529.00
<b>Total 2280 · Building Maintenance - Reserve</b>	<b>1,560.41</b>
2610 · Fin., Admin., & Plan. Min. Liab	
2611 · Payroll Liabilities	-124.30
2612 · AZ State Withholding	298.10
<b>Total 2610 · Fin., Admin., &amp; Plan. Min. Liab</b>	<b>173.80</b>

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As of December 31, 2023

	Dec 31, 23
2620 · Cong. Care Ministry Liab	
2622 · Friendship Potluck	806.00
2627 · Women's Fellowship	-59.89
2629 · Memorial Reception	993.92
<b>Total 2620 · Cong. Care Ministry Liab</b>	<b>1,740.23</b>
2630 · Endowment Liabilities	
2631 · Due to Mission Endowment Fund	250.00
<b>Total 2630 · Endowment Liabilities</b>	<b>250.00</b>
2650 · Finance Liabilities	
2651 · Chase CD's	1,631,270.00
2653 · Tech./Website Upgrades	4,686.80
2655 · Administrative Assistant	12,936.65
2652 · QuickBooks Support	1,238.50
<b>Total 2650 · Finance Liabilities</b>	<b>1,650,133.95</b>
2670 · Faith in Act. Ministry Liab.	
2672 · VV Caregivers Collections	75.00
2674 · OCWM Collections	
2674b · Neighbors in Need	331.00
2674c · UCC Christmas Fund	60.00
<b>Total 2674 · OCWM Collections</b>	<b>391.00</b>
2675 · Rainbow Acres Collections	410.00
2676 · Misc. Donations	
2676k · Caring for Community	2,274.63
2676k · Tewa Project	10.00
2676a · Hope House	240.00
2676b · Homeless Support	232.32
2676f · V.V. Sanctuary	70.00
2676g · Community Supper	626.10
2676 · Misc. Donations - Other	6,459.77
<b>Total 2676 · Misc. Donations</b>	<b>9,912.82</b>
2677 · Sedona Food Bank	56.00
2678 · Mission Endowment	
2678a · Beginning Balance	18.02
2678b · Receipts	10,500.00
2678c · Disbursements	-10,500.00
<b>Total 2678 · Mission Endowment</b>	<b>18.02</b>
<b>Total 2670 · Faith in Act. Ministry Liab.</b>	<b>10,862.84</b>
2680 · Spirit, Grow, & Ed Min. Liab.	1,229.00
2690 · Worship Liabilities	
2691 · Music Interns	
2691a · Beginning Balance	-9,634.69
2691b · Receipts	60,000.00
2691c · Disbursements	-47,661.35
<b>Total 2691 · Music Interns</b>	<b>2,703.96</b>
2692 · Friends of Music	
2692a · Beginning Balance	1,581.22
2692b · Receipts	23,366.83
2692c · Disbursements	-14,265.91
<b>Total 2692 · Friends of Music</b>	<b>10,682.14</b>



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	Dec 31, 23
2693 - SACS Singers	
2693a - Beginning Balance	5,380.65
2693b - Receipts	116,000.00
2693c - Disbursements	-91,380.36
<b>Total 2693 - SACS Singers</b>	<b>30,000.29</b>
2695 - Jack Harris Music Fund	24,163.09
2697 - Visual Equipment Upgrade	3,894.03
<b>Total 2690 - Worship Liabilities</b>	<b>71,443.51</b>
<b>Total Other Current Liabilities</b>	<b>1,885,902.30</b>
<b>Total Current Liabilities</b>	<b>1,885,902.30</b>
<b>Total Liabilities</b>	<b>1,885,902.30</b>
<b>Equity</b>	
3900 - Retained Earnings	4,830,291.24
3980 - Temporarily Restricted Funds	
3696 - Organ Maintenance Fund	10,226.46
3981 - Building Fund	180.00
3982 - Designated Memorial Fund	20,682.10
3983 - Undesignated Memorial Fund	4,093.51
<b>Total 3980 - Temporarily Restricted Funds</b>	<b>35,182.07</b>
3990 - Restricted Funds	
3991 - Mission Endowment Fund	611,078.75
3992 - Legacy Fund	244,013.16
<b>Total 3990 - Restricted Funds</b>	<b>855,091.91</b>
<b>Net Income</b>	<b>-23,113.21</b>
<b>Total Equity</b>	<b>5,697,452.01</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>7,583,354.31</b>

Preliminary 2024 Budget		2023		2024		
		APPROVED BUDGET		PROPOSED BUDGET		
		ACTUAL	OPERATING BUDGET	TOTAL	OPERATING BUDGET	TOTAL
<b>Revenue - Operating Budget</b>						
4101 - Pledge Receipts	300,002	337,000		337,000	302,252	302,252
Pledges				294,000		227,432
Add'l Pledges expected				5,000		5,000
Non-Pledge giving				38,000		30,000
Prev. Year Pledgers who have not pledged						39,820
4102 - Loose Offering	17,619	20,000		20,000	16,000	16,000
4103 - Church Use	1,590	2,000		2,000	1,500	1,500
4105 - Interest Earned-Accounts	51	35		35	35	35
4106 - Cell Tower Rent	21,004	21,002		21,002	25,180	25,180
4108 - Prior Yr Pledge Rec'd Current	2,705	1,250		1,250	1,250	1,250
4110 - Initial Offerings	25	250		250	250	250
4111 - C. Schwab Interest & Dividends	129	0		0	0	0
4200 - Parking Lot Rent	16,008	16,008		16,008	0	0
4250 - In. Min. Duplex Reimbursement	20,026	25,000		25,000	0	0
4300 - Other Income	10,066	500		500	500	500
4301 - Care Act Refund	48,262	0		0	0	0
4305 - Legacy Fund Earnings	5,000	0		0	6,000	6,000
<b>Total Unrestricted Revenue</b>	<b>442,487</b>	<b>423,045</b>		<b>423,045</b>	<b>352,967</b>	<b>352,967</b>
<b>Expenses</b>						
<b>CONGREGATIONAL CARE</b>						
5701 - Congregational Life Supplies	1,060	1,800		1,800	1,800	1,800
5704 - Stephen Ministries	242	750		750	900	900
<b>Total CONGREGATIONAL CARE</b>	<b>1,302</b>	<b>2,550</b>		<b>2,550</b>	<b>2,700</b>	<b>2,700</b>
<b>COUNCIL</b>						
5900 - Stewardship Campaign	315	500		500	500	500
<b>Total COUNCIL</b>	<b>315</b>	<b>500</b>		<b>500</b>	<b>500</b>	<b>500</b>
<b>FAITH IN ACTION</b>						
5801 - Other Missions and Concerns	11,000	11,000		11,000	11,000	11,000
5802 - O C W M	17,000	17,000		17,000	17,000	17,000
5803 - Per Capita Assessment-\$11.00 (230)	2,750	2,750		2,750	2,530	2,530
<b>Total FAITH IN ACTION</b>	<b>30,750</b>	<b>30,750</b>		<b>30,750</b>	<b>30,530</b>	<b>30,530</b>
<b>FINANCE, ADMINISTRATION &amp; ENDOWMENT</b>						
5101 - Pastor Salary		0		0	68750	68,750
5102 - Pastor Pension/Life/Disability		0		0		0
5103 - Pastor Health Insurance		0		0		0
5103a - Pastor SS Offset		0		0		0
5104 - Pastor Housing		0		0		0
5106 - Pastor Relocation		0		0	5000	5,000
5107 - Pastor Continuing Ed.		0		0	1000	1,000
5107a - Auto Allowance Pastor		0		0	1000	1,000
5108 - SW Conference Delegate Expenses	4,759	3,000		3,000	2,000	2,000
5110 - Guest Minister 10 weeks	2,300	1,600		1,600	2,000	2,000
5111 - Salary-Office Administrator	47,662	54,600		54,600	31,200	31,200
5111a - Office Admin. Insurance	4,500	6,500		6,500	0	0
5114 - Salary-Music Director	38,746	38,628		38,628	40,173	40,173
5114a - Seminars - Music Dir.	1,948	2,000		2,000	2,000	2,000
5114b - Substitute Music Dir.	750	1,000		1,000	1,000	1,000
5115 - Salary-Organist	21,435	21,435		21,435	22,292	22,292
5116 - Technical Director	13,763	13,650		13,650	14,196	14,196
5117 - FICA Taxes-Employer Expense	17,218	14,263		14,263	17,907	17,907
5118 - Workers Compensation Ins	1,709	1,620		1,620	1,600	1,600
5132 - Video Technician	7,800	6,500		6,500	13,000	13,000
5140 - Admin-Miscellaneous	2,996	1,350		1,350	150	150
5141 - Admin-Supplies	1,826	3,000		3,000	3,000	3,000
5143 - Postage	1,009	4,000		4,000	2,000	2,000
5144 - Ad Min Computer Expenses	3,973	3,500		3,500	4,000	4,000
5144a - Website Maintenance	139	500		500	500	500
5145 - Insurance - Property	9,911	9,920		9,920	13,258	13,258
5147 - Copier Rental	6,562	4,700		4,700	5,000	5,000
5161 - Salary - Handbell Director	5,494	5,516		5,516	5,737	5,737
5225 -- Salary-Interim Minister	77,834	69,458		69,458	0	0
5225a - Housing-Interim Minister	26,531	23,704		23,704	0	0
5231 - Auto Allow-Interim Minister	1,493	3,000		3,000	0	0
5231a - Interim Minister Continuing Education	0	2,000		2,000	0	0
5232 - Int. Min. Pension/Life/Disability	13,818	14,440		14,440	0	0
5233 - Int. Min. Social Security Offset	7,595	7,126		7,126	0	0
5234 - Housing Expenses	24,095	25,000		25,000	26,600	26,600
5235 - Bridge Minister Salary	8,000	0		0	40,000	40,000

	5235a - Auto Allow-Bridge Pastor	0	0	0	1,000	1,000
	5236 - Senior Pastor Search Contingency	995	4,000	4,000	4,000	4,000
	5752 - Endowment Donation Plaque	0	30	30	30	30
	6560 - Payroll Expenses	177	1,200	1,200	300	300
	<b>Total FINANCE, ADMINISTRATION &amp; PLANNING</b>	<b>355,038</b>	<b>347,240</b>	<b>347,240</b>	<b>328,693</b>	<b>328,693</b>
	<b>CHRISTIAN GROWTH &amp; OUTREACH</b>					
	5142 - Advertising & Publicity	4,028	4,500	4,500	4,500	4,500
	5502 - Hospitality & Welcomers	107	0	0	0	0
	<b>Total CHRISTIAN GROWTH &amp; OUTREACH</b>	<b>4,135</b>	<b>4,500</b>	<b>4,500</b>	<b>4,500</b>	<b>4,500</b>
	<b>PROPERTY MANAGEMENT</b>					
	5401 - Plant-Utilities	31,203	32,500	32,500	35,500	35,500
	5402 - Plant-Maintenance	30,436	28,000	28,000	31,000	31,000
	5403 - Plant-Supplies	2,055	2,500	2,500	2,500	2,500
	5412 - Landscaping Maintenance	4,100	3,000	3,000	3,000	3,000
	<b>Total PROPERTY MANAGEMENT</b>	<b>67,794</b>	<b>66,000</b>	<b>66,000</b>	<b>72,000</b>	<b>72,000</b>
	<b>SPIRITUAL GROWTH AND EDUCATION</b>					
	5201 - Christian Nurture-Adults	460	500	500	500	500
	<b>Total SPIRITUAL GROWTH AND EDUCATION</b>	<b>460</b>	<b>500</b>	<b>500</b>	<b>500</b>	<b>500</b>
	<b>WORSHIP AND MUSIC</b>					
	5301 - Worship Supplies	557	2,000	2,000	1,500	1,500
	5303 - Music Supplies	1,793	3,000	3,000	3,000	3,000
	5304 - Music Equipment Maintenance	1,600	1,600	1,600	1,600	1,600
	5306 - Flowers	0	350	350	350	350
	5308 - Handbell Choir	1,856	1,500	1,500	1,500	1,500
	<b>Total WORSHIP AND MUSIC</b>	<b>5,806</b>	<b>8,450</b>	<b>8,450</b>	<b>7,950</b>	<b>7,950</b>
	<b>Total Expense</b>	<b>465,600</b>	<b>460,490</b>	<b>460,490</b>	<b>447,373</b>	<b>447,373</b>
	<b>NET SURPLUS/(DEFICIT)</b>	<b>(23,113)</b>		<b>(37,445)</b>		<b>(94,406)</b>
	<b>ADDITIONAL RESOURCES</b>		<b>5,000</b>	<b>5,000</b>	<b>64,000</b>	<b>64,000</b>
	5% Draw on \$1,280,000 of Parking Lot Proceeds					
	<b>NET</b>	<b>(\$23,113)</b>		<b>(\$32,445)</b>		<b>(\$30,406)</b>

### **THE MEMBER-AT-LARGE**

The function of the Member-at-Large is to be available to the congregation for any input that they have and would like to relay to the Church Council. Members names are always held in confidence. Sharing with the Member-at-Large allows members to participate in the governance of the church. I have been available to the congregation by frequent attendance at Sunday services, coffee hours, and various church activities. Thank you for allowing me to serve this past year.

Debbie Wych, Member-at-Large

### **CONGREGATIONAL CARE MINISTRY (CCM)**

Congregational Care Ministry represents how we relate to and care for each other. It includes activities that promote relationship building among members such as; Stephen Minister Program, Fellowship Coffeetime, Game On, Book Club, 2nd Sunday Potluck Lunch, Memorial Receptions, Christmas Greening of the Church, and the biannual Treasure Sale fundraiser. Covid has changed everything, but fellowship with each other is needed. We have made changes and do things a little differently now so that we can continue with these safely.

Fellowship Coffee Time is an opportunity to come together in Painted Cliffs Hall after the service. We gather to share Christian friendship and welcome visitors as we get to know each other better. Game On is a new monthly activity that encourages the building of new relationships with others and welcomes everyone to participate. The Stephen Ministers and Memorial Receptions are ways that we can give needed support for our church families during a difficult time in their lives. The Biannual Fundraiser brings our church family together to help support our community's needs. These activities of fellowship, building of new relationships and service to others are a very important part of our church life.

Chairpersons:

Bonnie McKeon

Maureen Zdimal

### **STEPHEN MINISTRY**

Stephen Ministry is a very active ministry providing care to the congregation and others in need. This group meets twice a month on Thursday morning for a time of sharing, further training, and support. We are committed to providing the best care to each care receiver. A new class of Stephen Ministers will be trained in 2024. We always need to add and replenish the number of Stephen Ministers. We lost four Stephen Ministers early in this year, and are really in need of adding new Stephen Ministers. Please let the pastor or the Stephen Leaders know of anyone whom you believe would benefit from our ministry. We ask that you keep us in your prayers as we work to help those needing care.

The Stephen Ministry Team

Debbie Wych, Joyce Matheson

**FAITH IN ACTION MINISTRY (FIAM)**

The Faith In Action Ministry is responsible for informing the Church membership of the greater mission of the United Church of Christ and encourage support of the various aspects of that mission; Encouraging Church members to participate financially and through volunteering in mission outreach activities within our community and beyond; Managing the distribution of funds from the annual budget and the proceeds from the Mission Endowment Fund for appropriate mission purposes; and Address aspects of social issues.

The Faith In Action Ministry relies on three sources of funding for our financial outreach: an annual distribution from the Mission Endowment Fund, an allocation from the Church's annual budget, and individual gifts. The following table summarizes the receipt and distributions for the Faith In Action Ministry in 2023:

**2023 FAITH IN ACTION MINISTRY MISSION SUMMARY****SOURCES OF FUNDS**

Allocation from church annual budget:	\$ 11,000
Distribution from Mission Endowment Fund:	\$ 17,000

**DISTRIBUTIONS:** Were made to 19 organizations:

Bwindi Community Program	\$ 1000.00
Friends of Constru Casa USA	\$ 4,000.00
Hope House of Sedona	\$ 2000.00
Manzanita Outreach	\$ 2,000.00
Ministerial Discretionary Fund	\$ 500.00
Old Town Mission	\$ 500.00
PFLAG Sedona/Verde Valley	\$ 250.00
Rainbow Acres	\$ 1,500.00
Sedona Community Center	\$ 1,000.00
Sedona Community Food Bank	\$ 1,000.00
Sedona Community Supper	\$ 500.00
UCC Annual Fund	\$ 2,000.00
UCC Ukraine Relief Fund	\$ 500.00
Verde Valley Caregivers Coalition	\$ 1,500.00
Verde Valley Habitat for Humanity	\$ 1,500.00
Verde Valley Sanctuary	\$ 1,500.00
Sedona Lago Gardens	\$ 500.00
First Samoan Congregational Christian Church	\$ 500.00

**TOTAL DISTRIBUTION AMOUNT: \$ 23,750.00**

The Faith In Action Ministry received two special donation proposals in 2023. One was from the Board of Directors of Hope House of Sedona to cover Operational Costs, especially for Employee Salaries that were not anticipated in the initial Hope House Budgeting. The second proposal was from Gary Wagner, Church of the Red Rocks member and President of Sedona Lago Gardens for additional funding to cover start-up costs for the Sedona Lago Gardens, a Residential education program for young adults with

Autism, Asperger’s and other learning differences. The Program has an emphasis on “Pathways to Independence”. Each of the proposals were for \$25,000.

The Faith In Action Ministry approved these two proposals and moved to present them to the Finance Committee for approval with funding to come from the Employee Retention Credit Moneys that the Church received. The two proposals were subsequently approved by the Finance Committee, Council, and then by the Congregation.

Another \$25,000 was approved by the Finance Committee and then Council to be given to the UCC Fire Relief Fund for the UCC Conference of Hawaii to provide help in the Maui Fire Disaster.

Throughout the year, the Faith In Action Ministry provided messages during Sunday worship services providing information on activities and missions of the United Church of Christ and explaining the Special Offering collections.

Those Special Offerings include:

- One Great Hour of Sharing (OGHS)=Channels resources for international programs in health, education, and agricultural development, emergency relief, refugee ministries, and both international and domestic disaster response.
- Strengthen the Church=Re-imagines and builds the future of the UCC, largely supporting youth ministries and full-time leaders for new churches in parts of the world UCC does not have a strong presence. It also provides support for existing churches’ new initiatives.
- Neighbors in Need (NIN)=Supports ministries of justice and compassion throughout the United States, including the Council for American Indian Ministries (CAIM), justice and advocacy, and direct service projects supported by Justice and Local Church Ministries.
- The Christmas Fund=The Christmas Fund for the veterans of the Cross and the Emergency Fund is a special mission offering that provides direct financial support to those who seve the church and are facing financial difficulties. Active and retired clergy, lay employee, and their surviving spouses may be eligible.

2023 RESULTS OF SPECIAL OFFERINGS:

*One Great Hour of Sharing:	\$ 1,023.00
Strengthen the Church:	\$ 485.00
Neighbors In Need:	\$ 331.00
The Christmas Fund:	\$ 476.00

Other Faith In Action Ministries during 2023:

\*Monday Night Meals at St. Andrews Church: CRR members led again by Dave and Pam Stabenfeldt, continued to provide meals at St. Andrew’s Episcopal Church in West Sedona on the first Monday of each month. An average of 70 meals were provided. Local grocery stores and Manzanita Outreach provided the food. In 2023, we were able to return to cooking and providing hot meals with sit down service.

\*Gratitude Moments: Arranged for representatives from many of the organizations to whom we provide yearly donations, to share in Sunday worship how the involvement of CRR with their organization has benefited them and changed lives.

\*Intern Food Pantry: In appreciation of our Northern Arizona University student interns and in

recognition of rising food costs, the Faith In Action Ministry created a Food Pantry where the students can take food items as needed.

\*Many CRR members continue to give freely of their time, talents, and financially in support of Hope House of Sedona and other organizations within our community.

Gene Moore and Jan Wells, Co-Chairs FIAM

## **REPORT OF THE FINANCE, ENDOWMENT AND ADMINISTRATION MINISTRY (FEAM)**

The Finance, Endowment and Administration Ministry is responsible for overseeing all staff and clergy, their functions and relationship to the Congregation. It oversees and coordinates all aspects of the financial operations of CRR.

### **FINANCE**

See the preceding pages of the Annual Report for profit and Loss Budget Performance for 2023, YE Balance Sheet and Proposed Budget for 2024.

CRR learned that since we did not lay off any employees during the pandemic, we might be eligible for federal funds under the CARES Act. Through the efforts of CRR Treasurer Penny Beers and former Moderator Bob Evans we received \$123,263 from the federal government in July. FEAM recommended and the Council approved the distribution of \$25,000 of these funds to each of 3 charitable organizations - the Hawaii Conference UCC for Maui wildfire relief, Hope House and Sedona Lago Gardens.

### **ENDOWMENT**

CRR has two permanent endowments - Mission and Legacy. The principal of each is to be permanently maintained. Earnings from the Mission Endowment Fund (MEF) are used solely to support the mission outreach ministry of CRR. Earnings from the Legacy Endowment Fund (LEF) can be used for any purpose deemed appropriate by the Church Council.

As of 12/29/23, the market value of MEF was \$611,079, an increase of \$64,918 from 12/31/22. MEF did not receive any donations from bequests in 2023. Since its inception in 1989, MEF has distributed \$333,530 from its earnings for mission outreach. In 2023, \$10,500 was distributed for mission outreach through Faith in Action Ministry (FIAM).

As of 12/29/23 the market value of LEF was \$244,014 an increase of \$29,575 from 12/31/22. LEF did not receive any donations in 2023. Since its inception in 2006, LEF has distributed \$38,800, primarily to support the operating budget of CRR. In 2023, no funds were distributed from LEF due to the decline in the fund's market value during the prior year.

The assets of both MEF and LEF have been invested with The Vanguard Group since March 2016. Since that time, the annualized rates of return for MEF and LEF have been 8% and 7.1% respectively. The funds have recovered this year and continue to outperform other balanced funds we compare ourselves with.

The Endowment Committee was tasked with investing the monies in the Jack Harris Music Fund, which was established in 2020. As of 12/29/23 the market value of that fund was \$24,163 a decrease of \$10,763 from 12/31/22. Distribution of the assets of the JH fund is the responsibility of the Worship and Music Ministry. Funds totaling \$12,500 were used this year to support the performance of “Lionteeth” at Carnegie Hall, per a request from worship and Music Ministry, approved by Council

The Endowment Committee would love to welcome some new members. If interested, please contact Sue Buffum, Chair

### **ADMINISTRATION COMMITTEE**

The Administration Committee (Admin) is responsible for personnel communications between the Pastor, other church staff members and church membership in general. In 2023, 75% of the unrestricted budget was the responsibility of Admin. Staff salaries and benefits comprise the majority of that amount, with the remainder being office supplies and related expenses.

In September, our office administrator KeliAnne Piscopo resigned her position with us. We were so fortunate to be able to quickly hire Jussara Wagner as our new administrator. Jussara has been a quick study and we are grateful to have her in this position.

Our technology has greatly improved due in large part to the efforts of Kathy Vetter. Kathy was instrumental in getting our new enhanced website, developed by ChurchDev, up and operational. She has also trained several church members on updating the website on a regular basis. Our new computers, servers and related software are all working well. Kathy is also working on creating an inventory of our technology.

Other activities Admin has worked on this year include:

- Processing bills related to the administration function
- Reviewing insurance documents
- Working with Finance on preparing the annual budget

Respectfully submitted,  
Sue Buffum, Chair FEAM

### **GROWTH, OUTREACH, & COMMUNITY ENGAGEMENT MINISTRY (GOCOM)**

2023 began with the chairmanship being shared by Bonnie Vandermullen and Karen Stupak. Unfortunately, Bonnie was unable to continue due to illness so Karen took over as Chairperson.

We are a very small group of members which includes: Karen Stupak, Marcia Byrd, Wendel VanPloeg, and Sue Long. We are few but with the help of volunteers from the general congregation we have been able to keep the greeters and welcome desk manned. Many thanks to all who are helping.

We have also kept the red welcome bags up to date and with a good supply.

Respectfully submitted,  
Karen Stupak, GOCOM Chairperson



### **PROPERTY MANAGEMENT MINISTRY**

We thank ministry members Andy Bethune, Judith Glenn, Bob Johnson, Dennis Matheson, and Ned Phillips for dedicated hard work during the past year. In warm weather, we do landscape maintenance before our business meeting. In cooler/cold weather, the business meeting is followed by outdoor work.

In addition to the landscape maintenance just mentioned, major accomplishments in 2023 included:

- Arranged for appraisal of the lower parking lot and submitted the report to the City of Sedona. Assisted Moderator with negotiations with the City of Sedona leading to sale of the parking lot.
- Identified paving contractors willing to bid on re-surfacing of upper and middle parking lots. Met with contractors, reviewed bids, and accepted bid by Copperstate Paving and Construction of Prescott, AZ. The project was carried out in mid-November.
- With a few exceptions (pastor's office, treasurer's office, etc.), all interior and external locks were changed, and keys were re-issued to those with a need for them.
- Completed installation of surveillance cameras.
- Installed a wireless doorbell chime in the pastor's office.
- The main circuit board of the heating/AC unit for Painted Cliffs Hall was replaced, and the thermostat in the Narthex was replaced.
- After consultation with the City Fire Marshall, a landscaping company was hired to do recommended brush removal on the west and north sides of the church building.
- The tile floor in the basement was stripped of old wax and re-waxed.
- Resumed regular irrigation of certain bushes and trees for which watering had been stopped several years ago as a cost-saving measure. Our rationale was that the cost of water was less than the cost of removing and/or replacing dead plants. Numerous leaks in the main lines and missing or faulty emitters were identified and replaced or repaired.
- Inspections and trouble-shooting of the fire alarm system and fire extinguishers were completed and reported as required.
- Installed new signage indoors (bathrooms in hallway opposite PCH) and outdoors directing visitors to sanctuary and columbarium, plus new "No Parking" signs at entrances to upper lot.
- Windows in the sanctuary and Narthex were washed, inside and out. Blinds on the east end of PCH were repaired.
- Assisted the pastor and receptionist with inurnment of ashes in the columbarium on several occasions.

Lastly let us say, "If these kinds of activities appeal to you, and/or if you have special expertise you could lend to our efforts, please consider joining our ministry."

Respectfully submitted,  
Michael Redhawk and Bob Wych

### **SPIRITUAL GROWTH AND EDUCATION MINISTRY**

Our goals are to provide an opportunity to study scripture with an eye toward how we understand and relate our faith to other communities and other belief systems. Questioning is a key component in these groups. We look forward to offering several short session classes/groups in 2024 as we create new spaces for the congregation to participate in Spiritual Growth and Education.

Currently there are several small group studies.

- We have a small group, EDGE (Ecumenical - Diverse - Gutsy - Education), a long-standing Zoom-based group which studies books about faith and God but not just from a Christian perspective. (The current book being studied is *Walter Brueggemann's Prophetic Imagination ... A Theological Biography* by Conrad Kanagy.)
- We offer a Men's Breakfast group that meets twice monthly, from the fall through spring. They are studying Bart Ehrman's *Analysis of the New Testament*, via DVD using the Great Courses curriculum.
- There is an outreach Bible Study at Sedona Winds Independent Living in the Village of Oak Creek. They meet weekly and study the scripture lessons for the following Sunday.
- We also have a Thursday Bible Study held at the church which meets weekly. This group typically studies books of the Bible. It is a group with diverse backgrounds and beliefs, so we have lively discussions.
- We offered a Lenten Series book, *Embracing the Uncertain*, to the congregation in 2023. The study was offered to the whole church but done at home. The Sedona Winds group and the Thursday Bible Study hosted weekly discussions about our readings which were open to anyone that wanted to join us. Although the group participation was low, there was a lot of discussion among the congregation about what they were reading. The books disappeared quickly, and two more orders had to be placed. This suggests to us the church is ready to start reengaging in spiritual growth interactions.
- Also during Lent, Margaret Gramley led a discussion group on Otis Moss III's new book, *"Dancing in the Darkness: Spiritual Lessons for Thriving in Turbulent Times."*
- In early fall, several folks read *Multi: The Chemistry of Church Diversity* by Paul Nixon and there was a discussion group and a conversation in the Transition Team about it.

*Sara Johnson, Chair*

### **WORSHIP AND MUSIC MINISTRY**

The duties of the Worship and Music Ministry at Church of the Red Rocks were greatly influenced by the fact that we are a church in transition.

We were true to the work of WMM as described in the Bylaws and the Constitution of Church of the Red Rocks, Sedona, Arizona. I am most grateful for those who not only filled these duties as a service to God, but worked as a team, helping each other when needed. These duties were to assist the staff with duties assigned to each member of the Ministry as follows:

**COMMUNION** – Alice Paul. We transitioned from the use of pods to intinction. This included a different set-up in the front for the administration of communion for all. There were also two Sundays where communion was set-up in the back while the Bell Choir played during Easter and Christmas. Two people served communion and the juice and bread were prepared before communion.

**LECTORS** – Gene Moore. At least two lectors were chosen and often were leading the Call to Worship, Prayers, and reading of the Hebrew Scriptures. The liturgy could vary, and other additions were added as designated by the minister. Most lectors needed to have the readings and scripture reading ahead of time. This was most adventitious for the lectors to study and be ready with some additional comments. This role in the worship service was filled by members of the church and was significant in bringing us to worship together with the staff before God.

**USHERS** - Pam Moore. Volunteers were called and scheduled often one to two months ahead of time. Some morning services required more ushers, and sometimes changes had to be made. The spirit of the volunteers was wonderful and very helpful to the congregation. During the transition, more people stepped up, including new attendees. The job included work before, during and after the service. They welcomed the people who came to worship providing any help needed. Those who came in wheelchairs were assisted. In the future, a few more pews with allotted space are needed for those who cannot be lifted to be seated into a pew. Space for wheelchairs and walkers is also needed. Ushers also closed the doors to the sanctuary and helped those who came late or came and went from the sanctuary. Ushers took the count for each service and collected the offering and put the offering and count into a safe near the usher's closet. Maintenance of the usher's desk and the closet were constantly managed.

**FLOWERS** – Sara Johnson. Fresh flowers and some artificial flowers were placed in the sanctuary on occasion. A cross was made by Dave Johnson for Easter. It was meant to be the base for flowers brought by the congregation celebrating the risen Christ. It was brought out a few other times for celebrating life in memorial services. Often poinsettias were brought during Christmas. They brought color and the joy of worship. We encourage more of this. The month of November brought the theme of harvest and giving to those in need, with vegetables arranged under the altar. With more planning, the possibility of more people donating to this can be encouraged.

**BELL CHOIR** – Debbie Wych. The Bell Choir had a meeting with a person experienced in the maintenance of bells. The Dravis Fund was donated to the Bell Choir. The Bell Choir meets weekly and prepares for designated times to play during the worship services, monthly. They need new tables for the bells. The movement of the tables, cases, and bells are complicated and require a lot of strength and mobility. Maintaining this is important. More members are needed. We thank those who have contributed to their work and the many musical pieces during the worship services.

When assisting the staff, I must add that our designated money as described in the treasurer's report is defined in two separate ways: The Balance Sheet and the Profit and Loss Performance. It is of great concern that we and the congregation address the difference between the two. We have a lot of items on the Balance Sheet where the money is a roll-over and it contains money given by patrons. However, the money allotted in the Balance Sheet is not a roll-over and contains money pledged by the people of the congregation. I must also include the fact that some of our WMM members have donated their supplies in lieu of the overall financial concerns of the whole church. However, we must be accountable for the money pledged by members of CRR who support the church financially with their commitment.

The chair thanks so many people for the help given in service which often contains a few surprises! We remain open and care about adapting to these surprises as they give us new ways to serve our Lord.

Assisting our staff is of great importance. We value the staff and all it brings to us. WMM also has on occasion brought new ideas to add to the worship. We care to communicate and be transparent during these occasions, and thank the staff for supporting us too.

There are items that have been added to the chair's duties. Here are a few. Besides being a member of the Council, I must report back to a few staff who are not at Council meetings. I must also be in communication with Council and fill out the requisition form for any guest minister so that they are paid for their service. It is important to listen to any orders needed by the staff and the WMM members. More attention is needed to these orders as they apply to our budget. Often it includes identifying what are the music supplies and audio/visuals, when instruments need tuning or maintenance. This demands a list for record, thus identifying what the money goes to. I pray that in transition we can incorporate the new with the tradition that has occurred over time.

I must report that two members of the WMM would like to remain in the ministry: Gene Moore and Debbie Wych. Three members will not remain in the Ministry: Alice Paul, Sara Johnson, and Pam Moore.

In all that we do, we have become more aware of the joy of service, and the relationship to one another and to God. We have often extended our role while working with other Ministries and most definitely the congregation, and the Transition Team. This has led me, as chair of WMM, to informally make two lists to consider for the future:

#### #1 WHAT POSSIBLE NEEDS, CONCERNS, INNOVATIONS, TO ADDRESS FOR THE FUTURE (Many have been brought up in WMM meetings and discussions)

- More ways to illicit members from the congregation for Chancel Choir and Bell Choir
- Future financial support of interns, SAC Singers, including patrons and members in the Balance Sheet and/or Profit and Loss Performance
- Friends of Music formation: all that it supports financially as of now and possible changes for the future.
- Recognition of Patrons (all patrons) and encouraging more
- Audio/Visual Maintenance throughout the building and Sound Booth
- Maintenance of Usher's Room and Closet, and storage
- Recognition of all minorities, people of color, culturally, economically, religiously during the service
- Exchange of Apache/Yavapai church in Clarkdale, and Rev Jackson, with our church- a follow-up
- Seasonal/liturgical teams in charge of worship and music ministry
- Addition of contemporary music in worship service
- Research digital ministry which includes those who listen to our online service - ex: iPods with people about the worship service at CRR both before and after worship
- Specific Long Range Plans Jan – through Easter; after Easter through to Christmas
- A non-juried Arts and Crafts Festival during Epiphany celebrating the manifestation of God's gifts to us.

- Pulpit and Platform Committee – to clean and provide décor and supplies for altar and shelves inside pulpit, and pedestals.

## #2 ADDITIONS TO ASSIST IN WORSHIP IN LAST 2 YEARS

- Lenten Service – Maundy Thursday, a service of Tenebrae (5PM) besides Ash Wednesday and Palm Sunday
- Continuing Easter Sunrise Service (5:30 AM); Easter Breakfast after Sunrise Service; Easter Breakfast between the two regular Easter Worship Services
- Meeting for Bell Choir regarding maintenance of bells
- Draves Fund for Bell Choir
- Change in communion from pods to intinction.
- Recognition of Asian Americans and Black Americans in worship service
- Financially Supported Carnegie Hall Trip with Dr. Holder and Interns
- Working with Congregational Care to honor Patrons John and Suzanne Moore in worship service and after service.
- Specific Long-Range plans for October to December 2023
- Supporting and arranging a non-profit concert in Sanctuary on November 11 featuring 5 different churches singing and storytelling “Women of Courage”
- November Harvest theme, décor on platform
- Recognition of indigenous people, specifically the Sovereign Nation of the Apache/Yavapai; Rev. Larry Jackson guest minister from Clarkdale, AZ
- Ritual Change in the Advent Wreath and lighting of Advent Candles
- December theme of “Homeward Bound” while accenting Advent
- December 24th, Sunday: 2 services with 9:30am service, also 4th day of Advent; and 5:00 PM Christmas Eve Candle Lighting Service with Luminaries. Both services had guest ministers with music and worship.

Sincerely,  
Pam Moore  
Chair of Worship and Music Ministry

### **PASTORAL SEARCH COMMITTEE**

The Search Committee was commissioned by the congregation during the worship service at the Church of the Red Rocks on Sunday October 8, 2023. The committee has nine members, four of whom were on the Transition team, Lawrence Bryd, Margaret Gramley, Sara Johnson and Pam Stabenfeldt. The other five members are Karen Barrow, A.J Cook, Sara Crosby-Hartman, Gene Moore and Wendell Ver Ploeg. We are grateful for the support of our interim Pastors, Marvin Morgan and Len Sylvester. The work of

the Transition team laid such a solid groundwork for the Search Committee. We have been meeting on average weekly since October 12, 2023. The Search Committee, after the Congregation meeting December 10, 2023 gave a full progress report to members.

Our initial task was to complete the Church profile. On December 20, 2023, it was presented to the Church Council and approved. The following day it was submitted to the S.W. Conference of the UCC for their approval. Subsequently, upon approval the opportunity was posted January 3, 2023. The Search Committee all attended a two hour training program from Dr.Barb Doerrer-Peacock on December 31, 2023 to prepare us for this journey in discernment.

We already have received candidate profiles and will move forward with God’s leading to do the work to find our Senior Pastor.

“ONWARD “!!!!

Respectfully submitted,  
Sara Crosby-Hartman  
Gene Moore

### **DIRECTOR OF MUSIC**

Dear Members of The Church of the Red Rocks,

It is with great joy and gratitude that I present the annual report for the Music Ministry department, summarizing the accomplishments and highlights of the year 2023.

Working with the talented individuals of The Church of the Red Rocks has been a blessing, surrounded by a community that shares a deep love for music. The Chancel Choir, Handbell Choir, and Choral Music Interns have consistently demonstrated their remarkable development and unwavering passion for music. Each rehearsal has been a source of joy, fostering a harmonious environment that prioritizes both the artistic and the well-being aspects.

I am delighted to acknowledge the continued support from John and Suzanne Moore, enabling the sponsorship of eight Choral Music Interns from Northern Arizona University (NAU). We bid farewell to Heather Drusedum, Osanah Manzo, Alex Kaus, and Evan Braun, while warmly welcoming Mia Murray, Adele Schreiber, Zach Macdonald, and Kyle Larsen into our church family. Their contributions have enhanced our musical offerings, and I am deeply thankful for their assistance.

The invaluable support from the Friends of Music has been crucial in sustaining the music ministry. Their financial contributions have supported special music, instrumentalists, and additional singers for significant events such as Christmas and Easter. The Friends of Music continue to play a pivotal role in the growth and success of our music program, recognized as the church's number one strength during the November 2013 strategic retreat. Their dedication has ensured the vitality of the music ministry, and I extend my eternal gratitude for their unwavering support.

Despite the challenges posed by COVID-19, the Music at Red Rocks (M@RRS) concert series was suspended. Thanks to the encouragement and support from Margaret Gramely, Pam Stabenfeldt, and others, we are thrilled to announce the resumption of concerts in Spring 2024, starting with a piano recital by Dr. Tiantian Liang on February 18.

In the fifth year of my tenure as the Director of the Handbell Choir, affectionately known as the "Bells' Angels," I am proud of the dedication and musical growth of this hard-working group. Their monthly performances in church and special music for Christmas services have added a unique dimension to our worship. I am grateful for the warm, friendly, and supportive atmosphere fostered by the Handbell Choir members.

The Sedona Academy of Chamber Singers, our choir in residence, continued to impress with performances during Easter services, Gospel Sing-along Sunday, and a remarkable Lessons & Carols Service in December. We premiered *Lionteeth* by Swedish composer Anders Edenroth at the church and look forward to releasing a recording in Spring 2024. Additionally, we were privileged to showcase portions of this work at Carnegie Hall, marking a significant milestone for our choir.

Our commitment to enhancing online worship experiences led to continuous improvements and modifications, including the introduction of weekly streaming through YouTube. Adapting to the challenges presented by the digital landscape required a significant learning curve, and I am grateful for the expertise shared by Kathy Vetter, Bailey White, and Mathieu Moser in navigating these technological advancements.

I extend heartfelt thanks to my fellow staff members: Marvin, Len, Jussara, Suzanne, Penny, Lynn, and the dedicated members of the Music Department. Special appreciation goes to Betty Morgan, our choir president, Pam Moore, chair of the Worship and Music Ministry (WMM), and the entire congregation for their unwavering dedication, continued involvement, and support of the active music ministry at The Church of the Red Rocks.

As we navigate changes in the delivery and modality of our mission, I remain committed to serving God, our church, and the wider community with the gifts bestowed upon me. I appreciate the opportunity to contribute to the flourishing music ministry at The Church of the Red Rocks.

In gratitude,

Dr. Ryan Holder  
Director of Music

### **INTERIM/BRIDGE PASTOR**

What an unexpected, pleasant surprise it is to be writing this report. I have completed one month of my second stint with you. (The first was from November, 2021, to February, 2022, as you awaited the arrival of your Interim Pastor, the Rev. Dr. Marvin Morgan.)

After 22 months of transitional work, Pastor Morgan accepted a new call to interim ministry and completed his time here at the end of November, 2023. Gratitude goes to him for his time and ministry here, and our prayers follow him to his new setting.

My work among you resumed on December 1, 2023. This time I work from my home in Scottsdale weekdays, and I am with you for in-person care and worship on weekends—when I stay at the duplex you continue to lease. I attend meetings, classes, and visits via Zoom (an amazing benefit of the pandemic). This plan is working surprisingly well!

After some assessment, these have emerged as key priorities for my time with you:

- Resourcing the search committee as they completed the church’s search profile; this has been accomplished, and your opening has been posted on the national UCC website, and profiles of potential settled pastor are arriving;
- Providing administrative support and encouragement to your hard-working, faithful staff and leadership;
- Stimulating the “system” and encouraging a sense of momentum into a bright future; I am happy to report that new members are already being welcomed;
- Providing leadership to put in place pro-active policies for handling the proceeds from the sale of the lower parking lot.
- Participating in and leading bible and other studies as time/interest permits.

How long will I be with you? Time will tell. We are hoping and praying that you will have a settled pastor identified, if not in place, by June of this year. I believe that you will have significant interest from well-qualified candidates to serve this multi-faceted faith family.

Please know that I am available to you ... via Zoom or in person, in your home or in my office. We can share coffee, lunch, or simply chat.

My thanks to Jussara, Ryan, Suzanne, and Bailey; they are a pleasure to work with and are truly dedicated to CRRUCC.

Onward!





**VOLUNTEER OF THE YEAR**

2023 Sara Johnson	2003 Bill Pederson
2022 Joyce Bethune, Joy Stouder & Kathy Vetter	2002 Susan Gibbs
2020 Gary Stouder	2001 Mike Vidal
2019 Gale Lothrop	2000 Beverly Johns-Chapman
2018 Bob Wheaton	1999 Susan Pilakowski
2017 Stephanie Dunshee	1998 James Simmons
2014 Carol McDougald	1997 Doreen Mykytyn
2013 David Shephard	1996 Robert Bareford
2012 Susan Hughes	1995 Betty Timbers
2011 Claude Wigent	1994 John Crane
2010 Judith Glenn	1993 Robert Niessner
2009 Rod Abbott	1992 Dave Draves
2008 Mary Nell Terry	1991 Wilma Draves
2007 Paul Sipos	1990 Jeanne Weise
2006 Joyce Knapp	1989 Dean Hilliard
2005 Hal Driggs	1988 Fent Helm
2004 Maria Tillotson	1987 Robert Boydston

**LAITY SPEAKERS**

2020 Lew Hoyt	2002 Charles “Chuck” Gunderson
2019 Ree Hudson	2001 Ann Chandler
2018 Sergio Mazza	2000 Joe Swavely
2016 Sally Phillips, Jim Reichert, Lynda Shephard & Gary Stouder	1999 Angelica “Angie” Tanis
2015 Susan Hughes	1998 Terry Ishihara
2014 Tom Doeller	1997 Doreen Mykytyn
2013 Sally Phillips	1996 Marty Johnson
2012 Don Beard	1995 Wilbur Wheaton
2011 Joyce Knapp	1994 Jeanne Weise
2010 Ed Voboril	1993 LaVerne “Verne” Smith
2009 Judith Glenn	1992 Mary Jane Scurlock
2008 Rod Abbott	1991 Robert Jahnke
2007 Claudia Ault	1990 Roswita Niessner
2006 Hugh Coble	1989 Kent Christensen
2005 Carol McDougald	1988 Sam Waldrip, Martha Wetzel & Lynda Shephard
2004 John “Jack” Harris	1987 Norma Gibson
2003 Mary Schnack	1986 Harner Selvidge
	1985 Robert Eggert

## **NOMINATING COMMITTEE - 2024**

**(Bolded positions are to be voted on by the congregation)**

**MODERATOR** - Margaret Gramley

**VICE MODERATOR** - Gary Wagner

**MEMBERS AT LARGE** - Pam Stabenfeldt, Kathy Vetter

**SECRETARY OF COUNCIL** - Lynn Schreiner

**FINANCIAL SECRETARY** - Lynn Schreiner (ex officio on Council)

**TREASURER** - Penny Beers

### **CONGREGATIONAL CARE**

**Co-Chairs - Maureen Zdimal & Bonnie McKeon** (supplies)

Joyce Bethune, Sue Long, Dee Carr, Sydney Bowersox, Kathy Hamm, Helene Lesslie

Debbie Wych, Margaret Alsholm

FOCUS: HOSPITALITY (coffee hours, memorial receptions, special meals, small social groups, greening of the church)

FOCUS: CARE (Stephen's Ministry, Knitting Group/Prayer Shawls, Prayer Ministry)

### **CONGREGATIONAL GROWTH** — training for newcomers

**Chair - Marcia Byrd**

Wendell VerPloeg, Karen Stupak, Lawrence Byrd (head usher)

**NEED THREE MORE PEOPLE ....?**

**GROWTH & VISITOR FOLLOWUP**

Track visitors .... Follow-up with email after visit, connect regular visitors

(website, newsletter, directory, newspaper publicity/welcome desk, greeters)

**HEAD USHER** - person heads team responsible for safety and comfort of worshipers  
relates to Property Management for policy/safety guidance  
recruits and trains ushers

**HEAD USHER: LAWRENCE BYRD**

**HEAD USHER BACK UP: NED PHILLIPS**

### **FAITH IN ACTION & COMMUNITY ENGAGEMENT**

**Co-Chairs - Gene Moore & Jan Wells**

Dave Stabenfeldt

Lynn Schreiner

Holly Johnson

Kate Hill

Steve Canipe

Len & Karen Barrow

### **SPIRITUAL GROWTH**

**Chair - Sara Johnson**

**Library - Sharon Canipe**

***WORSHIP AND MUSIC MINISTRY***

**WORSHIP COORDINATOR - \_\_\_\_\_**

Meets with staff leadership team monthly -  
Pastor, Director of Music, Organist, Church Administrator  
Serves on Church Council  
Coordinates/communicates with  
Communion Stewards - 3-4 persons who prepare communion each month  
no meetings  
suggested names :  
Dee Carr, Nancy True (maybe John)  
Ruthann & Lynn Rogers  
relates to Congregational Care for supplies -Bonnie McKeon  
Sanctuary Preparation Teams - rotates quarterly - Sara Johnson  
Maintains organization and “decor” of altar area week to week  
Keeps pulpit area free of clutter  
Lectors: Gene Moore  
Head Usher - Lawrence Byrd (6 mos.)

***SOCIAL MEDIA CO-ORDINATOR - \_\_\_\_ ? \_\_\_\_\_***

serves on Council  
relates to Office and Worship Staff and Property Management  
— manages budget for equipment

***PROPERTY MANAGEMENT***

**Co-Chairs - Michael Redhawk & Bob Wych**  
Judith Glenn  
Andy Bethune  
Dennis Matheson  
Bob Johnson  
Ned Phillips

***FINANCE & ENDOWMENT***

**Chair - Sue Buffum**  
Finance Secretary - Lynn Schreiner  
Treasurer - Penny Beers  
Endowment - Ed Bowersox  
Jim Rostedt  
John Heyer

***ADMINISTRATION - Staff Parish Relations***

**Chair - ?????? (someone from Search Committee?)**  
John Heyer  
Search Committee Members?

## APPENDIX

### Transition Team Church of the Red Rocks September 27, 2023 - FINAL REPORT

In the early spring of 2022, the Rev. Dr. Marvin Morgan was engaged by the Church Council to become the Intentional Interim Minister and to lead the Church of the Red Rocks through an Intentional Transition Process as the church prepares to call a new settled pastor. By early summer, in consultation with the congregation and the Church Council, a Transition Team was called, commissioned, and trained to lead the interim process. They began meeting weekly in August 2022. It is chaired by the Rev. Margaret Gramley and vice-chair Michael Redhawk. Other members include Richard Grimsrud, Lawrence Byrd, Betty Morgan, Sara Johnson, and Robert Johnson. Rev. Dr. Morgan has participated as a trainer, consultant, and guide.

Since its formation, the Transition Team has seen our work as broadly focusing in two directions: the key five focus points of an interim process, ... Legacy/Heritage, Connections, Mission, Leadership and Future ... and engaging the congregation in a process of thinking about these focus points and reconnecting with each other, with our love for God and our hopes for this church. In addition to weekly conversations as a team, the team has also held several meetings with the congregation as a whole and with small groups in member's households. The small group meetings on the topic of "Connections" were a joy and a highlight. The Transition Team continues to value input from the congregation as we explore ever deeper ways of worshiping and serving God, connecting more fully with each other, and broadening our interactions with our community.

The Church of the Red Rocks (CRR) is an Open and Affirming Congregation affiliated with the United Church of Christ (UCC) and located in Sedona, AZ. Sedona's main attraction is its array of red rock (sandstone) formations that appear to glow in brilliant orange and red when illuminated by the rising or setting sun. The red rocks form a popular backdrop for many activities, ranging from spiritual pursuits to hundreds of hiking and mountain biking trails.

Church of the Red Rocks has a website, [www.churchoftheredrocks.com](http://www.churchoftheredrocks.com)

Mission Statements: The United Church of Christ Mission Statement:

*"Wherever you are on your life's journey,  
you are welcome here."*

The Southwest Conference of the United Church of Christ Mission Statement:

*"Extravagantly welcoming and affirming followers of Christ called to embody God's unconditional justice and love."*

The Proposed Church of the Red Rocks Mission Statement:

*"Through Christian Worship, Education and Mission  
we share and celebrate Faith in God with all."*

The United Church of Christ is a blend of five historic traditions - Congregational, Christian, Evangelical, Reformed, and Afro Christian Churches, (formally acknowledged more recently by the UCC) - that have made a profound difference in U.S. religious and political history. The UCC website is found at the following link: [www.ucc.org/](http://www.ucc.org/) and has many subfolders to explore.

### **Focus Area: Legacy/Heritage - A Brief History**

The Church of the Red Rocks was formed in 1960, when a small contingent from another church in the area met with a few other Sedona residents to discuss starting a new congregation, one with denominational connections. They found a home in the United Church of Christ and by 1963 had purchased land on Bowstring Drive on a hill south of “uptown” Sedona. A church building was soon under construction. Over the next few years and with much hard work .... literally .... they established themselves as a vital part of the Verde Valley church landscape. Sedona was still a small town and far from other communities, so it was local farmers, business folk, educators, artists, and professionals who made up the congregation. There were many challenges, but the people joined in creative ways to build a worshipping community that took care of each other and served the larger community.

The 1970’s and 80’s brought much change and growth to Sedona and the church community. Highway 17 - the Interstate connecting Phoenix and Flagstaff - was not completely open until August 1978. Soon people began moving to Arizona and the Verde Valley to establish themselves in a warmer climate or to spend their retirement years. Sedona quickly grew ... and so did the church. By the mid-80’s, the congregation had grown from about 300 members in the early 70’s to nearly 800 members reported in the Annual Report of 1984.

Music has been a vital part of the worship experience at Church of the Red Rocks. A Moeller Pipe Organ, chimes, a sound system, choirs, and special concerts drew many to the church. Toward the end of the 80’s new pianos were added, a Handbell Choir was formed ... and more pipes were added to the organ. The value and gift of music has been a trademark of this congregation from the beginning and continues to this day. More recently, by developing a relationship with the Choral Department at Northern Arizona University, the church has sponsored the development of a resident Chamber Choir ... the Sedona Academy Chamber Singers. Church of the Red Rocks also provides worship and leadership experience to interns from Northern Arizona University who sing in the church choir. We also offer space for student performances/recitals.

The Church of the Red Rocks has also always been active in the larger community. The people of the church were instrumental in starting several organizations ... Sedona Community Foundation, the Verde Valley Sanctuary, the Northern Arizona Interfaith Council and Verde Valley Caregivers. The congregation celebrated its 50th anniversary in 2010 and soon began a two-year study process regarding becoming an Open and Affirming Congregation. This resulted in the church claiming and proclaiming its openness to all, and welcoming new people. Church members have built houses in Guatemala, adopted a girl’s school in Bwindi, volunteered and supported the ministry at Rainbow Acres, led the effort to build Hope House for homeless children and their mothers. Volunteers from Church of the Red Rocks currently serve the Community Meal in Sedona once a month.

The Church of the Red Rocks loves to play and learn together. Multiple social and learning opportunities have included: a travel committee, a clown squad, bake sales, formal teas, after-church potlucks, Christmas projects and parties, musical concerts, Bible studies and other theological and spiritual group

discussions. Pick-a-Party gatherings were a huge hit for several seasons. And a biennial Treasure Sale raises funds for ministry, brings people together, and welcomes the community to Church of the Red Rocks.

Over the years, the Church of the Red Rocks has been led by many strong, capable, and dedicated Lay People. And it has been shepherded by a series of pastors with diverse gifts and deep faith. The two most significant of these occurred during the growth of the area and church from the mid-1970's through the early 2000's. The Rev. Alice Snow was the pastor for 12 years ... during a time of profound growth in the community. Her gifts were her warmth and her creative presence and energy. The Rev. George Ault, D. Min, was pastor for 30 years ... from the mid-80's through 2015. His gifts included administration, energy, and vision. He was the leader through several building programs and the growth of the church into a more program focused church.

Since the retirement of Dr. Ault, the church has experienced much change ... the general decline of growth in the Sedona area has been reflected in the church. And even as churches across the denomination have declined in members, so has the Church of the Red Rocks. An interim period, a short-tenured ministry, COVID, the Intentional Interim Process and the loss of a beloved Church Administrator have challenged the church to focus on what is core to its mission. Music, hospitality, mission and connecting to God through worship, small groups and shared service have all been reaffirmed, during our current interim process, as core to our life together.

### **Focus Area: Connections**

Through a series of small and large groups, home and church "Connecting Conversations," the Transition Team provided opportunities for congregants to have conversations with each other and with the Transition Team regarding their connections. As noted earlier, these sessions were enthusiastically received and nearly a hundred people participated. People enjoyed being together again and having a place to share their hopes and concerns.

### **Focus Area: Mission**

These Connecting Conversations produced many ideas and thoughts to consider as we began to shape the proposed Mission Statement, Core Values, Vision Plan 2025, and Ministry Plan 2025. The Transition Team was intentional in using language and ideas from the Connecting Conversations as they engaged input from the congregation.

We propose the following **Mission Statement**:

*Through Christian Worship, Education and Mission  
we share and celebrate Faith in God with all.*

This statement embodies the **Core Values** identified:

Faith in Action  
Joyful Worship  
Transformative Education  
Sacred Hospitality

Based on the Mission Statement, Core Values, and input from the congregation in a June meeting, the Transition Team proposes the following Vision Plan for Church of the Red Rocks, through the year 2025.

### **Vision Plan 2025:**

By 2025, The Church of the Red Rocks will have:

1. Increased its membership and participation by at least 15%.
2. Expanded diversity in styles and expression of The Good News in worship in at least 25% of all services, leading to a more enlivened worship experience.
3. Provided 25% more opportunities to connect with each other and with God.
4. Created at least 5 specific relationships that will give the church more connections to the surrounding communities.
5. Explored together the possibilities for more diverse ways to “Be the Church” culturally, spiritually/theologically, and locationally.
6. Succeeded in developing a Long-Range Plan through the year 2030, that includes a needs analysis, resource usage, and inclinations and interests of the congregation.

The Transition Team proposes the following Ministry Plan to achieve the above Vision.

### **Ministry Plan 2025:**

By 2025, The Church of the Red Rocks will have accomplished these goals following these plans:

1. **Increase membership and participation.**
  - a. Embrace a Welcoming Perspective in **all** our activities, facilitating intentional diversity.
  - b. Track members attending worship to allow better follow up.
  - c. Increase Small Group opportunities including a short study on “Who is my neighbor and how to welcome them.”
  - d. Creating volunteer options that require less time commitments (bite-sized jobs)
  - e. Develop a transportation plan to get participants to worship for non-driving seniors and others.
  - f. Expand our vision of what the church of the future may look like.
  - g. Increase the church’s presence within the community for example, website, signage on 179, events, speakers
  - h. Continue our digital presence on our website, in worship and in giving options.
2. **Enliven worship experiences.**
  - a. Hold worship services outside of the sanctuary from time to time – the fellowship hall around tables, outdoors, in Cottonwood/Clarkdale
  - b. Create Worship Teams according to the liturgical year to suggest themes, images, readings, and musical possibilities, in conversation with the pastor and Worship and Music Ministry.

- c. Introduce and augment our current music with more diverse styles of music in worship – Taizé, contemporary music, guitars, and drums.
    - d. Introduce and incorporate more diverse styles of worship – Taizé, skits, signing, sacred dance, or multilingual formats.
- 3. Provide enhanced opportunities to connect with each other and God**
  - a. Maintain a physical and social presence by the pastor within the church and the community.
  - b. Create Active Response Team
  - c. Expand Adult Education, incorporating a key guest speaker to launch the groups.
  - d. Start at least 5 new groups in 2024. Continue creating 2-4 new groups on a yearly basis. Groups might include Pick-a-Parties, Study groups, Support groups, Dinner for 6/7, Travel groups, Game groups, Mission oriented groups, Community service groups, Lagos Gardens, or Worship Team groups.
- 4. Create specific relationships connecting Church of the Red Rocks to the surrounding communities.**
  - a. Better utilize our church building to increase community exposure and accessibility – Remodel the basement. Possibilities to consider - offer a space for health and wellness area, open a 2<sup>nd</sup> Chapter Thrift Store with proceeds going to affordable housing and/or helping support our local teachers.
  - b. Every 6 months the church will adopt a community organization or group, seek to discern what needs they might have and find creative ways to help them. The church will invite them to worship with us and pray for them and talk about them at each worship service. Examples include Food Bank, Fire Dept, School, youth programs, minority groups...
  - c. Have a yearly Art & Sculpture show to include galleries and local artists throughout Verde Valley
  - d. Have more **inter-church** activities such as BBQs, potluck dinners, Chili cook offs, or joint community service projects.
- 5. Seek to “Be the Church”- culturally, spiritually/theologically, and locationally.**
  - a. Develop off site “church campus” for activities, meetings, and gatherings.
  - b. Offer an all-church study of *Multi: The Chemistry of Church Diversity* by Paul Nixon, or an alternate book on church growth.
  - c. Offer hospitality to tourists, letting them know about us, finding ways to interact by handing out water at the Shuttle Lot, or being present at local events offering water.
- 6. Create a Long-Range Plan through 2030**
  - a. Engage a consultant who will help us create a Long-Range Plan. This will include: a needs analysis of the surrounding area; an exploration of multicultural, multi-locational and multi faith possibilities and interests; and setting goals/guidelines regarding the use of invested funds.
  - b. Update our By-Laws and Policies and Procedures



## **Focus Area: Leadership**

The Team spent several sessions examining our current Leadership Structure. We looked at many aspects - Job Descriptions, Policies and Procedures, and our By-Laws. We discussed how we evaluate our staff, our programs and how we are tracking the church's goals set forth in our Core Values and Mission Statement. We discussed Personnel Manuals, Leadership Development, and what excites people about being on a leadership team. Time was spent exploring our strengths and areas where we could make some adjustments.

We also made note that our regular church's attendance started to decline around 2010, as did church attendance across the country. In addition, the population of Sedona has been declining with more housing used for visitors than permanent residents. And pastoral changes, COVID and many members moving to be closer to their families have also contributed to this decline. With this shift our church has moved from a Program Sized Church (150 - 350 members), allowing for many program options and a pastor that is more of an administrator, to a Pastoral Sized Church (50-150 members), where the expectation is that the pastor is known by everyone and is expected to be a part of all church functions. While it has been reported to Council, we have 200+ members in our data base, we actually have 73 pledging families and a total of 93 households giving regularly.

After much consideration the Transition Team would like to offer the following observations and recommendations.

1- Review all Position Descriptions to verify they adequately reflect the current and anticipated needs of the job and the church. This would be done by the Personnel Ministry Team.

2- Re-evaluate the By-Laws and Policies and Procedures Manual for the church. Make needed adjustments to reflect the size of our congregation and the leadership model we adopt. After these are updated, they will be shared with each leadership team to help each group understand what they can expect from others as well as their own ministry team.

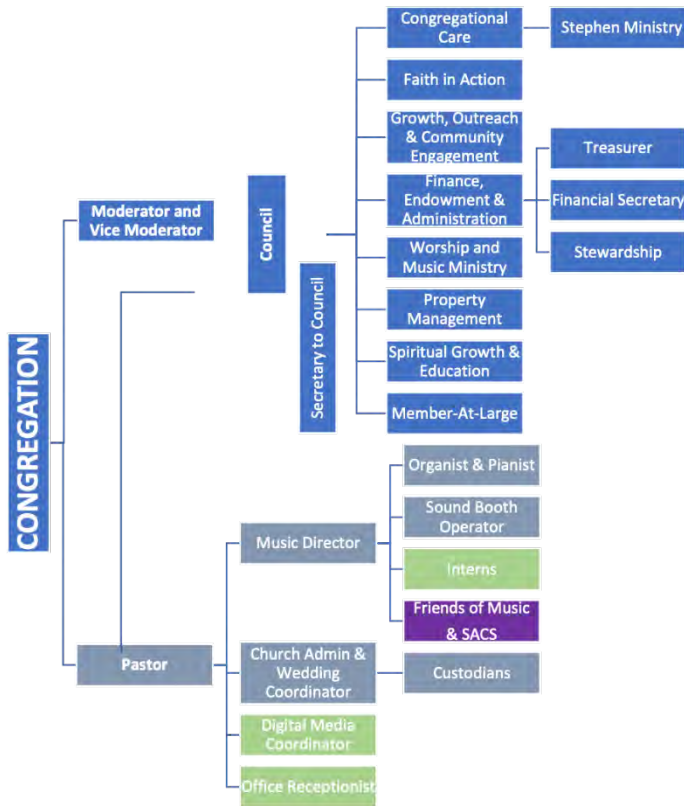
3- As we move forward in our calling to be Christ's hands and feet, remember we are not doing "church work" but the "work of the church." It has been helpful for the Transition Team to start off each weekly meeting with a short devotion. This allows the Team to transition from the busy outside world, and our need to get things done, and enter into a moment of pause and being still with God. This creates a better environment to hear and feel God's Still Speaking voice. We recommend that each Ministry Team begin their gathering with a devotion.

4- Evaluate ourselves as a congregation not just our staff and leaders. Are we making choices based on our Core Values or Mission Statement and our church's goals? This will allow us to look at the whole ministry of the church.

5- Update our Personnel Manual and review our contracts. This would be one of the responsibilities of the Personnel Ministry Team.

6- Be attentive to Leadership Development. Using co-chairs, mentoring, creating bite- sized positions, and offering leadership training which helps new leaders and facilitators to move into leadership roles.

7- Our strengths are the maturity of our leaders, leaders who are familiar with the church and the community and a leadership system that is relatively easy to understand. There is also an effort to have our leadership teams as diverse as the larger congregation. Areas which need to be addressed include communication between groups and leadership, the maintenance of flexibility as we engage new

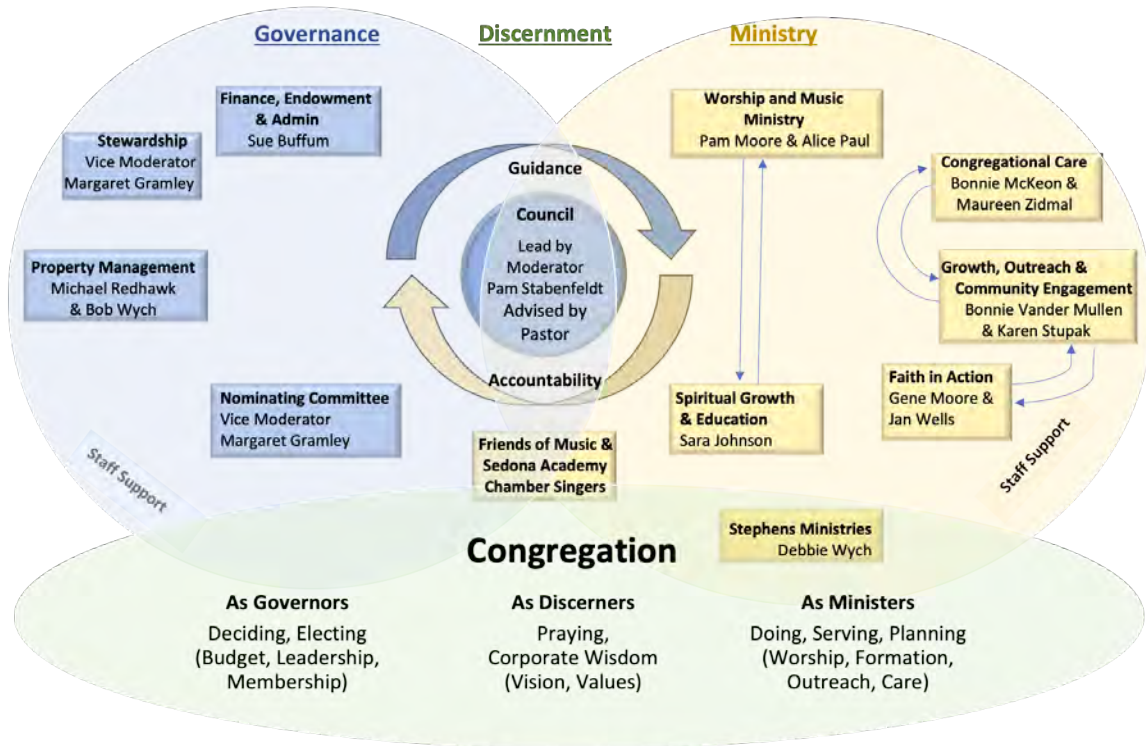


relationships, new ideas and activities, and succession planning, so every leader has an apprentice. With our church size shifting it is time to look at different leadership models. The Hierarchy model seems outdated but shows a clear line of communication for ideas or concerns. The grey boxes are paid positions. The boxes in green are the proposed new positions.

The 8 ministry Teams were discussed. It is being suggested we create more of a collaborative approach. Several of the teams overlap. It was suggested that once a quarter these groups meet to understand what is being planned in the other team(s) so it will be easier to coordinate efforts. Congregational Care, and Growth and Outreach and Faith in Action all overlap and could benefit from working together. Worship and Music Ministry and Spiritual Growth have worked in this fashion for the last 3 years and feel it has been extremely helpful. Finance would collaborate with Personnel.

The working model being proposed reflects a more collaborative model. It shows the Governance of the church and their roles. It shows the overlap of the Ministry of the church and the roles of the Congregation. In these shared meetings they can problem solve, vision and share their plans with each other.

We are proposing the creation of a Nominating Committee. The Nominating Committee is chaired by the Vice-Moderator and comprised of four others from the congregation at large. The busiest time would be in the fall and early winter to help establish the Council slate of officers for the following year. This position would be held for no longer than 3 years by any member.



We propose that a Personnel Team be created made up of a diverse group from Finance, Property Management, the Moderator, and 2 members from the congregation preferably with mid-level management or HR backgrounds, and a Ministry team member from the department the staff position will be answering to or supporting (i.e. Worship and Music Ministry would be involved if looking for a new Music Director or Property Management would be involved if looking for custodial services or staff.). This team would have the responsibility to interview, evaluate, receive resignations, support staff in conflict resolution, and ensure all paperwork and contracts are current and adequately reflect the expectations for the staff. This group would work collaboratively with the Finance Ministry Team.

The Transition Team recommends the development of a Pastor Parish Relations Committee. A description is in process.

In order to assure greater fiscal transparency regarding extra budget activity, the Transition Team recommends that the Church Council, in consultation with the relevant Ministry Area, develop a procedure that will result in full transparency of funds and expenditures that are external to the church's budget.

The Church has invested in supporting Digital Ministry and the Transition Team suggests we develop a specific plan for covering that area of our functioning. They would manage the new website, weekly emails, FaceBook presence, You Tube, Zoom, and other social media modes. We also need Sound Booth Support on Sunday mornings.

### **Focus Area: Future**

At this point, the Transition Team is asking the Council to name 4-5 more people to serve on a Pastor Search Committee and work with the full Transition Team in writing the Church Profile and Candidate Profile. Once those profiles are completed, the Chair of the Pastor Search Committee and the Moderator will contact the Conference to begin the Pastoral Search with direct guidance from Conference staff. The chair of the Transition Team and the Interim Pastor will name 3 members of the Transition Team to continue on the Search Committee. Once the profiles are posted our Interim Pastor may still be present with us, fulfilling pastoral duties and responsibilities. However, he is required to maintain an “arm’s length” distance from the pastor search process, based upon an interim ministry covenant, signed at the beginning of his tenure with Church of the Red Rocks. He may continue to be a “process facilitator” with the Pastor Search Committee, providing data, only when asked to do so.

Once a candidate has been chosen, called by the congregation and agrees to become our new settled pastor, the Search Committee and Transition Team will again work together to plan for the arrival, introduction, and integration of the new settled pastor into the life and ministry of Church of the Red Rocks.

### **ADDENDA:**

#### **NARRATIVE OF CRR STORY DONE FOR LEGACY PROJECT 2022-2023**

Transition Team - Long Version

#### **1960-1973 the beginning years**

In 1960, a small contingent from Wayside Chapel in uptown met with a few other area residents to discuss starting a new congregation, one with denominational connections. They began to meet for worship and soon affiliated with the United Church of Christ. By 1963 they had secured the land on Bowstring Drive and began to build a building. Over the next few years and with much hard work .... literally .... they established themselves as a vital part of the Verde Valley church landscape. Sedona was still a small town and not an easy drive from anywhere. There were local farmers, business folk, educators, artists and professionals in the congregation. But there were many challenges, not the least of which was a rotating roster of pastors. Sedona was pretty remote and no one really settled in until Alice Snow was called.

#### **1973-1985 the Alice Snow Years**

During Alice Snow’s tenure the area and the church saw continuing growth. The congregation grew from under 300 members to nearly 800 members according to the Annual Report of 1984. Worship life grew to include a Naming of the Saints, taped services for shut-ins, prayer groups, and an Easter cross of palms. Worship was enhanced with the addition of the Moeller Pipe Organ and over time the addition of chimes, as well as a sound system. Sanctuary lights and chandeliers were also added, and the Columbarium was built. Organ, choir and other special concerts were used to raise funds and celebrate significant occasions. The mortgage was burned and the church took on new debt for an addition. There was conflict over funding the World Council of Churches that was resolved by getting the full story. A VBS and Sunday

School thrived and by the early 80's, another Sunday worship service was added. Social activities and service opportunities expanded.

### **1985-2000 George Ault beginnings**

In the first part of George Ault's pastorate at CRR the focus on worship and community involvement became ever stronger.

The first Treasure Sale was held, a Boy Scout Troop was chartered by CRR, the Sedona Adult Community Center, the Salvation Army-Sedona and the Marcus Lawrence Foundation were all given direct support by the Church. A building expansion was planned and a building committee appointed in 1986. Worship was enhanced in 1990 when five banks of organ pipes were added, a new Baldwin Grand Piano was delivered and the Handbell Choir was founded.

And the decade of the 90's saw the beginnings of the Sedona Community Foundation, Verde Valley Sanctuary, the Northern Arizona Interfaith Council and Verde Valley Caregivers. The community was growing and forming the systems it needed to serve those who were now coming to Sedona for retirement.

### **2000-2015 George Ault 2.0**

This era was marked by member growth and stability. The management of the church was commission driven and all was closely supervised by Dr. Ault and various assistant pastors. There are at least eleven commissions, and each oversaw numerous committees and subcommittees.

The church parking was expanded in 2002. And in 2006, there was a major building expansion. The mortgage for these improvements was retired before George Ault retired in 2015.

There seemed to be an ever-expanding collection of activities for members and several well supported Christian ministries. There was a travel committee, a clown squad, numerous children's and youth groups, family lunches and dinners, bake sales, formal teas, Christmas projects and parties, many musical concerts, educational classes, Bible studies, group dinners. Pick a Party gatherings raised money for ministry but were ministries themselves, as people made connections with each other in fun and interesting ways. There were educational seminars on a variety of topics and Bible studies that deepened and challenged our ways of thinking about God and our journey of life.

There was a large celebration of the 50th anniversary of the church and George Ault's 30 years in ministry. As part of these events, the Friends of Music was formed to support special instrumentalists during worship and ongoing concerts were offered to the community. The Sedona Area Chambers Singers was also formed during this effort.

Soon after this event the congregation went through a two year study process with an eye toward considering the possibility of becoming an Open and Affirming Congregation. This was a transformative process that resulted in the church claiming and proclaiming its openness to all.

### **2015-present (2023)**

The years between 2015 and 2023 were years of high stress levels, loss, loneliness and transition toward the future.

Rev. George Ault retired after 30 years as pastor. The Rev. Larry Corbett became our interim until the Rev. Cindy Parker became our settled pastor. Covid disrupted church life and worship. The church closed

to in-person worship requiring a whole new approach to the way we held services. Our audio video system needed many upgrades so we could offer virtual services. All ministry and council meetings were held via zoom. After only four years Rev. Parker accepted a call to another church. Rev. Len Sylvester filled in as temporary interim until the Rev. Dr. Marvin Morgan arrived. We also lost our office administrator, Ginger Willets, of 25 years.

Throughout all this transition, the Northern Arizona University Interns, who sing with the choir, gallantly soldiered on and continued to provide music during the virtual services. Finally in 2022 we were gradually able to return to in-person worship, coffee hour was reinstated and we became reacquainted with our church family and friends.

We started to wonder what now? Where do we go from here? Sedona as a community was/is also changing. Although the median age of Sedona residents remains at 58+ years of age, the fulltime population is declining due to a major increase in short term rentals. Church membership declined (to about 200 from 350) and worship attendance has not rebounded from Covid (usually under 100), although there is also a steady presence online.

In 2022, the Church of the Red Rocks invited the Rev. Dr. Marvin Morgan to serve as Intentional Interim Pastor to guide us through an Intentional Transition Process of examining our life as a congregation in terms of Loss/Healing, Legacy, Connections, Mission, Leadership and the Future of CRR ministry in Sedona.

**Minutes of the Annual Congregational Meeting  
January 29, 2023**

**CALL TO ORDER:** The Moderator, Bob Evans, called the meeting to order at 10:44 am.

**INTRODUCE SECRETARY:** John McDougald, substituting for Carol McDougald;

**INTRODUCE PARLIAMENTARIAN:** John McDougald

**QUORUM REPORT:** John McDougald, Clerk/Secretary: 52 CRR members attending in person; 8 CRR members by proxy. The quorum of 30 members has been met.

**OPENING PRAYER:** Dr. Marvin Morgan, Interim Pastor

Pastor Morgan thanked KeliAnne for her work in assembling and printing the Annual Report.

Pastor Morgan announced that Joyce Bethune, Joy Stouder and Kathy Vetter were name Volunteers of CRR for their work in 2022.

**MEMORIAL MOMENTS:** Dr. Marvin Morgan

Assisted by Suzanne Moore (chime) and (Memorial Rose Bouquet)

The following members died during 2022: Hugh Coble, Joel Eckstrom, Dorothy Marsh, Bob Moore, Frank Murphy, Susan Pilakowski, Mary Railsback, Claire Russhon, JimTanis, Darnelda Watts, Ginger Willetts

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**APPROVAL OF MINUTES OF LAST ANNUAL MEETING January 30, 2022:** Karen Stupak moved to approve the minutes of the January 30<sup>th</sup> Annual Meeting; Camille Emas seconded the motion.  
MOTION CARRIED

**ELECTION OF OFFICERS AND CHAIRS OF THE MINISTRIES**

REPORT OF THE NOMINATING COMMITTEE was given by Pam Stabenfeldt.

Pam thanked Bob Evans and Mary Evans; Gary Stouder and Joy Stouder; Alice Paul and Pam Moore for their work as Council members in 2022.

**CRR Officers / Church Council Members:**

Moderator – Pam Stabenfeldt  
Vice Moderator – Margaret Gramley  
Secretary/Clerk – Lynn Schreiner  
Treasurer -- Barbara Beers (Penny)  
Member-at-LARGE – Elizabeth “Debbie” Wych

**Ministry Chairpersons / Church Council Members:**

Congregational Care (CCM) – Maureen Zdimal/Bonnie McKeon  
Faith in Action (FIAM) – Glenn “Gene” Moore  
Finance, Endowment, Administration (FEAM) – Sue Buffum  
Growth, Outreach, Community Engagement (GOCOM) – UNFILLED  
Property Management (PMM) - Michael Redhawk/Bob Wych  
Spiritual Growth, Education (SGEM) - Sara Johnson  
Worship, Music (WMM) - UNFILLED

**Ex-Officio Council Members (Council voice but no vote)**

Interim Pastor - Dr. Marvin Morgan  
Financial Secretary - John McDougald  
Church Office Administrator - KeliAnne Piscopo

Steve Wells moved to accept the nominees and vote they be elected for 2023; Mary Evans seconded the motion.

MOTION CARRIED

**REPORT OF THE FINANCE COMMITTEE Penny Beers, Treasurer**

Penny reported that 2022 had been a good year for the finances of CRR.

Penny also reported that the 2023 has increased staff salaries by 5%. Our CRR pledge to Our Christian World Missions (OCWM) has also been increased. However the pledges currently received have left the 2023 budget with a 32K shortfall.

Motion to accept the 2021 Budget Summaries and Vote to accept 2022 Finance Report &

Sue Buffum moved to accept the 2023 budget as proposed; Karen Stupak seconded the motion.

MOTION CARRIED

**AMMENDMENT TO THE CONSTITUION/BYLAWS and POLICY/PROCEDURES MNUAL**

During the months that Dr. Len Sylvester served the congregation as our Bridge Interim Pastor, he suggested that CRR might want to consider amending the Constitution and ByLaws and also the Policies and Procedure Manual allow CRR non-members to serve as non-voting members on all Ministries with the exception of the Finance Ministry

Motion to approve the amendment was made by Mary Evans; seconded by Gene Moore.

MOTION CARRIED

**ANNUAL MEETING OF THE CONGREGATION IS RECESSED Bob Evans**

**ANNUAL MEETING OF THE CORPORATION IS CONVENED Bob Evans**

Approval of Minutes of Corporation Meeting, January 30, 2022 Bob Evans

Motion to approve minutes was made by Gary Stouder; seconded by Bonnie -Vander-Muellen

MOTION CARRIED

**ELECTION OF OFFICERS OF THE CORPORATION AND CORPORATE DIRECTORS**

Our Bylaws specify who the nominees will be:

President of the Corporation – Moderator Pam Stabenfeldt

Vice-President of the Corporation – Vice-Moderator Margaret Gramley

Secretary of the Corporation – Lynn Schreiner

Treasurer of the Corporation – Barbara Beers (Penny)

Motion to elect the slate as specified in our Bylaws was made by Joy Stouder; seconded by Jan Wells.

MOTION CARRIED

**OTHER BUSINESS OF THE CORPORATION: None**

**ADJOURNMENT OF THE CORPORATION MEETING FOR THE CHURCH OF THE RED ROCKS**

**RECONVENE THE CONGREGATIONAL MEETING Bob Evans**

**MODERATOR REPORT (FINAL REMARKS) Bob Evans**

Unfortunately for you, we've come to that part of the agenda where I am to make my final remarks. Knowing that you've got better things to do than to listen to me prattle on, I promise to keep this short. Hopefully what I lack in eloquence I'll make up for in brevity.

I won't recite what was in my written report which is part of the Annual Report. Rather I'll simply say that it has been my honor to serve as your Moderator this last year. I daresay I won't go down in the annals of CRR history as a great Moderator, but I do hope that I might be considered a passable or at least a tolerable one. I've always tried to be led by what I thought was in the best interest of our church.

Thank you for giving me this opportunity to serve in this role. I also want to thank the members of the 2022 Council for their dedication, hard work and diligence and their efforts in serving this church. We all owe them our gratitude and appreciation for stepping up to take on their leadership roles. You should know that they tried their best to keep me in line and were even successful at times in doing so.



Mary and I and our 2 cats will soon start our cross-country trek to our new home in Virginia. Because we have some upcoming obligations before we leave Sedona this is most likely our last Sunday with you before we head out.

Our time here at CRR has been very fulfilling and rewarding and some of the best, if not the best, church experience of our lives. And though our next home will be thousands of miles from here, this church, and the many friends we leave behind will always be in our hearts, our thoughts and our prayers.

You are blessed to have a dedicated and enthusiastic incoming Council and one that I know will serve you well. I pray that you'll support and reinforce them. I also pray that you will continue to support the Transition Team and the transition process as you move toward calling your next settled pastor.

Lastly, I want to thank you for being you! Thank you for letting me be part of your family!

So, until we meet again – THANK YOU and Onward.

### **PRESENTATION OF THE GAVEL TO MODERATOR ELECT**

Bob Evans presented the gavel to the Moderator Elect Pam Stabenfeldt

### **COMMENTS BY THE MODERATOR ELECT Pam**

“Proverbs 3: 5-6

Trust in the Lord with all your heart and lean not on your own understanding; in all your ways acknowledge Him, and He will make your paths straight.” Accompanied Pam’s gift to Bob Evans.

When thinking of a gift for Bob, a compass immediately came to mind. For what does a compass do? It helps navigate, keeping us going in the right direction, and on the right path. Bob has certainly done that over the last few years.

Being the nerd that I am, I did look up the definition of a compass, discovering several synonyms that are associated with it ..... let me name a few:

Accomplish -- Achieve -- Carry Out -- Execute -- Follow through. -- Fulfill Negotiate -- Commit

These all describe Bob. During this time of serving with him, he is one to stay true to the path placed before him. His leadership & presence will truly be missed here at The Church of the Red Rocks

Bob, this compass is not only to remind you of your time here at CRR, but to also serve as a talisman for you and Mary as you both begin this next chapter in your lives. I am also secretly hoping that it points you both back to Sedona on occasion as well.

Peace and blessings,

Pam

**COMMISSIONING OF OFFICERS AND CHAIRS OF THE MINISTRIES** Dr. Marvin Morgan

**CLOSING PRAYER** Dr. Marvin Morgan

**ADJOURNMENT OF THE CONGREGATIONAL MEETING** Pam Stabenfeldt

Motion to adjourn \_\_\_\_\_ (1) \_\_\_\_\_ (2) “We are adjourned” Pam Stabenfeldt

**THE CHURCH OF THE RED ROCKS SPECIAL MEETING OF THE  
CONGREGATION**

**JUNE 25, 2023**

**SUBJECT:** Sale of the lower parking lot

**CALL TO ORDER** by Moderator Pam Stabenfeldt 10:33am

**OPENING PRAYER** Pam Stabenfeldt

**INTRODUCTION OF SECRETARY** Lynn Schreiner & **PARLIAMENTARIAN** Margaret Gramley (per Constitution)

Lynn Schreiner announced that a quorum was present.

**SALE OF PROPERTY** “The entire voting members of the church have been notified about the work that has gone into the Sale of the lower parking lot to the City of Sedona for the park and ride shuttle system to move people to the Cathedral Rock and Horse Mesa trailheads. Our Constitution and Bylaws state that ...”

**The Council shall have the power to buy, sell, mortgage, lease, transfer or make major changes to property only upon specific authority of the Governing Body.**

The voting members of the congregation are the Governing Body. Moderator Pam Stabenfeldt called for a motion to authorize the Council to sell the lower parking lot to the City of Sedona.

Sue Buffum moved and Karen Stupak seconded that we authorize the Council to sell the lower parking lot (1.95 acres along Highway 179) to the City of Sedona for the sum of \$1,700,000.00

A short discussion with questions addressed followed and then John McDougald called for the vote.

**CALL FOR THE VOTE** (After discussion)

A vote was taken by a show of hands of those present. The vote totals were 38 Proxy votes: 38 yes 0 no 30 in person votes: 30 yes 0 no **Total vote** was 68 yes 0 no **motion passed**

Margaret Gramley moved and Karen Stupak seconded that we reaffirm Pam Stabenfeldt’s authority as Moderator and President of the Corporation to sign the documents for this sale. **motion passed**

Rev. Morgan gave a Thanksgiving prayer, followed by a benediction. The meeting was adjourned by the Moderator at 10:55am.

Respectfully submitted,

Clerk/Secretary – Lynn Schreine

June 25, 2023

**The Church of the Red Rocks**  
**Special Meeting of the Congregation**  
**December 10, 2023, at 10:45 am**

1. Pam Stabenfeldt, Moderator called the meeting to order at 10:40 am
2. Pastor Len Sylvester offered the opening prayer.
3. Lynn Schreiner was introduced as the Secretary and Margaret Gramley as the Parliamentarian.
4. A quorum was present and the meeting proceeded.
5. Karen Stupak moved and Gene Moore seconded that Lynn Schreiner be elected to the office of Financial Secretary to finish John McDougald's term. [motion passed](#)
6. A recommendation by the Church Council and the Finance, Endowment, and Administration Ministry, per a request from the Faith in Action Ministry was explained by Gene Moore. The motion was to give \$25,000. to Hope House and \$25,000. to Lago Gardens from money procured from the employee retention credit that CRR received earlier this year. Following some questions from the congregation the [motion passed](#)
7. Sara Crosby-Hartman, co-chair of the Pastor Search Committee introduced the other members, Karen Barrow, Lawrence Byrd, AJ Cook, Margaret Gramley, Sara Johnson, Gene Moore, Pam Stabenfeldt and Wendell VerPloeg. Sara reviewed the process that will continue as the search progresses and how we work together as a congregation during the continuing search.
8. Gene Moore, co-chair of the Pastor Search Committee discussed the parts of the Church profile that define Who We Are as a congregation, Who is our Neighbor and some of the ways CRR has responded to the needs of our community, and Who is God Calling us to become?
9. The meeting ended with a Pastor Search Church Profile Prayer that was prayed in unison by the congregation.
10. The meeting was adjourned by Pam Stabenfeldt at 11:26.